

Green Hr Practices During Covid'19, A Path Way to Sustainability- Employees Perspective

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Abstract

Covid'19 Pandemic is a very serious global health crises of the time and a great challenge that almost country is facing like a global crisis and wave disrupting the social, economic and political crisis that will leave deep scars into huma's life. The impact of COVID'19 Pandemic has enforced business operating domestically or globally to accelerate changes at every function of management irrespective of different sectors of business. Many Organisations were forced to move into the digital space, changing their configuration pertaining to organizational systems and processes. As the nervous system of any organization, it is the HR department which formulated the base for transformations, helping organization to navigate the unforeseeable future. HRM needs to ensure business continuity by managing all employee affairs of employee's virtually or manually, follow safety operating Procedures and system during the crisis as per Government order. As the HRM during Pandemic is undergoing lot of changes equally supported with the challenges to manage, educate and safeguard employees, Green HR practices such as work-life Balance, Virtual/Remote working, digital /Online Platform and employee wellbeing gained more importance amidst Organisation. In the light of the above the paper aims to discuss the relationship of HR practices during COVID'19 Pandemic and the Green HR Practices (Sustainable HR Practices). The study highlighted the importance of hybrid model of working which was brought in to light due to Covid Pandemic.

Key Words: Covid 19, Green HR, Pandemic, Sustainability, Environment Friendly HR Practices

1.Introduction

With increasing environmental ramifications, organizations globally are expected to take responsibility for environmental management. As per economists the environmental management is a priority for India since increasing industrialization, entrepreneurial nature, and foreign investment will promote the growth of Indian economy, but at the same time it will demand more resources and will contribute to environmental pollution. A study by the World Bank reports that the environmental degradation costs India about \$80 billion a year, India has 13 out of 20 most polluted cities, and 23% of its child deaths could be attributed to environmental factors (Mallet, Financial Times, July 2013).

As per the Twelfth Five Year plan, Micro Small and Medium Enterprises (MSMEs) contribute to over 40% industrial production and over 45% of India's export but also account for substantial pollution load of India. India is already experiencing dangerous environmental conditions. In the recent past, India has faced several natural calamities. List of natural disaster, Landslide in Pune (2014), Floods in Chennai (2015), A massive earthquake of magnitude 8.2 Richter in the Himalayan region, Magnitude 6.7 Richter in Manipur (2016), Large-scale fire destructing Uttarakhand forests (2016) etc. Experts have claimed exploitation of natural resources as one of the key causes of such calamities.

Hence, to avoid further environmental deterioration due to the exploitation of natural resources, it becomes

organization's responsibility to plan sustainable development and facilitate environmental growth. Moreover, organizations may also benefit from adopting environmental management interventions as research has found that pro-environmental activities have a positive relation with employer branding, public image, marketing opportunities, improved sales, potential cost saving, and competitive advantage (Khanna and Anton, 2002; Christmann, 2000; Shrivastava, 1995).

Human Resource Management is an important function of management that deals with the most valuable assets of an organisation which is human resources. The whole context of HRM in present scenario can be addressed as **"People and Society"** wherein sustainable use of resources within organizations which leads to environment sustainability and corporate social responsibility plays a vital role. HR managers now have a major role to play in designing efficient strategies which are in par with the company's values and culture, investor's expectations, meeting government rules and regulations and also initiate environment friendly practices and awareness among employees.

"Green management" is defined as the process whereby companies manage the environment by developing environmental management strategies in which companies need to balance between industrial growth & safeguarding the natural environment. Business firms play a key role in the issues of environmental management since they are part of our society and cannot be isolated from the environment. Nowadays companies are implementing EMS- Environmental Management System as a strategic tool to control of firm's environmental impacts. G-HRM enables the sustainable use of resources within business enterprises and promotes the cause of environmentalism which further boosts up employee morale and satisfaction. Some of the prominently used Green HR practices are: (i) Green Printing, (ii) Green Manufacturing and Disposal of Staff ID card, (iii) Job sharing (sharing a full-time job between two employees), (iv) Teleconferencing and virtual interviews, (v) Recycling, (vi) Telecommuting, (vii) Online Training, (viii) Reduced employee carbon footprints by the likes of electronic filling, Green HR involves reducing carbon footprint via less printing of paper, video conferencing and interviews etc, (ix) Energy efficient office spaces, (x) Green Payroll, (xi) Car Pooling, (xii) Public Transport, (xiii) Company Transport and (xiv) Flexi-W. 1

Green Work- Life balance refers to Green HR initiatives that are aimed at creating sound occupational health and organisational health. It encompasses two key elements "Sustainability" and operational efficiency". Green Work life Balance practices are highly commendable in the present scenario to sustain the intellectual capital in the organisation and it can be instrumental in creating enhanced quality of Work life (QWL) for both the employee and employer at large.

