

The notion of Work life balance, inclusive development and environmentally sustainable HRM among Indian intellectuals

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Abstract

This non-numerical research strived to determine whether inclusive development and environmentally sustainable HRM may support intellect's Work life balance in Indian tertiary educational establishments or not. Numerous cramming have been done in the world, but the academics sector in India lacks ground work on work life balance, inclusive development, and environmentally sustainable HRM. This study helps to determine whether and how inclusive development and environmentally sustainable HRM practices can help or hinder work life balance in Indian tertiary educational establishments. Another objective is to scrutinize the assumptions of work life balance, inclusive development, and environmentally sustainable HRM among pedagogical in India.

The findings theoretically expand the strategy for balancing work and life, which plays a significant part in developing sustainably by incorporating inclusive development and environmental sustainability through environmentally sustainable HRM. In a way, the Work life integration agenda will be supported by the practices of inclusive development, which also include improving the social dynamics i.e. social value system, social coherence, social betrothal, promoting social justice i.e. equality in personage rights and ingress to social armature, social prosperity, and society burgeoning. Individuals can adopt these practices to improve their Work and non-Work lives along with promoting environmental sustainability. This enables for a comprehensive approach to the Work-life integration agenda by embracing these social and environmental sustainability approaches.

In terms of application, it provides factual data to comprehend the inceptions and realities of Work-life balance, inclusive development, and environmentally sustainable HRM in Indian context. It promotes the need for organisations to broaden their support by putting these concepts in place efficiently. In particular, offering equal access to flexible Work schedules and family-friendly solutions could aid in boosting productivity at Work and improving productivity of general wellbeing. By putting socially conscious

policies and procedures into reality that deal with social problems, limit the risks of human rights breaches, and provide access to social infrastructure, inclusive development can be furthered. Similarly, encouraging environmentally sustainable HRM should be a strategy for raising employee knowledge, strengthening environmental friendly behaviors, and ensuring environmental sustainability, particularly in India.

Keywords: inclusive development, Work life balance, environmentally sustainable HRM.

Introduction

The idea of work-life balance has drawn a lot of attention in recent years as people try to strike a healthy balance between their obligations to their jobs and their personal well-being. In India, a country that is going through both tremendous economic expansion and social revolution, this issue has become especially important. Understanding the views of Indian intellectuals on work-life balance, inclusive development, and environmentally sustainable human resource management (HRM) is crucial for promoting a comprehensive strategy for individual and societal growth because they have a significant impact on the future of the nation.

The current period of globalization depicts a business climate that is always centered on many new changes that have either created enticing prospects or challenges for worldwide businesses and the labour force. (Darwin and Palanisamy, 2015; Daud, 2017). "Work forms the fundamental life interest" is true for many people. (Chandra, 2012, p. 1040). Yet despite being primitive, employment is just one among the varied interests that people have. (Crouter, 1984). Work obstructs relationships with friends and family, but the inverse is also true. It is probably going to cause a crisis and the

subsequent pressure and anxiety on both employees and employers when toil obligations prevent pursuing other life interests. (Guest, 2001). The ability and willingness of workers to settle issues between their personal and professional life have been the subject of contemporary concerns that has required continual study or studies into the concept of work-life balance, selecting finite resources and productively using them in work and at home both is a difficult task because the conflict that can arise between a worker's Working and living separately is related to the necessity to balance an employee's allocations of the fundamentally finite resources to both the lives. (Polemans et al., 2005; Adisa et al., 2016)

Work-life balance is the harmony between a person's obligations at work and those in their personal life, which includes their physical, mental, and emotional health. Maintaining productivity, job happiness, and general quality of life is said to require striking a work-life balance. However, due to cultural, socioeconomic, and professional considerations, Indian intellectuals may pursue work-life balance in very different ways.

