

Implementation of Green Human Resource Management in Land Transportation and Logistics in Indonesia

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**Author
Notification**
24 March 2023
Final Revised
12 April 2023
Published
27 May 2023

To cite this document:

Putu Ayu Govika Krisna Dewi, Arif Devi Dwipayana, Darmayanti, N. L., & Sylvan Ryanto, S. (2023). Implementation of Green Human Resource Management in Land Transportation and Logistics in Indonesia. ADI Journal on Recent Innovation, 5(1), 54–60.

DOI: <https://doi.org/10.34306/ajri.v5i1.904>



Abstract

Transportation and logistics services are important aspects and will be able to greatly assist all forms of licensing processes in the region of Indonesia in general. In this case, therefore, on the one hand, there is an urgency to be able to create many land-based transportation and logistics companies in Indonesia so that they pay attention to the existing sustainability aspects. In this case, the Green HRM aspect is one of the most important aspects to be promoted by transportation companies. In addition, on the one hand, it is hoped that a good implementation of Green HRM is also expected to benefit land transportation in Indonesia in the long term. In addition, the increase in existing emissions must also be regulated in such a way, so that the emissions produced by land transportation will not exceed the existing limits. Thus, it is also hoped that with this, land transportation producers in Indonesia can make major innovations related to emission changes and the quality of existing fuels. Therefore, to achieve this, on the one hand, strong cooperation is needed from the policymakers in the land transportation company concerned. This will also later the one hand be able to attract a lot of investment if done properly and correctly.

Keywords: Land transportation, Logistic, Green HRM



1. Introduction

Land transportation, air pollution in cities, unnatural changes in weather, water scarcity, and loss of biodiversity as a result of severe environmental degradation, all of which put the world in grave danger and become a major problem (Abdelaal, 2018)[1]. Climate change is a topic of discussion among policymakers, citizens, and governments throughout the global region so the emergence of global climate change has forced every company to adopt environmentally friendly policies to reduce the negative effects of wasteful use of resources and environmental degradation. green[2] [28]. Therefore, business companies are choosing alternative management practices to meet the expectations of various stakeholders in a volatile economy, namely by building green management. Green management practices are considered one of the most effective ways to deal with environmental problems at the organizational level. Human resource policies are primarily designed to address the company's environmental-related issues that can directly affect organizational outcomes (Achuora, 2022)[3]. This strategy focuses on the natural environment by considering all aspects of business operations and their social, cultural, economic, and environmental impacts. To achieve green management, organizations, and human resources should increase efficiency within the organizational hierarchy, perform more virtualized work, avoid wasting time in the office, optimize corporate resources, and reduce business travel. You have to do a count or something. Additionally, the company supports greener choices by offering telecommuting and flexible work schedules. (Hasan, 2022)[4].

Green management practices can only be carried out by people who demonstrate a positive attitude toward the environment and take responsibility for their actions that may have an impact on the environment[5] [29]. The concept of this practice is Green Human Capital Management (GHRM) and includes key practices such as green recruitment and selection, green training, pay and compensation, and employee engagement. Needless to say, GHRM's role is very important in terms of developing environmentally friendly standards and practices within an organization[6] [24].

Developers argue that GHRM features play a key role in providing the foundational material for achieving corporate sustainability[7] [25]. The purpose of this article is to examine the transportation industry's perspective on the impact of GHRM manufacturing (i.e. green registration and decisions, green pay and compensation, and green agent engagement) on improving company maintainability(Ari, 2020)[8]. There is not much information in the literature, especially in the ground transportation industry, due to the lack of research on the causal relationship between GHRM practices and corporate sustainability. This article fills this gap and contributes to the existing literature by providing a road transportation industry perspective on GHRM and corporate sustainability[9] [11]. Therefore, this article uses a core stakeholder theory from the ground transportation industry. The timber industry is one of the major sectors that contribute significantly to the country's Gross Domestic Product (GDP) with a focus on sustainability and sustainability. general human development (Hasan, 2022)[10].

Achieving the above research goals, this study brings multiple contributions in theory, methods, and practice. First, this research supports key stakeholder theory in the relationship between GHRM and corporate sustainability practices to address the needs of multiple stakeholders. Second, this study contributes to the limited literature on subject relations, especially in the context of developing countries. Third, this study will contribute to the implementation of our newly developed GHRM in developing countries. In conclusion, this study provides practical implications for the land transportation industry as an industry application of green and sustainable labor practices.