Green HR strategy primarily reduces the carbon foot print of each employee and enhances talent retention. It also increases efficiency within processes, reducing and eliminating environmental waste and revamping which results in electronic filing, job sharing, teleconferencing, recycling, telecommuting, online training, and developing more energy efficient office spaces and also Sustaining green objectives throughout in all the HR functions of recruitment, training, compensation etc., G-HRM initiatives also aims in creating sound occupational health and organisational health through Green Work-Life Balance practices. Green HR practices for Work life balance imbibes the feeling of belonging for the organisation and also increases productivity.

In the early December 2019, an outbreak of corona virus disease caused by a novel severe acute respiratory syndrome occurred in Wuhan city of China. On January 30, 2020 the WHO declared the outbreak as a Public Health Emergency of international concern. COVID'19 has disrupted people of global countries with lock down, social distancing, quarantine, hygienic health practices and has shifted business virtually supporting green HR practices.

The Covid pandemic has ravaged lives & Livelihoods across India. The periodic Lockdowns since March 2020 have taken a toll on several sectors and has resulted in immediate effect on Organizations and workplace worldwide. As people were fighting for their survival, the lockdown restrictions such as travel bans, social distancing, closure of non-essential business & commodities, many organizations were forced to operate digitally within short span of time. Organisations had to respond to the business change through proper leadership and functional management not compromising with their employees need, health, safety and design Safety operating procedures. As agents of organizational change, team of HR experts are strongly positioned as leaders to support and advice in times of crisis. Covid pandemic changed the normal work routines such as Work from Home, Virtual Teams, Virtual Leadership & Management which in turn not only supported the Covid situation but also forced for Green HR practices leading to Sustainable HR practices. Pandemic has forced many

Organization's to switch over to virtual /remote working operations which was confined only to certain employees belonging to a particular Level Management. The responsibility of Present HR function towards green HR Practices (Environment friendly HR initiatives) as part of Corporate Social Responsibility gained importance and relevance during covid pandemic rather than Pre covid Pandemic. Working and operating HR Functions digitally in the form of Virtual interviews, Online Training, Paperless work, Teleconferencing, Work Life balance - Work from Home, Virtual Leadership & Management accelerates and safeguards not only the covid situation but also supports the concept of Green HRM.

2. Background of the Study

Environmental management is considered as an offshoot of a broader accounting agenda, known as 'triple bottom line,' which integrates social, environmental and financial aspects. Triple bottom line analyzes an organization's performance in a broader perspective rather than being restricted to profit-making. The environmental dimension refers to attaining a balance between organizational growth and conserving natural resources for future generations. While the importance of environmental sustainability is discussed as a primary objective, there is no conformity on the approach that the organizations adopt for achieving the same. Therefore, it is important to explore the initiatives taken by the organizations during COVID 19 Pandemic to avoid environmental disruptions and attain sustainable growth. Since this field is under-researched, it is worthwhile to point out gaps and suggest possible measures for overcoming them.

3. Need of the Study

The HR practices during covid pandemic is bound to undergo unexpected changes which in turn makes the organisation to look for a fine balance between employee health, safety and business continuity. The present study is an analysis that the HR practices during COVID'19 Pandemic has laid a strong base and support for the concept of Green HRM which was not mandatory for many Organisations Pre-Pandemic.

4. Review of Literature

In the early December 2019, an outbreak of corona virus disease caused by a novel severe acute respiratory syndrome occurred in Wuhan city of China (Luetal 2020). On January 30, 2020 the WHO declared the outbreak as a Public Health Emergency of international concern.

