

1.1 INTRODUCTION

The Indian aviation industry has witnessed remarkable growth in recent years, marked by a robust 19% expansion, largely propelled by the civil aviation sector. The government's open sky policy has been instrumental in this growth, inviting international players into the market and spurring an increase in both airline operators and aircraft. Once predominantly controlled by the government, the industry has now transitioned into a dynamic landscape dominated by privately-owned full-service and low-cost carriers. Air travel, once considered a luxury, has become significantly more accessible, enabling a wider population to fly. Central to the industry's progress is the Directorate General of Civil Aviation (DGCA), which plays a crucial role in regulating the sector, ensuring air safety, and aligning operations with international aviation standards.

In this evolving environment, Human Resource Management (HRM) has emerged as a critical pillar of success. As competition intensifies and profit margins shrink, airlines increasingly rely on strategic HRM to maintain operational efficiency and service quality. HR professionals in aviation require specialized skills—strong communication, interpersonal, and problem-solving capabilities—to effectively manage a workforce that must adapt quickly to changing conditions. From recruitment to training, especially of key personnel such as pilots and maintenance crews, HRM ensures that airlines are staffed with the right talent. Even low-cost carriers depend heavily on robust HR practices to uphold safety and service standards.

Moreover, HRM is playing a growing role in advancing sustainability within the sector through Green Human Resource Management (GHRM). GHRM encourages environmentally responsible behavior among employees and promotes practices such as telecommuting, carpooling, digital training programs, and energy-efficient workplace design to reduce the industry's carbon footprint. A notable example is Kannur International Airport Ltd (KIAL), which has actively implemented GHRM initiatives to cultivate a green organizational culture. As a government-supported entity, KIAL is committed to delivering world-class facilities while ensuring environmental responsibility. By integrating GHRM into its operational model, KIAL not only enhances sustainability and resource efficiency but also creates a cost-effective and

future-ready business framework—aligning with the growing global emphasis on eco-consciousness in aviation.

1.2 SIGNIFICANCE OF THE STUDY

This study aims to raise awareness among employees and the broader community about the effective utilization of natural resources, emphasizing the role of Green Human Resource Management (GHRM) in promoting environmental sustainability. Through the adoption of green HR initiatives, organizations can discover innovative methods to reduce operational costs, particularly by minimizing paper usage and transitioning to digital processes. These measures not only lead to substantial cost savings but also contribute to energy conservation and a reduced environmental footprint. Focusing exclusively on Kannur International Airport Limited (KIAL), the study seeks to understand employees' perceptions and attitudes towards the implementation of GHRM practices within the organization. Additionally, it evaluates the extent and effectiveness of digitalization efforts in managing organizational information. The insights gathered will help KIAL strengthen its sustainable practices and provide a model for integrating eco-friendly strategies in the aviation sector.

1.3 STATEMENT OF THE PROBLEM

The Indian aviation industry has experienced significant growth in recent years, underscoring the importance of effective human resource practices in sustaining this momentum. Well-structured HR strategies can motivate employees to contribute more meaningfully to organizational goals. In today's business landscape, environmental sustainability has emerged as a key concern across all industries, positioning green initiatives as a vital component of human resource management. There is a growing need for HR policies and practices that actively support the development of a green workplace culture. As organizations move toward a paperless future, adopting environmentally conscious processes within HR functions becomes essential. Modifying existing practices to align with sustainability goals not only enhances operational efficiency but also supports broader environmental objectives. Given the pivotal role HR plays in managing people-related processes, this study aims to explore employees' perceptions of green HR initiatives and assess their impact on promoting a sustainable organizational environment.

1.4 OBJECTIVES OF THE STUDY

- To assess the green working environment at Kannur International Airport Ltd.
- To analyze employee perceptions regarding the implementation of Green HRM practices within the organization.
- To evaluate the effectiveness of the existing Human Resource Information System (HRIS) in supporting green HR initiatives.
- To provide constructive suggestions for enhancing Green HRM practices and systems in the organization.

1.5 LIMITATIONS OF THE STUDY

- The non- availability of certain data due to its confidential nature.
- Some departments were very busy so direct interviews have not been taken.
- Due to restriction and time constraint, the sample was limited to 50.

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