In other words, Professional life balance refers to an employee's capacity to successfully balance obligations to their family, their job, and other non-Work-related

obligations. (Adisa et al., 2016; Wheatley, 2012; Parkes and Langford, 2008). According to a 2018 report by the Canadian Centre for Occupational Health and Safety, WLB is a significant component which affects employee fecundity, thus organisations have a duty to make sure that workers have access to benefits, policies, and initiatives that seek to improve the proportion between Work clamours, well living, with pleasure of the non-work world. Additionally, work life balance practises are determined to fall under the purview of business and organisational behaviour as well as human resource management (HRM), which calls for HR professionals to continually offer better ways to guarantee happiness at work and higher output from employees among the range of duties involved. More significantly, several academics have highlighted the part that environmentally sustainable HRM plays in fostering a sustainable Work-Life Balance.

Jackson and Seo (2010 Shen et al., 2018; p. 595) define environmentally sustainable HRM or Green HRM as “a group of HRM procedures used to carry out ostensibly corporate social responsibility related green corporate goals”. Accordingly, environmentally sustainable HRM is believed to involve green into regulatory stakeholders, performance management, regulatory hiring, and training and development. Various studies imply that Workers should be viewed as two distinct human beings since they serve as both producers and consumers. This means that a variety of acquired behaviours can be sparked, and these behaviours exist in both the Workplace and each employee’s private life. In Environmentally sustainable HRM, it is believed that employees should be seen as major players in achieving efficient environmental management systems, rather than only serving as a reminder of the need

to be environmentally conscious. Hence, the development of a green Workforce that supports actions and behaviours that safeguard the environment, people, and profits is directly attributable to environmentally sustainable HRM. Thus, there is still some disagreement on the relationship between WLB and inclusive development. In fact, there hasn’t been much study done on this. With regard to Work Life Balance, inclusive development is intended to widen the notion of Work life Balance in relation to long-term concerns about how workers might affect one another, their families’, and their factions’ wellbeing. These factors are determined to have been considered in order to lessen the pressures associated with the need to assure the delivery of excellent services at the expense of an employee’s non-Work obligations and the impact on the faction and habitat.

The term “social” is recently included in discussion about creating sustainability. Inclusive development has been invisible in the professional circles especially in academic sector. In years, the existence of a wealth of material on the subject of sustainable development in general, but maybe a blurring of focus: There are currently discussions over urban sustainability, sustainable management, environmental sustainability, weak and strong sustainability, and just “sustainability” in general. Our goal in this paper is not to add to this lexicon, but rather to trace the emergence of inclusive development, in academic sector with relation to environmentally sustainable HRM by creating a Work life balance.

Simultaneously, “Inclusive development or social sustainability is both a situation that improves quality of life within communities and a process that enables communities to reach that condition.” We can trace inclusive development by ensuring

some criteria in society or organizations, these are- equal accesses to essential services, feeling of belongingness, job security, and a commitment to upkeep of that transmission infrastructure on the part of the community.

Additionally, as businesses around the world realise how critical it is to address environmental issues and embrace sustainable practises, ecologically friendly HRM is becoming more and more popular. HRM is crucial in influencing organisational culture and practises that support green policies including lowering carbon emissions, minimising waste production, and using renewable energy sources. It may be quite helpful to gain insight into how India is doing in terms of moving towards sustainable development goals by understanding the views of Indian intellectuals on environmentally responsible HRM.

Educational institutes are specialized in providing expertise-based services inside a composite organisational Arrangement and personnel are the primary component for delivering these aids. Therefore, educational institutes are a source for modifying structures, establishing new institutionalized sustainable functions and creating new sustainable functions inside structures in order to achieve inclusive development. It is also important to mention that environmentally sustainable HRM illustrates the organisational social and economic conditions that promote sustainable development. In order to include social, environmental, and economic concerns into sustainable growth, education institutions must adopt a holistic approach to their operations. Therefore, regardless of how administrative policies are used, Educational institutes should be seeking a comprehensive and integrated approach to incorporating sustainable development

into society, on the other hand, they have internal objectives including knowledge generation, the development of talents, inspiration to satisfy the objectives of promoting the long-term welfare, health, commitment, justice, and welfare of society.