COVID'19 has disrupted people of global countries with lock down, social distancing, quarantine, hygienic health practices and has shifted business virtually supporting green HR practices (Organisation 2020). After confirming of first Covid 19 case from India advisory posing restrictions regarding international travels to the Countries were imposed on March 11, 2020. It is the Kerala state in India which reported with highest cases. The situation was serious and demanded implementation of safety measures to break the spread of the disease at the earliest. The first nation-wide lockdown was imposed on March 22, 2020 followed immediately by total lockdown from March 24, 2020. Lockdown had several impacts on human lives, environment and disrupted business operation in all sectors globally (Mahato et al 2020)

5. Green HRM

Retika Verma (2015) International Journal of Recent Research in Commerce Economics and Management (IJRRCEM), Green HRM requirement of 21st Century- According to her study Green HRM policies and practices helps in safeguarding & enhancing employee health and wellbeing and also pursuit green business practice which plays an important role to save planet & Earth.

Alka Solanki (2016) Abhinav Publications, Go Green with Human Resources Management Practices- According to her study Green HRM plays a pivotal role in making organizations environment friendly and also build strong relationship amidst stake holders of the organization.

David McGuire, Marie-Line German and Kae Reynolds (2021) advances in Developing Human Resources, Reshaping HRD in Light of the COVID-19 Pandemic: An Ethics of Care Approach- According to their study the Covid Pandemic has made Human Resource Management to function beyond its traditional foundations thereby adopting more of humanistic approaches to safeguard employee welfare and growth in workplace. The disruptive impact of COVID'19 offers the opportunity to renew HRM operations & functions. Mrittika Shil, Rajib Chandra Barman, Nurul Mohammed Zayed, Shahiduzzaman Khan Shahi, and Arafat Hosain Nelay (2020), Management and Human Resource Research Journal, Global Transition of Hr Practices in Covid-19 Pandemic Situation: A Systematic Review Through 5p's Model of HRM- According to their study the Virtual training and capacity development program during Covid will benefit to cope with innovation and will face challenge in employee adaptation.

VazeerjanBegum, (2020) Tahseen Anwar Arshi pointed out the collapse in hiring and a long time for the revival of the labour market; it is important to take recovery initiatives and rescue packages for backing the existing jobs either step to avert a slump of the labour market.

Iza Gigauri (2020), pointed out that the crisis situation has forced organisations to focus on employee wellbeing thus taking in to account employees work-life balance during digitalisation is crucial. ShuebAhamed (2015) pointed out those organisations green movement plays important role in enthrusing, facilitating, and motivating employees for taking up green practices for green Business. Maurice Adiga ACA & Bassey, Emmanuel Ude (2021) pointed out that employees Information technology skills had to be developed and organisation must offer more incentives to support employees in difficult times. Nailysaifulina, Adolfo Carballo-Penela and Emlio Ruz-Sanmartin (2020) pointed that GHRM policies and practices increase the desire to learn ecological problems and increase employee awareness towards environmental values towards Human Resource Management.

6. COVID'19 & Green HR Practices:

COVID'19 has provided a new set of criteria's as critical sustainability agenda which addresses societal needs. Human Resource Management is an important function of management that deals with the most valuable assets of an organisation which is human resources. The whole context of HRM in present scenario can be addressed as "People and society" a mix of HR and sustainability. It is the responsibility of HR in times of disaster to promote a climate of calm, engage leadership to respond timely, accurately, consistent communication from all levels of organisation. Companies shifted their recruitment strategy to virtual platforms after checking their travel history for the past three months. The virtual screening process has helped firms to enter in to a platform where there is no physical exposure between candidate and interviewer as social isolation will help to attain a fine balance between COVID-19-led disruption and sustain business continuity. **Nearly 70% of the organisations have moved towards virtual methods of recruitment, emerging technologies like artificial intelligence, robotic process automation and machine learning supporting Green HR practices leading a fine balance between sustainable business, environment protection and employee safety and wellbeing.**

COVID'19 has unlocked HR's role in achieving the sustainable Development goals such as Ensuring Financial security to all workers, Protecting health and well-being across its people value chain, Emergency response team, Protecting jobs, Providing wand planning infrastructure for a future world of virtual working, Gender Equality, Providing quality & Education, New family friendly policies for virtual work life, Future models of work with digitalisation in mind, Reskilling staff to help them stay relevant, WFH-Work from Home, Ramp up Training & investment in remote working and Virtual Procurement Process.

