

## Introducing a Green Agile Workforce

Somaieh Alavi<sup>a,\*</sup>, Seyedmehdi Mirmohammadsadeghi<sup>a</sup>

<sup>a</sup> Department of Industrial Engineering, Faculty of Engineering, Shahid Ashrafi Esfahani University, Isfahan, Iran

\* Corresponding author email address: [somayeh\\_alavi61@yahoo.com](mailto:somayeh_alavi61@yahoo.com)

### Abstract

Nowadays, with the increase in business complexity of and competition, organizations are looking to agility of business. In addition, the increasing negative effects of environmental damages on human quality of life have led organizations to pay special attention to environmental issues in addition to agility. The prerequisite for achieving organizational agility with an emphasis on achieving environmental standards is the presence of the green agile workforce that besides enjoying agility characteristics, has environmental concerns. The present study attempts to introduce the green agile workforce' behaviors.

Keywords: Agile Workforce, Green Workforce, Green agile workforce

### 1. Introduction

Organizations and individuals are experiencing new phenomena and events whose roots may have been root years ago. The introduction of IT in every field, the need for speed of operation and responsiveness to customers and the ever-changing market and consumer needs, the need for more flexibility in organizations, the production, the move to networking in the physical virtual domains, and removal of wastes are the most important new developments and approaches in the field of organizational administration is that in the last two decades organizations have become familiar with the paradigm of agility for achieving organizational evolution and meet the need.

Literature shows different aspects of the principles of agile manufacturing. People are considered by all agile manufacturing models conventionally, indicating the significance of workforce agility (Alavi & Wahab, 2013). However, little empirical research on the green agile workforce has been conducted (Sherehiy, Karwowski, & Layer, 2007). The variations in the manufacturing paradigm from mass production to agile manufacturing needs a new business approach for engendering behavioral and attitudinal variations in the workforce (Alavi, Abd. Wahab, Muhamad, & Arbab Shirani, 2014; Triki, Mirmohammadsadeghi, & Piya, 2017).

Moreover, increasing community development has led to overusing natural resources, environmental degradation, and diverse pollutants, threatening sustainable development (Asadi et al., 2020; Nilashi, Rupani, et al., 2019). Therefore, it is essential that organizations as the largest community members recognize the effects of their behaviors on the environment and take action to reduce the

negative impacts of these behaviors on natural ecosystems (Asadi et al., 2019; Asadi & Saedi, 2016). In this regard, the green agile workforce management is a powerful tool that plays the role of human agents. It can help organizations to fulfill their social responsibilities to protect the environment (Gunasekaran et al., 2019; Mirmohammadsadeghi, Ahmed, & Nadirah, 2014).

Therefore, both achieving organizational agility and respecting environmental principles require a trained human resource (HR) committed to implementing environmental principles in addition to being agile. The workforce with this characteristic is first introduced in this research as the green agility. The study affects the enterprises' behaviors. When managers are not adequately well-informed about the agile workforce and its empowerment, it is hard to convince them to invest in it. Therefore, the present study examines the research literature in the field of green agile workforce. Following are the behavioral characteristics of green agile workforce and its empowerment.

### 2. Review of literature

This section seeks to examine the agile workforce as well as the green workforce.

#### 2.1. Agile workforce

For enterprises to survive, agility is more necessary than goals and strategies. There are two characteristics for agility: first, catering to the dynamics and threats through the best possible way in less time (Sherehiy et al., 2007);