A country like India whose cultural ideologies place a strong premium on hard effort, are undoubtedly unique in having long working hours. Due to the region's growing industrial operations, conversations on Work-life balance have gained traction across India during the past few years. Ratnesh et al. (2019) adopted a cross-country investigation of a few Asian nations, including Malaysia, Singapore, India, Pakistan, and China, to critically analyse the state of Work-life balance in the region. They conducted an extensive literature analysis and discovered that some of the criteria Asian countries were employment autonomy, work overburden, and work weariness, and perception of equity toward the organization's compensation system. It differed slightly in Malaysia and Singapore and now included social assistance, familial obligations, and interferences. (Chang, 2013). Their research revealed an impressive link between employees' WLB and the level of Workplace flexibility. To put it another way, individuals are better at balancing their personal and professional life the more access they have to flexibility at Work. Additionally, because of their involvement in social activities and the beneficial effects that environmentally sustainable HRM and Work-life balance have on their lives, they can be more socially sustainable.

This study intends to examine how Indian intellectuals view the concepts of work-life balance, inclusive development, and environmentally friendly HRM. In order to better understand how these intellectuals manage the difficulties of work and

personal life, contribute to inclusive development, and advance ecologically friendly practises, we examine the perspectives, problems, and possibilities experienced by this generation. The results of this study can guide organisational and individual initiatives, as well as policy-making, in order to advance environmentally sustainable HRM practises in India, promote equitable growth, and build a better work-life balance.

On the basis of above description and various research we can say that Environmentally sustainable HRM, inclusive development and Work life balance are interrelated to each other, this can be shown by following figure;

Environmentally sustainable HRM
Environmentally sustainable HRM

Environmentally sustainable HRM
Environmentally sustainable HRM

Interdependency of environmentally sustainable HRM, Work life balance, and inclusive development is a very important concern for Indian intellectuals, because it

involves finding a way to balance personal and professional goals while promoting and development of all members of society and protecting the environment.

One approach to achieving this balance is to promote inclusive development through HRM practices that take into account the needs and interests of all stakeholders, including employees, customers, suppliers and the community. This can involve creating a culture of inclusion and diversity within the organization, providing training and development opportunities to all employees and adopting sustainable practice that minimize the organization's environmental impact.

To achieve this balance, Indian intellectuals can also focus on creating policies and programs that promote work-life balance, such as flexible work arrangements, telecommuting and paid time off for personal and family needs. This can help employees to achieve their personal and professional goals while still meeting the needs of the organization.