7. Objectives

- (i). To study the HR practices followed by Organisations during COVID '19 Pandemic
- (ii). To Analyze& Interpret the relationship between HR Practices and Green HR Practices (Employee's Perspective) during Covid 19 Pandemic
- (iii). Post COVID'19 challenges for Organization towards Green HR Practices

8. Research Methodology

The research process consists of the number of selected steps, which are essentially inter-dependent. The collection of facts and information will be followed by processing using scientific technique and tools arrive at reasonable conclusion. The research design used in the study is Descriptive in nature. The data were collected from both primary and secondary sources. Structured questionnaire was designed and a sample of 114 employees working in Chennai employed in different sectors submitted their form to collect Primary Data using Convenient Sampling Technique. The secondary data were sourced from websites, journals, magazines, articles, and media report. The study has few limitations. (i) Due to Time Constraints, the survey was restricted to 114 respondents from the universe, (ii) As the questions were direct to the personal opinion of the employees, some of them were hesitant to respond

7. Data Analysis& Results

Table 1: Analysis of Demographic Data(N=114)

Gender	No of Respondents
Female	82

Male	32
Experience	
0-5yrs	74
5-10 yrs	16
10-15yrs	8
15-20yrs	2
20yrs above	14
Organisation Sector	
Banking	6
E-Commerce	12
Finance & Insurance	14
Food & Beverages	6
Health Care	12
IT & ITES	30
Telecommunication	6
Transportation	2
Service	20
Media	4
NGO	2
Designation	
Manager	34
Business/ProcessAssociate	20
System Engineer	4
Portfolio specialist	2
Teller	4
HR Recruiter	2
Executive	14
Document Specialist	2
Managing Director	2

AccountantTrainee	6
Project Coordinator	14
Quality Analyst	6

Source: Primary Data

Objective 1: To study the HR practices followed by Organizations during COVID '19 Pandemic

Table 2: Green HR Practices during COVID'19 Pandemic

Green HR Practices During Pandemic	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Likert'sPo int
Paperless Work	0	6	2	52	54	4.3
Forming Virtual Teams	0	13	4	44	53	4.2
Virtual leadership & Management	7	7	12	26	62	4.1
Online Training	16	12	20	36	30	4
Virtual Instructor	24	6	20	30	34	3.4
Online Discussion/Meetings	26	0	16	27	45	4
web-based learning/ video-based learning/webinars/conferences	21	10	10	33	40	4
Virtual Recruitment, Interview & Joining Formalities	18	16	10	42	28	3.4
SOP-awareness Training	8	0	8	34	64	4
Work From Home/Remote Working	7	27	0	35	45	4
Psychological & Emotional Support	10	35	12	32	25	3.2
Adhering to Environmental Policy	8	8	18	40	40	4

Source: Primary Data

7.1 Interpretation& Analysis

To ascertain if a series of HR Practices were followed by the organization during COVID'19 Likert

scaling technique has been used. All the HR practices were relevant to the concept of Green HR practices and from the above table it is clearly evident that almost all calculated mean value is greater than the normal value of 3. Hence during covid'19 Pandemic almost all the Green HR Practices were implemented by the participating Organisations.

Objective 2: To Analyze & Interpret the relationship between HR Practices and Green HR Practices (Employee's Perspective) during Covid 19 Pandemic

Relationship between Gender of the Respondents and overall opinion towards Green HR Practices

H0: There is no relation between Gender of the Respondents and overall opinion towards Green HR Practices

H1: There is relation between Gender of the Respondents and overall opinion towards Green HR Practices

Table:3 Relationship between Gender of the Respondents and overall opinion towards Green HR Practices

Opinion on HR practices during Covid'19- Effective Support towards Green HR practices	Gender		
	Female	Male	Total
Effective	56	10	66
Very effective	20	14	34
Less effective	6	8	14
Not Effective	0	0	0
Total	82	32	114

Chi-square value :14.3, Degree of Freedom:5, Table value:11.07 Source: Primary Data

7.2 Interpretation & Analysis

The result of the chi-square test reveals that the calculated Chi-Square value (14.3) is less than the table chi-square value (11.07) at 5% level of Significance and therefore the relationship between Gender and Overall Opinion on HR practices during Covid'19 reveals that the HR practices followed during COVID'19 pandemic effectively supports the concept of Green HRM such as Environment Friendly HR practices - virtual HR operations, reducing paper work, printouts, flexi shift/WFH, work life Balance irrespective of Gender. Thus, the Null Hypothesis is Accepted

Table:4 Relationship between Gender of the Respondents and Comfortability towards Work from Home

