



# SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35



## 23BAE715 – Workplace Modernization and Advancement

### Unit II – Sustainable HR Practices



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Redesigning Common Mind & Business Towards Excellence



Build an Entrepreneurial Mindset Through Our Design Thinking FrameWork



# Guess the Topic!!!

## SUSTAINABLE HR PRACTICES





# Recap





# INTRODUCTION



To thrive in today's rapidly changing business landscape, organizations must prioritize sustainable HR practices. By embedding sustainability into talent management, employee well-being, and workplace culture, companies can build a resilient, future-ready workforce.





# The Importance of Sustainability in Human

## **Attract Top Talent**

### Resources

Sustainability-focused HR practices help organizations attract and retain purpose-driven, environmentally conscious employees.

## **Reduce Costs**

Optimizing resource usage and transitioning to green processes can lead to significant cost savings for the organization.

## **Boost Productivity**

Sustainable initiatives that promote employee well-being and work-life balance can improve engagement and productivity.







# Implementing Green Hiring and Onboarding Processes

## Sustainable Job Postings

Highlight the organization's commitment to sustainability and green initiatives in job descriptions.

## Digital Onboarding

Utilize paperless, digital platforms for onboarding to reduce waste and environmental impact.

## Eco-friendly Swag

Provide new hires with sustainable, eco-friendly welcome kits and branded materials.



# Fostering a Culture of Environmental Responsibility



## Green Team

Establish a cross-functional "green team" to spearhead sustainability initiatives and engage employees.

## Sustainability Training

Provide ongoing training and education to help employees adopt eco-friendly habits and mindsets.

## Recognition Programs

Celebrate and reward employees who champion sustainability efforts within the organization.

## Employee Feedback

Regularly solicit employee input to identify opportunities for improvement and new sustainability initiatives.



**Green Spaces**



**Sustainable Dining**



**Active Commuting**



**Mindfulness Programs**







# CONCLUSION



Metrics

Employee  
Engagement

Environmental  
Impact

Cost Savings

Tracking

Satisfaction  
surveys,  
retention rates

Energy usage,  
waste reduction,  
carbon footprint

Resource  
efficiency,  
operational  
costs

Reporting

Regular  
updates to  
leadership and  
employees

Sustainability  
reports and  
disclosures

Financial and  
operational  
performance



# Summary

- Introduction
- Impact
- Implementation
- Culture
- Green initiatives
- Conclusion





# References

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# Thanks!