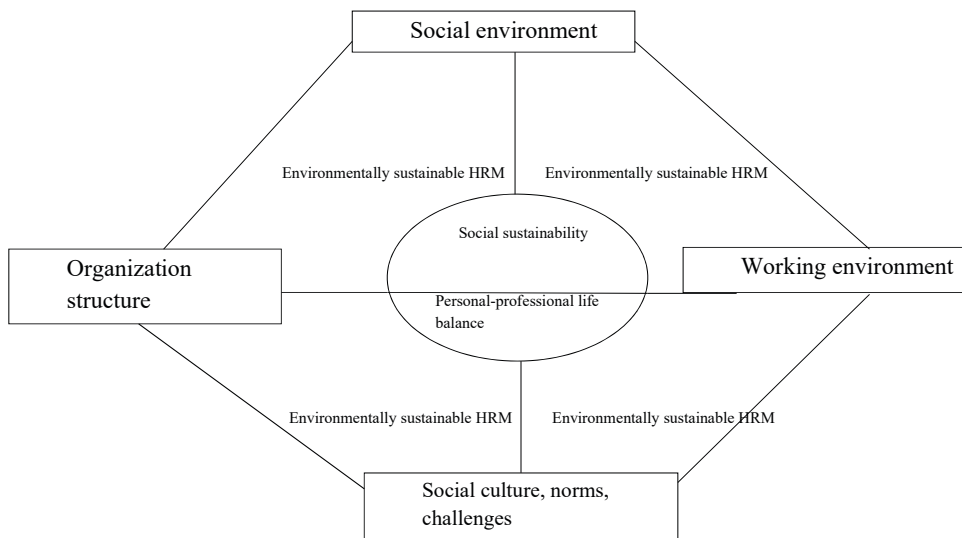


FIG.1: Inter dependence of environmentally sustainable HRM, Work life balance, inclusive development

In addition, Indian intellectuals can work to promote environmentally sustainable HRM practices, such as reducing waste and emissions, using renewable energy sources, and promoting green technologies. This can involve adopting sustainable supply chain practices, reducing the use of paper and other resources, and implementing recycling and waste reduction programs.

Overall, achieving a balance between personal professional life, inclusive development, and environmentally sustainable HRM requires a commitment to long-term planning, collaborations, and innovation. By working together, Indian intellectuals can help to create a sustainable and equitable future to all.

Literature review

The themes of work-life balance, inclusive growth, and environmentally sustainable human resource management (HRM) are interrelated and have received a lot of attention in the modern world. Understanding these ideas is important in the context of Indian intellectuals because of their major influence on social growth and advancement. With regard to work-life balance, inclusive development, and environmentally responsible HRM among Indian intellectuals, this literature review attempts to give a thorough summary of the material that has already been published.

Indian intellectuals' work-life balance:

The concept of "work-life balance" describes how to successfully juggle personal and professional obligations. Achieving work-life balance presents particular difficulties for Indian intellectuals, including those in academia, research, public administration, and business leadership.

According to research already conducted, Indian intellectuals frequently deal with fierce competition, lengthy workdays, and high job expectations, which can result in work-life conflicts and decreased well-being. The work-life balance of Indian intellectuals is further influenced by cultural variables including gender roles and societal expectations. There is a need for greater study explicitly concentrating on the experiences and perspectives of Indian intellectuals. While several studies have examined work-life balance concerns in India, more research is needed.

India's intellectual community and inclusive development:

No matter their social backgrounds, inclusive development emphasises the inclusion and well-being of all people in the advancement and advantages of society. Through their work in research, education, policymaking, and leadership, Indian intellectuals significantly contribute to the promotion of inclusive development. On the contributions and difficulties Indian intellectuals have encountered in fostering inclusive development, however, little study has been done. By tackling socioeconomic disparities, supporting diversity and inclusion, and standing up for marginalised people, Indian intellectuals may actively contribute to inclusive development, although more research is required to fully comprehend this.

Sustainable HRM for the Environment and Indian Intellectuals:

In order to reduce the negative effects on the environment, environmentally sustainable HRM requires incorporating ecological concerns into HR practises and organisational policies. Through their work in research, instruction, and policy, Indian intellectuals may significantly advance ecologically friendly practises. Although the

significance of environmentally sustainable HRM is widely acknowledged, more research is still needed to fully understand the context in which Indian intellectuals made their contributions to this field. Understanding their attitudes, awareness, and involvement in advancing environmentally friendly HRM practises in their particular sectors should be the main focus of research.

Integrating inclusive development, work-life balance, and environmental friendly human resource management:

For Indian intellectuals to flourish holistically and adopt sustainable practises, it is crucial to recognise the linkages between work-life balance, equitable development, and environmentally responsible HRM. The fusion of these ideas can promote greater society advancement, environmental stewardship, and human well-being. Only a small amount of study has, however, looked explicitly at Indian thinkers' integrated approaches to these ideas. Insights into how Indian intellectuals might successfully contribute to work-life balance, inclusive development, and environmentally friendly HRM can be gained by examining the synergies and possible conflicts among these elements.

