

Sarika Sahu

Senior Research Fellow

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1	Name of the PhD Research Scholar	Sarika Sahu				
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3	PhD Registration Number	117/2021/MANAGEMENT				
4	Name of the Nodal Centre & Address	Department of Business Administration, Sambalpur University, Jyoti Vihar , Burla, Sambalpur, Pin-768019				
5	Name of the Supervisor(s)	Prof. Dr. Biswajit Satpathy				
6	Details of the Funding Agency	UGC- NET-JRF				
7	Title of the Research Work	“GREEN HUMAN RESOURCE MANAGEMENT POLICIES AND PRACTICES FOR SUSTAINABLE BUSINESS ENVIRONMENT: A CASE STUDY OF SAMBALPUR AND JHARSUGUDA DISTRICTS OF ODISHA”				
8	Brief Abstract of the Research Work(250 Words)	<p>The discipline of Human Resource Management has not been immune from the social concern of deteriorating environment that has been developed in past few decades. Issues and challenges regarding environmental health are rising anonymously due to some industrial activities. However, industrialization has created a drastic change in rejuvenation and transformation all over the world, at the same time there is a need for sustainable development. In this contemporary world the concept of Green Human Resource Management and business sustainability have emerged as significant areas of research originated from sustainable Human Resource Management. The HR functions become the driver of environmental sustainability within the organization by specifying its practices and policies with sustainability goals. Green HRM practices such as green recruitment, green training and development, green performance management and many more, are studied from various empirically tested research worldwide and taken into consideration in the study. The evaluation of green human resource management policies and practises for accomplishing business goals in the Odisha districts of Jharsuguda and Sambalpur is the study's main goal. In order to lessen the rapid depletion of non-renewable resources and their detrimental effects on society, the study will be carried out using both primary and secondary data. It also emphasises the influence of Green Human Resource Management and its practices as a competitive advantage. This will enable HR professionals, managers and business owners to implement these green HRM practices which will enhance environmental as well as corporate sustainability.</p>				
9	Progress of Research Work(Stage)	Primary data collection				
10	Research Experience	2 years and 4 months.				
11	Teaching Experience	3 month teaching experience in Gangadhar Meher University as a contractual lecturer in HRM Specialization.				
12	Corporate Experience	13 months of corporate experience in administration and management.				
13(A)	Journal Publication					
Year	Author	Co-Author	Title	Name of the Journal	Publishe r	Volume/Is sue

2022	Sarika Sahu	Biswajit Satpathy	“Green Human Resource Management for sustainable business environment: A model based on balanced scorecard approach”	International Research Journal of Management Sociology and Humanities ISSN-2277-9809	Isara Solution	Volume-13/Issue-12
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13(B) Magazine Publication

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) Book Chapter Publication**

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D
) Book Publication**

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E
) Conference Proceedings Publication**

30 th - 31 st May 2022	Sarika Sahu	Biswajit Satpathy	“Green Human Resource Management for Sustainable Business Environment: A Conceptual Framework”	International Conference on Sustainability: Research, Education and Practice	Kripa Drishti Publications https://www.kdpublications.in	ISBN: 978-93-94570-22-1

**1
3
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F
) Case Publication (with Teaching Notes)**

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) Conference Presentations**

Date	Author	Co-author	Title	Name of conference	Organiser	
30 th - 31 st May 2022	Sarika Sahu	Biswajit Satpathy	“Green Human Resource Management for Sustainable Business Environment: A Conceptual Framework”	International conference on sustainability: Research, education and practice	Department of Management Birla Institute of Technology Mesra, Jaipur, Lalpur, Noida, Patna.	
2 nd - 3 rd Dece mber 2022	Sarika Sahu	Biswajit Satpathy	“ Green Human Resource Management Approach: A pathway towards embracing green initiative in Indian organizations”	National conference on “Decision making in disruptive era”	Dept of Business Administration, Sambalpur University.	
24th and	Sarika Sahu	Biswajit Satpathy	“Green Human Resource Management for sustainable	24 th National conference on	Srusti Academy of Management, BBSR.	

25 th Febr uary 2023			business environment: A model based on balanced scorecard approach”	“Industry 4.0: Reinventing Business Management Practices for Organizational Effectiveness”			
1 4	FDPs attended						
1 5	Professional Associations & Recognition						
Got best presenter award in 24 th National conference on “Industry 4.0: Reinventing Business Management Practices for Organizational Effectiveness” held on 24th and 25 th February 2023 organized by Srusti Academy of Management, BBSR on the topic, “Green Human Resource Management for sustainable business environment: A model based on balanced scorecard approach”							