2. Literature Review

In this literature review, one of the theories used is the theory related to stakeholders in the company. The theory related to stakeholders in the company is closely related to how an existing company works to make stakeholders in the company function properly in the government concerned. In this theory related to stakeholders, it can be said that the role of stakeholders in the company functions and has a vital role in the sustainability of the company concerned[13] [26]. Therefore, actually, on the one hand, a company must also be quite careful in having the stakeholders they want to use so that the risk factors that will arise within the company are also expected to be minimized as early as possible. Therefore, the position of

stakeholders in this company usually tends to be closer to the position of superiors and officials in the company, compared to ordinary employees in the company (Elfahli, 2022)[14]. Usually, these stakeholders on the one hand will also have direct shares in a fairly large quantity, because of the crucial position they have for the sustainability of the company[15].

Then the second literature review that will be discussed in this research is related to the sustainability of the company which has close links with internal aspects and also external aspects that exist within a company[16]. In this case, it can be said that in modern times, all existing companies must also be able to pay close attention to all aspects of sustainability as much as possible, because the urgency to be able to protect the current environment is getting bigger and better[17] [30]. Therefore, in this case, the concept of Green HRM concept is an important concept that must be a concern of many existing companies today. In this case, Green HRM, therefore, places as much weight as possible on the fact that transport and logistics companies can use the concept of environmental sustainability, which also benefits their respective companies(Jyoti, 2019)[18] [27]. It can be said that the concept of environmental sustainability, the concept of green HRM and even the concept of internal stakeholders are closely related unifying concepts[19]. This is because the approval of political decision makers is an important aspect that cannot be ignored to be able to apply the concept of green HRM correctly. Because both are equally important aspects for the long-term sustainability of their respective logistics and transportation companies.

3. Research Methods

The research itself utilizes a qualitative research method as its primary approach. This method allows the researcher to gain an in-depth understanding of the phenomena under investigation. The data sources utilized in this research are secondary data derived from previous studies. These secondary data include scientific journals, articles, and relevant books about the research topic. In gathering secondary data, the researcher will analyze and synthesize the existing information to support the research findings. This research method will provide a broad insight into the research topic and enable the researcher to compare and relate the findings to previous studies. Overall, this research employs a qualitative approach and employs secondary data as the primary source of information.

4. Result and Discussion

Figures and tables should be placed at the top or bottom of the page, preferably near the text that references them. Green Human Resources Management (GHRM) is an integral part of any organization(Oluwaseyi, 2022)[20]. Ultimately, it is the industry's human capital that contributes to the long-term growth of the organization. Beyond the critical role HRM can play in shaping favorable strategies that influence common organizational practices, researchers believe that HRM is well-studied in shaping the framework for employee environmental management. pointed out that it did not. It is emphasized. The growing importance of green management has created a new impetus for all companies to consider the importance of human resource management for sustainable growth. Some impressive research examines Green Human Resource Management (GHRM) systems and their impact on employee behavior, multifaceted perspectives, and new theoretical approaches (Hasan, 2022)[4].

A large number of factors play a dominant role in shaping citizens' perceptions of the brand image of a business enterprise (Singh, 2019)[21]. One example is the recruitment and selection of the ideal workforce within the organization, which is likely to be influenced by the green management of a business enterprise, especially when the company is widely regarded as an environmentally friendly workplace. Additionally, another study found that companies with transparent environmental policies and regulations tend to attract the attention of potential workers, and as a result, companies gain the trust of the most qualified applicants. There seems to be[22] [12]. Therefore, I seem to conclude from the literature so far that Green Human Resources Management (GHRM) practices play a greater role in fostering the natural environment than practices at the organizational and community levels[23].

To achieve their environmental sustainability goals, most companies can empower their employees with good Green Human Resources Management (GHRM) practices. GRHM is concerned with using all employee interfaces to promote sustainable practices and increase

employee awareness and engagement on sustainability issues. In other words, GHRM is the usage of HRM arrangements to advance the execution of maintainable assets in trade organizations and, for the most part, advance the cause of natural supportability. In any case, it ought to be famous that GRHM has special characteristics and the green human asset subsystem is diverse from the human asset subsystem in common. Research on green human resource management has received a great deal of attention. However, the emphasis on defining key aspects and components of green HRM practices varies significantly. Green workforce management can be done by implementing green analytics and job descriptions, green performance reviews, green hiring, green rewards, green selection, and green training. Green Talent Management is the implementation of policies, philosophies, and practices related to green recruitment and selection, green education and development, green performance evaluation and green rewards, green education, green engagement, performance management, and rewards. Green Talent Management includes the functions of Green Recruitment, Green Selection, Green Training, and Development, Green Compensation and Rewards, Green Performance Evaluation, Green Relations and Collective Bargaining, and Green Grievance Handling.

