**OBJECTIVE OF PRESENT RESEARCH**

Green HRM and Sustainability involves two aspects use of eco-friendly HR Practices and preservation of knowledge capital. The objective of this paper is to find out:

1. To find out the Green HR Initiatives taken by different Automobile industries and role of HR in implementing the Green practices.
2. To find out the employee involvement and satisfaction regarding Green HR practices.
3. To find out the policies that HR professionals perceive for implementing Green HR in their organization.
4. To find out the contribution of HR for Sustainability of an Organization.
5. To find out how Green HRM helps in gaining the competitive advantage.

**HYPOTHESIS:**

$H_0$: Green HRM does not help in gaining competitive advantage for organisation

$H_1$: Green HRM helps in gaining competitive advantage for organisation