Gender	Comfortability					
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Male	15	11	10	0	4	40
Female	34	17	14	6	3	74
Total	49	28	24	6	7	114

Chi-square value :2.46, Degree of Freedom:7, Table value:14.06 Source: Primary Data

7.3 Interpretation & Analysis

The result of the chi-square test reveals that the calculated Chi-Square value (2.46) is less than the table chi-square value (14.06) at 5% level of Significance and therefore the relationship between Gender and Level of Comfortability towards Work from Home is not significant. Thus, Work from Home was offered irrespective of Male or Female employees during Covid'19 Pandemic and from the data collected as per sample size around 23% and 44% of Male & Female employees were comfortable with Work from Home option. Thus, the Null Hypothesis is Accepted.

Coefficient of Correlation between Experience & Online Performance feedback

Table5: Relationship between Experience & Online Performance feedback

Experience(X)	Online Performance Feedback(Y)	Xsquare	y square	ΣXY
74	86	5476	7396	1479
16	28	256	841	203
8	0	64	3249	855
2	0	4	3249	1197
14	0	196	3249	513
114	114	5996	17984	4247

Coefficient of Correlation r Value: 0.94 Source: Primary Data

The result of correlation value(r) reveals that there is positive relationship between Experience and Online Performance feedback, which means employee performance are reviewed and online feedback is provided irrespective of experience.

Objective 3: Post COVID'19 challenges for Organization towards Green HR Practices

Table:6 HR Practices during pandemic effectively supports Green HRM Concept & Cost effectiveness

HR Practices during Pandemic supports		
Reponses	Green HRM	Cost Effective
Effective	60	54
Less effective	16	8
Very effective	34	48
Not effective	4	4
	114	114

Source: Primary Data

7.4 Interpretation & Analysis

It is evident from the above table that HR Practices during Covid'19 effectively supported Green HRM Concepts such as Paper Less Work, Remote working, virtual recruitment, Virtual Performance Management (etc) and all the green HRM practices are cost effective

Table 7:

Virtual Practices supports Health & Safety but also Environment Safety & Protection

Options	No of Respondents
Strongly Disagree	14
Disagree	8
Agree	32
Strongly Agree	42
Neutral	18
Total	114

Source: Primary Data

7.5 Interpretation & Analysis

It is evident from the above table that Covid'19 has brought in the concept of virtual Practices mandatory and the employees who were the respondents also agreed that all virtual practices support Health & Safety by making employee to less commute to work place and work comfortably at home due to frequent lockdown which in turn is the major reason for less pollution and safeguarding environment

Covid'19 & Environment

India which has always been a hub of pollution with high population, busy traffics and polluting industries which leads to high air quality index (AOI), but post covid 19 followed by complete to liberalized

lockdowns, the quality of air and other environmental parameters such as water quality in rivers started to show purity there by positive sign towards environment protection. Travel Screening to test for Covid has limited people from their travel plan. Use of online apps for booking, delivery of medicines, vegetables, grocery has made people to commute less, imparted with alternate way of purchase and making people to access online shopping in a higher manner when compared to situation before pandemic

8. Key Findings of the Research

- a. Paperless work substantially gained importance during Covid' 19 Pandemic (50%)
- b. Forming Virtual Leadership & Management was substantial during Covid' 19 Pandemic (51%)
- c. Forming Virtual Teams was substantial during Pandemic (54%)
- d. Conducting Virtual Interview & Joining Formalities was substantial during Pandemic (53%)
- e. Organisation encouraged learning through virtual platform (77%)
- f. organization were forced to have virtual Instructor (65%)
- g. Organisation reflects environmental policy and strategies in its recruitment policy despite of online/Virtual (70%)
- h. Work from Home (WFH) Makes employees to work round the clock (64%)
- i. Work from Home (WFH) Only due to COVID pandemic (60%)
- j. Social interaction amidst employees in times of Virtual Practices was tough during Pandemic and it might be regulated in future (47%).