Aragao et al, (2017) Sustainable awareness has merged with everyday life and ethical business practises in the context of today's global environmental needs. Businesses have included sustainability into their company strategies in recent years.

Green Work Life Balance guarantees an all-encompassing method of HRM. On the environment, business, staff, and society, it has a very favourable effect. A totally green world may be realised with the efficient use of environmentally sustainable HRM and green professional-life balance policies. (Datta, n.d.)

Jabbar and Abid scrutinize the driving forces behind employees' commitment to an organization's environmental performance. Businesses may play a critical role in advancing environmental issues by using Green human resource management practises (GHRM). The elements that motivate employees to participate in environmentally sustainable HRM practises have been examined in this study. The study's findings indicate that HRM strategies have an effect on employees' enthusiasm to take part in the organization's work life performance. Another finding of the study was that financial benefits rather than non-financial ones are what inspire Workers the most. Support from seniors also increases employee enthusiasm to take action for environmental sustainability. Incentives also have a positive impact on how motivated employees are to engage in environmental activities.

The focus of green HR practises on improving Work-life balance for individuals seems to offer promise for both Workers and businesses at affordable rates; in fact, it cuts operational costs. A clear, effective plan of action for Work-life balance can be developed by inclusive development organisations and organisations dedicated to preventing employee stress at Work. By this, Employees will be happier at Work as a result, and attrition rates, productivity, and absenteeism difficulties will all be reduced.

The only way environmentally sustainable HRM can reach its full potential is by taking into account employees' dual roles as producers and consumers. Employees pick up distinct behaviours in both their personal and professional lives. Since Working life and personal life frequently interact to one another, a "green Work-life balance idea" is proposed to encourage ecologically

beneficial behaviour in both spheres of existence. (Muster & Schrader, 2011)

Inclusive development is both a desirable state of affairs in communities and a method for bringing about that state of affairs. (McKenzie, n.d.) The primary theoretical tenet of this framework is that inclusive development is a component of a larger a sustainability framework that tries to reduce the risk from climate change and the environment. The conceptual framework seeks to comprehend inclusive development as the synthesis of social, economic, and ecological factors. The four elements that make up the conceptual framework for inclusive development are safety, equality, eco-presumption, and urban forms (Eizenberg & Jabareen, 2017)

A new corpus of work devoted to various social aspects of sustainability is emerging in addition to the more recognised literature on sustainable development. This is encouraging considering the prevalent desire to capitalise on its good implications while never actually engaging with its social components. (Vallance et al., 2011)

Stankeviciute & Savaneviciene (2013) observed in their research that, with reference to HRM, there are three various definitions of sustainability, which include:

- 1) Prescriptive,
- 2) Efficacy-directed and
- 3) Element-driven.

Insights on the conceptual connections between sustainability and HRM are also provided by the study.

In a research on female telework in Spain that looked at work-life balance and inclusive growth, Participants discussed how fruitful harmony is established between the individual, the organisation, and the community as a result of telework effectiveness as a strategy for attaining a Work-life balance. As a result, telework has solidified

its position as a key component of organisational realities that are consistent with objectives for inclusive growth. While tele-transportation can aid in work-life balance, it is not a certain way to succeed and it is not a technique that alone promotes sustainability. It necessitates an atmosphere that is encouraging and helpful, which is strongly tied to organisational cultures. In 2020, Galvez et al.

Globally, the literature on work-life balance, inclusive development, and environmentally friendly HRM offers helpful insights into these ideas. Nevertheless, a thorough knowledge of their experiences, difficulties, and accomplishments in these fields is hampered by the scant study that has been done explicitly on Indian intellectuals. Future studies should dive more deeply into Indian intellectuals' opinions, approaches to, and implications for work-life balance, inclusive development, and environmentally friendly HRM in order to close this gap. This research can thus influence organisational practises, policies, and interventions that support inclusive growth, holistic well-being, and ecologically sound HRM practises in India.

