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Coal To Consciousness: Can Common Good HRM Brings Business Responsibility in Indian Power Sector?

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Abstract

Making net-zero carbon economy by 2070 is one of the ambitious targets of India. Ethical behaviour and decision making, social inclusiveness, economic viability, and environmental sustainability in Indian power business will show the path to other businesses and can help to achieve this milestone. Power sector will have to reach big goals like 500 GW of non-fossil fuel capacity by 2030 and 75% of their energy from renewable sources by 2050 as a part of its carbon-neutral target. The path is complicated, though. High storage costs, trouble getting land, and uneven state-level involvement are all barriers to the use of solar and wind energy. This means that businesses need to come up with new ways to be environmentally responsible. Hydropower is a clean source of energy, but it also adds to greenhouse gases during construction. This situation makes a carbon paradox. Pumped Storage Projects (PSPs) have some legitimacy issues because they depend mainly on thermal power. Strategic frameworks like the appropriate storage, public-private partnerships, ESG metrics, and aligning with SDG Goals are some of the most important things that make this happen. Disparities between potential and actual power generation underscore the imperative for deliberate organizational leadership that integrates strategic planning, policy formulation, and community engagement. In this context, responsible business goes beyond just following the rules. It also means promoting a culture of innovative, accountable, and moral energy transition. The question is that whether it is possible to achieve India's green vision without sacrificing environmental integrity, economic growth, or equity.

Keywords: Net-Zero Carbon Economy, Economic Growth, Social Inclusiveness, Environmental Sustainability, SDG, ESG metrics