**Abstract**

 growing concern for environmental issues and sustainable development has been evolving among the developed and developing nations. Innumerable initiatives have been taken to determine how organizations are going to evolve ideas innovatively. Green HRM is the practice of implementing the HRM policies for the sustainable development of organizations. The study is done to investigate the present level of sustainability and environmental performance activities adopted by organizations in India to achieve economic development. The study also strives to suggest few corrective actions recommended for reducing the environmental damage, foreseeing the needs of the future generations. In this juncture of adopting Industry 4.0 implementing the Green HRM practices would help the nations move hand-in-hand towards protecting the environment.