This article aims to explore the Indonesian ground transportation industry's perspective on the impact of GHRM practices on corporate sustainability practices. It will be interesting to see how the wood industry sees its GHRM practices as a key component of corporate sustainability. Research shows that human resources if properly managed, are key stakeholders and help organizations achieve corporate sustainability. The environmental awareness of employees (candidates) enables the organization to achieve its sustainability and green strategy goals. Similarly, green employer branding generally enhances a company's green reputation through better environmental management shaped by GHRM practices.

GHRM practices in the ground transportation industry for business sustainability enable companies to implement green recruitment and green selection, green training, green performance, and green rewards. Green hiring and green selection allow businesses to choose employees who are socially responsible or who do more than just work to increase profits. Green education enables companies to apply these practices through environmental learning initiatives to develop the knowledge, skills, and competencies that promote eco-social and ecological behaviors and attitudes. Concerning green performance, companies can evaluate employees based on their ethical behavior or their commitment and participation in the organization's civic activities. GHRM practices in the ground transportation industry for business sustainability enable companies to implement green recruitment and green selection, green training, green performance, and green rewards. Green hiring and green selection allow businesses to choose employees who are socially responsible or who do more than just work to increase profits. Green education enables companies to apply these practices through environmental learning initiatives to develop the knowledge, skills, and competencies that promote eco-social and ecological behaviors and attitudes. Concerning green performance, companies can evaluate employees based on their ethical behavior or their commitment and participation in the organization's civic activities.

In this case, therefore, Indonesian land transport should also pay close attention to the urgency arising from green HRM practices and the concurrent urgency of the importance of a sustainable environment. I entrust it to the profit of the company concerned. In this case, on the one hand, Indonesia's large land fleet must be able to build a lighter and, of course, more fuel-efficient land fleet. In addition, as many land transport modes in Indonesia as possible should have access to environmentally friendly technologies. In doing so, the demand for a better environment can be achieved for the benefit of business life and existing communities on the one hand. It exists everywhere in Indonesia. This is also a perfect name for a land transportation company in Indonesia.

5. Conclusion

Based on the comes about of inquiries about that have been carried out, in this case,e it can be concluded that there's very vital criticalness related to howto arrive at transportation companies in Indonesia ought to execute Green HRM as well as conceivable. This is because the aspect of Green HRM and also the sustainability that exists within this company is one of

the important aspects which then also on the one hand must be managed properly. In addition, in this case, it is a must for large land transportation companies in Indonesia to be able to implement Green HRM to the fullest. This is also on the one hand because of course the land transportation companies in Indonesia will emit a lot of emissions, so then it is an important thing for the company concerned to be able to keep emissions to a minimum. The implementation of Green HRM that exists within a company also on the one hand as much as possible must include many other important elements, such as components that are closely related to the continued sustainability of the existing company in the future. Environmental issues must also be one of the main focuses raised in the HRM framework of land transportation companies in Indonesia.

This research is then on the one hand also expected to be able to provide awareness of the urgency to many land transportation companies in Indonesia. As a company that then plays a very crucial role in the transportation aspect in Indonesia, in this case, it is an obligation for existing land transportation companies, in general, to be able to properly implement the Green HRM concept and also sustainability for their company. In this case, so that the implementation of the two can run well, then the interests in the company must be able to become a unit with the maximum and also well, a strong synergy is needed from all parties in it.

AUTHORS' CONTRIBUTIONS

Putu Ayu Govika Krisna Dewi and Arif Devi Dwipayana conceived of the presented idea. Ni Luh Darmayanti developed the theory. Stefanus Sylvan Ryanto verified the research method. Putu Ayu Govika Krisna Dewi and Arif Devi Dwipayana are investigating and monitoring the results of this study. All authors discussed the results and contributed to the final manuscript.

ACKNOWLEDGMENTS

We would like to thank the various people who contributed to this project and provided invaluable technical assistance, including officials from government agencies who assisted in data collection. Special thanks should be given to all lecturers of the Polytechnic of Land Transportation Bali for their useful recommendations.

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