RESEARCH METHODOLOGY

This study intends to investigate Indian intellectuals' perceptions on work-life balance, inclusive growth, and environmentally sustainable human resource management (HRM). A study of secondary data-based research methods will be used to accomplish this. The term "secondary data" refers to data that already exists and has been gathered for reasons other than the one being studied right now by other academics or organisations. To obtain

insight into the study issue, this method enables a thorough assessment and analysis of the current literature, reports, and policies.

Data collection:

In order to gather the necessary data, trustworthy sources will be used to locate pertinent academic papers, reports, policy documents, and organisational publications. Scholarly papers about work-life balance, inclusive development, and ecologically sustainable HRM among Indian intellectuals will be found using academic resources like JSTOR, Scopus, and Google Scholar. To obtain reports, policies, and other pertinent materials, databases from non-profit organisations, research centres, and government websites will also be searched.

Data analysis:

An organised analysis has been done once the data has been gathered. In order to uncover relevant themes, trends, and results on work-life balance, inclusive development, and environmentally sustainable HRM among Indian intellectuals, the study involves reading and synthesising the literature, reports, and policies. Thematic analysis was used to organise the data, allowing for the identification and classification of recurring themes and patterns. To extract useful information and discover connections and patterns between the concepts, the analysis included coding the data.

Conclusion:

The concept of work-life balance, inclusive development, and environmentally sustainable HRM among Indian intellectuals has

been studied using the study approach of secondary data analysis. This strategy has offer insightful information about the study issue by reading and evaluating the body of prior research, reports, and regulations. It is now possible to get a thorough grasp of the difficulties, viewpoints, and contributions made by Indian thinkers in various fields because to the methodical examination of secondary sources.

INSTITUTIONAL AND MANAGERIAL IMPLICATIONS

The study will be useful to educational institute administration in implementing Green Human Resource Management practises in educational institutions. The research advises the institute's managers on the best ways to greatly urge staff to address the social and work-life balance issue. The conclusions and insights drawn from this study can help institutions and management develop inclusive policies, encourage sustainable practises, and create supportive environments. Here are some significant ramifications:

1. Institutional Support: Organisations like universities, research institutions, and businesses should understand the value of inclusive growth, work-life balance, and environmentally sustainable HRM among its intellectual workforce. To help intellectuals combine their professional and personal lives, they can set up support systems including flexible work schedules, family-friendly policies, and personal wellness services.
2. Policy Development: Institutions and organisations should create rules and regulations that support a healthy

- work-life balance, inclusive growth, and environmentally responsible human resource management. In addition to addressing the unique difficulties intellectuals encounter, such as long hours and stiff competition, these rules ought to promote actions that enhance employee wellbeing, diversity, and environmentally sound business practises.
3. **Training and Development:** Institutions and organisations should offer possibilities for intellectuals to get training and development in order to advance their knowledge of work-life balance, inclusive development, and environmentally friendly HRM. Workshops on time management, stress management, diversity and inclusion, and environmental sustainability may be included in training programmes, giving intellectuals the skills and information they need to successfully traverse these domains.
 4. **Collaboration and networking:** Institutions and organisations should provide opportunities for intellectuals to collaborate and network to exchange experiences, best practises, and difficulties relating to work-life balance, inclusive growth, and environmentally sustainable HRM. Collaborative platforms, seminars, and conferences may act as forums for intellectual discourse, allowing people to share knowledge and build a strong sense of community.
 5. **Leadership and Role Modelling:** In institutions and organisations, managers and leaders should set an example for work-life balance, inclusive growth, and ecologically friendly practises. They may encourage and inspire intellectuals to give these parts of their professional life the highest priority by putting these ideals into practise in their own work and deeds.
 6. **Environmental responsibility:** Institutions and businesses should include eco-friendly practises into their human resource management plans. This entails actions like lowering carbon emissions, developing programmes to reduce trash and recycle it, installing renewable energy sources, and encouraging intellectuals to adopt environmentally good habits.
 7. **Initiatives for Inclusive Development:** Institutions and organisations should actively support programmes that address socioeconomic inequities, advance diversity and inclusion, and strengthen marginalised groups in order to promote inclusive development. In addition to supporting inclusive recruiting and retention practises, this might entail offering research opportunities, mentorship programmes, and scholarships to disadvantaged groups.
- Organisations may foster an atmosphere that fosters the wellbeing and professional development of Indian intellectuals by putting these institutional and management implications into practise. They may promote a culture of work-life balance, inclusive development, and ecologically friendly HRM, which will boost productivity, employee happiness, and have a positive influence on society. In the end, these initiatives support a society that is more inclusive, sustainable, and equal.