9. Challenges

COVID'19 Pandemic has transformed HR professional's role dramatically to a mix of HR & Sustainability, thereby Green HR practices came in to light and gained more importance as the need of the hour. Organisations which were able to switch over to new work flow lead their business continuous but on the other hand there were organisations which were struggling to switch over to the new virtual work flow platform, hence making HR Managers to play strategic role in such crisis times. Thus, the COVID'19 Pandemic has left a serious impact on organisation and its employees leading to series of challenges ahead:

- Reconfiguring work flows
- Minimising job losses & ensuring business sustainability
- Redeploying talent or reskilling staff as per digital workforce requirement
- New family friendly Policies for virtual work life
- Virtual training & Capacity Building
- Data Security, Payroll Management & Line Management

Innovation & technology plays the lead role for the past few years and it has become as uncompromised force during Covid '19 Pandemic. An Organisation's goal towards sustainability, environment friendly activities, Employee engagement towards green initiatives gains goodwill in the recent years. In India, Green HRM is less explored especially public sector enterprises, but the impact of Covid'19 has made public sector enterprises to operate in new ways and new context of working such as remote working, accelerated hiring process and fast track mobility programmes. Post pandemic the challenge is to review and capitalise on changes introduced during pandemic and continue to operate on a more sustainable arena. The real challenge lies in the necessity of government's necessity in the investment towards digital infrastructure and training employees to adhere to the new work culture & policies in all public sector enterprises.

10. Scope for Future Research

As the Covid'19 Pandemic has forced the organisations in to new working model and in the way company employees work, promoting remote working and greater work day flexibility leading to future research with an intention of continuous business functioning despite of facing any disaster. Work life balance concepts such as work from home, flexi shifts were considered only for employees who work in a particular designation by few organisation pre covid but the pandemic and continuous lockdown had left space for a medium scale organisation to function virtually. Of course, covid pandemic has changed the business functioning and work model leading to sustainable HR practices but future model work with specific reference to Covid Pandemic leads to future research as well:

- Will virtual working model encourage social interactions amidst different levels of Management and peer employees

- Find out Strategies to analyse and support Employee's attitude & behaviour towards work and personal life
- Finding out Leadership styles to be adopted in response to disasters
- Organisations need to invest in developing potential leaders and build new skills to function effectively
- Impact of unemployment and finding strategies to revive economy amidst serious health outcomes
- Organisation's salary and benefit plans to be structured and supported with health benefits in response to crisis
- Finding out stress management strategies during crisis and will virtual psychological support only help to solve the mental and physical stress which employee undergo
- Organisations had to identify strategies in future to respond to age factor employee and risk associated with Covid'19
- As standard attendance and leave policies will no longer work in the digital working model of organisations, thus emphasising on new strategies and policies on basic welfare practices of employees.
- Organisations will have to face the challenge of placing a high degree of trust and integrity of employees working from home.

12. Conclusion

The Covid Pandemic has forced organisations to concentrate on health and environmental factors apart from economic and social factors. Green HRM not only has its impact on working environment also on employees, policy makers and future employees.

The relationship between HR, Green HRM during Covid Pandemic were examined in this study. The findings of the study revealed that COVID'19 Pandemic has brought in Green HR concepts such as remote working model/Work life balance, Virtual recruitment, Virtual training, e-Performance Management, Paperless work, in to light and also shifted the attention of HR professionals towards health & safety of employees rather than considering the Management as the art of getting only the work done. Couple of Growing companies have integrated the concept of ESG- Environmental, Social, and Governance as key business strategies. Thus, research findings had shown clearly that covid 19 has provided a rising platform for climate change, green and sustainable business. Employees expectation towards attending a meeting could be online, commuting to office has been shifted to work life balance through Work from home in a way they have more time for nature, local and community initiatives. Post Pandemic has led organisations to report their business impacts in relation to sustainable development goals and switching completely to Green HRM practices that hire, reward and develop employees for responsible consumption, recycling and reduced emissions. The present study has shown clearly that covid'19 pandemic has brought the Sustainable HR practices in to light, laying a strong foundation for G-HRM model which proves to be cost effective and performance driven leading to responsible employers who show empathy on all employees irrespective of levels of management and responsible employees who has to work with integrity and ethics towards work flow and process. The study also clearly depicted that most of the organisations were forced to give Work from Home option to their employees and the only reason for it is the Covid'19 pandemic, which was just a practice with few organisations, confined to certain designation of employees-Pre-Pandemic. In the coming days after a very serious second wave which the country had faced, the situations may make the organisations to work as per the Covid liberalisations issued by the Government then and there demanding for more confined SOP's also, so it is very clear that organisation must continue to work on the betterment of hybrid work model by adopting Green HR practices and make their business Sustainable in the long run despite of any kind disaster in future

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