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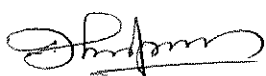
Notice for the PhD Viva Voce Examination

Ms Jasno E John, Registration Number: 2170067, PhD Scholar at the School of Commerce, Finance and Accountancy, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Saturday, 09 May 2026 at 09.30 am in Discussion Room, 2nd Floor, A Block, CHRIST (Deemed to be University), Delhi NCR Off-Campus, Ghaziabad - 201003, Uttar Pradesh, India.

- Title of the Thesis** : **The Impact of Green HRM Practices on the Sustainability of Organization**
- Discipline** : **Commerce**
- External Examiner - I** : **Dr C Paramasivan**
Associate Professor
Thanthai Periyar Government Arts and Science College
Race Course Road
Tiruchirappalli - 620023
Tamil Nadu
- External Examiner - II** : **Dr Seema Sharma**
Professor
Department of Management Studies
Vishwakarma Bhawan
Indian Institute of Technology, Delhi
New Delhi - 110016
- Supervisor** : **Dr Pramila S**
Associate Professor
School of Commerce, Finance and Accountancy
CHRIST (Deemed to be University)
Delhi NCR Off-Campus
Ghaziabad - 201003
Uttar Pradesh

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru
Date: 04 May 2026


Registrar (Academics)

ABSTRACT

The thesis investigates “The Impact of Green Human Resource Management Practices on the Sustainability of Organizations,” targeting insurance companies in Delhi. The global corporate environment is gradually shifting toward ecological responsibility, and as a result, firms are being forced to reassess their policies for human resources to fit with the standards of long-term sustainable development. Emerging as a paradigm shift, Green Human Resource Management (GHRM) infuses ecological awareness with fundamental Human Resource process like recruiting, onboarding, performance review, and continued employment of staff. This investigation is aimed towards evaluating not only the extent of GHRM adoption throughout the insurance sector but also its influence on employee performance, environmental performance, and organizational sustainability. The study worked with a descriptive design accompanied by a quantitative technique. The primary information was gathered utilizing a precisely crafted questionnaire disseminated to workers across several insurance companies in Delhi. The samples considered were those respondents who had adequate awareness or involvement in HR and sustainability-related activities. The information that was obtained was assessed with statistical methods such as descriptive statistical techniques, t-tests, ANOVA, correlation analysis, and multiple regression. These techniques enabled the researcher to examine differences across demographic groups, assess the correlation among principal variables and analyze the predicted efficacy of GHRM methods on employee performance, environmental results, along with comprehensive organizational sustainability. The meticulous approach that was utilized in the research provides assurance that the results are reliable, valid, and resilient. Based on the outcome of the research, demographic characteristics, including age, degree of education, job title, and duration of experience, and department, significantly shape personnel’s perceptions and engagement with GHRM practices. The study emphasizes that recruiting and selection, green training, and employee retention hold strong predictive power in enhancing organizational sustainability. Conversely, performance management and appraisal, though moderately implemented, show limited direct influence on sustainability outcomes. Strong positive correlations were observed among all major GHRM components, indicating that these practices reinforce one another and collectively build an environmentally conscious work culture. Moreover, the adoption of GHRM initiatives makes a considerable improvement to both employee and environmental performance, suggesting that a greener workforce naturally evolves into a more productive and innovative one. Environmental performance results further emphasize the effectiveness of green initiatives in waste reduction, digitization, and carbon emission control, although opportunities remain in renewable energy usage and energy consumption monitoring. Ultimately, the model confirms that GHRM practices contribute to organizational stability, brand reputation, competitiveness, and long-term sustainability in a direct and indirect manner (via employee and environmental performance). It is a valuable contribution to the expanding array of research that this work represents, which emphasizes the necessity of sustainability as a moral and strategic imperative, rather than merely an operational necessity. By integrating environmental values into human resource systems, organizations do not merely comply – they evolve.

Keywords: Green HRM practices, HRM, Sustainability, Organizational Sustainability, Insurance Industry.

Publications:

1. **John, J. E., & Pramila, S. (2026).** Analyzing the Impact of Green HRM Practices on Employee Performance. *Studies in Systems, Decision and Control*, ((SSDC, volume 238)), (pp. 1103–1111). Springer
2. **John, J. E., & Pramila, S. (2024).** Leveraging AI in HR Analytics to Foster Green Human Resource Management. *Studies in Systems, Decision and Control* ((SSDC, volume 555)), (pp- 1067–1074). Springer
3. **John, J. E., & Pramila, S. (2024).** Integrating AI Tools into HRM to Promote Green HRM Practices. *Lecture Notes in Networks and Systems* ((LNNS, volume 878)), (pp- 249–259). Springer