LIMITATION OF THE STUDY & FURTHER SCOPE

The current study utilises secondary data, i.e., a survey of the literature. Primary data gathering can provide in-depth knowledge of the concepts of environmentally sustainable HRM, inclusive development, and

Work-life balance. Additional researchers can get primary data for their studies. Therefore, being unable to personally contact respondents for data gathering is the study's first flaw. Additionally, the results cannot be generalised to states outside of the study population due to the differences in HR policies and structures between states, as there are 28 states and 8 union territories in India and each one of them has different culture, rules, regulations and education policies. Hence people working there, faces different organizational and societal structures and cultures. To study their Work life balance and inclusive development is a great challenge.

CONCLUSION

Following a review of the literature on Work-life balance, this study examines the ideas of inclusive development and environmentally sustainable HRM. This is particularly important given that the research casts doubt on the definitions of these concepts as well as whether or not they actually promote or impede Work-life balance. In order to comprehend inclusive development as a notion within different perspectives, it first surveys the body of existing literature. In order to bridge the theoretical vacuum in the literature, this study looked at this topic because there is a dearth of academic research on inclusive development and its dimensions in a view related to environmentally sustainable HRM and Work life balance. Examining educational institutes' perspectives on inclusive development and environmentally sustainable HRM is the main addition this study makes to the body of literature.

To improve our understanding of the research phenomenon, four key themes emerged from the data collected:

- (1) The concept of work life balance, inclusive development, and environmentally sustainable HRM,
- (2) The impact of inclusive development on work life balance in Indian academics institutions,
- (3) The repercussion of environmentally sustainable HRM on work life balance in Indian academic institutions,
- (4) To promote work life balance through inclusive development and environmentally sustainable human resource management in Indian pedagogical.

The study comes to the conclusion that encouraging work life balance requires both inclusive development and environmentally sustainable HRM. The work study makes major theoretical and practical advancements in our understanding of this topic.

It was discovered during the study process that Indian intellectuals are crucial in influencing work-life balance, inclusive growth, and environmentally friendly HRM practises. Their knowledge, experiences, and contributions have an impact on people's wellbeing, societal advancement, and environmental sustainability. To close the knowledge gaps that currently exist and to create methods and interventions that aid Indian intellectuals in attaining work-life balance, encouraging inclusive growth, and advancing environmentally friendly HRM practises, further study is nonetheless required.

In conclusion, this study has advanced Indian intellectuals' knowledge of work-life balance, inclusive growth, and environmentally friendly HRM. It lays the groundwork for future study, policy development, and

organisational practises geared towards promoting holistic well-being, inclusive growth, and sustainable HRM practises among Indian intellectuals and society at large by highlighting the difficulties, viewpoints, and contributions of Indian intellectuals in these fields.

The study also found that most academics in India are not familiar with the term “environmentally sustainable HRM.” Even if fostering pro-environmental behaviours and being environmentally conscious is not seen as an organisational priority, they do, to some extent, recognise their significance. The study indicates that, academics will experience a healthy professional and personal life where environmentally sustainable HRM is purposefully and successfully applied, which will increase their likelihood of achieving WLB.

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