

Green Hrm Towards A Research Agenda

Thank you unquestionably much for downloading **green hrm towards a research agenda**.Most likely you have knowledge that, people have look numerous time for their favorite books taking into account this green hrm towards a research agenda, but end taking place in harmful downloads.

Rather than enjoying a good PDF later than a mug of coffee in the afternoon, instead they juggled afterward some harmful virus inside their computer. **green hrm towards a research agenda** is straightforward in our digital library an online right of entry to it is set as public thus you can download it instantly. Our digital library saves in multipart countries, allowing you to acquire the most less latency era to download any of our books next this one. Merely said, the green hrm towards a research agenda is universally compatible later any devices to read.

GREEN HUMAN RESOURCE MANAGEMENT (GHRM) Green Human Resource Management Green HRM for business organisations Green HRM How to choose Research Topic | Crack the Secret Code Research Topics in HRM | HRM Topics For Research | Murad Learners Academy HRM Research Topics| Research Topics in HRM | Murad Learners Academy Impact of Green Human Resource Management Practices Of Organizational Sustainability Green Human Resource Management DAVE ULRICH EXPLAINS THE ROLE OF THE HR BUSINESS PARTNER IN A DIGITAL AGE Six Sigma In 9 Minutes | What Is Six Sigma? | Six Sigma Explained | Six Sigma Training | Simplilearn

Lecture on Green HRM|2 HR Trends for 2020 WHAT DOES IT MEAN TO BE A HR BUSINESS PARTNER TODAY? Bitesized Learning with Dave Ulrich Is Human Resource Management the right career for you? Sustainable Workplace Practices How To Choose A Research Topic For A Dissertation Or Thesis (7 Step Method - Examples) Sample Research Titles for Qualitative Research **The Truth in Social Research: Rebecca Huntley at TEDxSydney HRM Dissertation Topics for University Students What is Design Thinking in HR? How to Select A Research Topic for Mphil-PhD + vivek ki elashi Dr. vivek pragpuru** Prof Opatha on Introducing Simplified Reflections on Green HRM at HR Dialogue 2013 Green HRM- Meaning, Steps and its Benefits - NTA UGC NET 2019 HRM (?????) | Vishal Verma NET JRF **How to Make Research Title + Examples of Good Research Titles + English #11| Unit-3 Industrial Relation |u0026 Trade Union |u0026 Green HRM | NTA UGC NET/JRF || By Vikash Anand** Everything you need to know about Irish family history records **USING HR ANALYTICS AND TECHNOLOGY TO DRIVE BUSINESS VALUE AT UNILEVER 5 HR Career Skills You Need on Your Resume! | Human Resources Management Putting the human back into human resources | Mary Schaefer | TEDxWilmington Green Hrm Towards A Research**

Green HRM: Towards a research agenda. Abstract. This paper summarises the issues arising in the literature on environmental management and HRM, and discusses issues raised from it including a need to operationalize terms, challenges in path causality, contradictions arising, and worker willingness to participate in Green HRM.

Green HRM: Towards a research agenda

This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole.

Contemporary Developments in Green Human Resource –>

The term Green HRM has become the buzz word within the business field at present and its significance is increasing manifold with the passage of time. This term has also its secured position as a hot topic in recent research works since the awareness on environmental management and sustainable development has been increasingly rising day by day all round the globe.

Green HRM – Human Resource Management Institute

This book outlines relevant underpinning academic theory and research literature on how HRM is 'going green', detailing real-life organisational examples derived from original and secondary...

(PDF) Contemporary developments in green human resource –>

Researchers (Cohen and Taylor, 2010; Ehner, 2009; Behrend, 2009; Phillips, 2007) suggest a few Green HRM practices, which are mentioned below: Encouraging employees, through training and compensation, is to find ways to reduce the use of environmentally damaging... Assisting employees in identifying ...

Green HRM: Definition, Advantages, Green HRM Practices –>

Sustainable or 'green' HRM promises to encourage greater acknowledgement and understanding of long-term issues relating to value creation and value capture. The sustainable HRM perspective looks to challenge the dominance of 'maximising shareholder value' strategies and business models and instead align with meeting the interests of many stakeholders over the long term.

Sustainable HR – a 'green' fad, or a realistic model for –>

The paper has its focus on seven aspects such as meaning of green, reasons for greening, meaning of green HRM, importance of green HRM, green human resource requirements, greening of HRM functions...

(PDF) Green Human Resource Management: A Review

As an emerging concept, green human resource management (green HRM) has been conceptualized to influence employee workplace green behavior. This research empirically tested this link. We first developed measures for green HRM, and then drew on the behavioral HRM and psychological climate literature along with the supplies'values fit theory, to test a conceptual model integrating the effects of psychological green climate and individual green values.

Effects of Green HRM Practices on Employees' Workplace Green –>

COPY. This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole.

Contemporary Developments in Green Human Resource –>

To get started finding Green Hrm Towards A Research Agenda , you are right to find our website which has a comprehensive collection of manuals listed. Our library is the biggest of these that have literally hundreds of thousands of different products represented.

Green Hrm Towards A Research Agenda | booktorrent.my.id

Green HR is the use of HRM policies to promote the sustainable use of resources within business organizations and, more generally, promotes the cause of environmental sustainability. Green HR involves two essential elements: 1. Environmentally-friendly HR practices 2. The preservation of knowledge capital. 4 5.

Green hrm – SideShare

Research shows that organisational culture, structure, leadership and strategy are among the important predictors of green HRM (DuBois and Dubois, 2012). These identified antecedents of green HRM are regarded as proximal contextual signs, indicating the need, value and urgency of green HRM practices in the organisation.

Green human resource management: A two-study investigation –>

need for green human resource management From the above study, 25 people are aware about the existence of green hrm when compared to number of people who are completely unaware of this. From the above study, 40 people strongly agree that green hrm increases productivity among the employees while the number of people disagreeing is

Impact of Green HR Practices on Employees' Performance

This research tests an integrative moderated-mediation model related to the relationship between perceived green HRM and non-green workplace outcomes including employee task performance, organizational citizenship behavior toward the organization (OCBO) and intention to quit, and the underlying mechanisms.

Employees' Perceptions of Green HRM and Non-Green Employee –>

Abstract. Green human resource management (HRM) practices can help organizations align their business strategies with the environment. Anchored in the resource'based view of the firm, this study examines the influence of green HRM practices on sustainability using cross'sectional data obtained from 112 large manufacturing firms in Malaysia.

Pathways towards sustainability in manufacturing –>

Green HRM practice facilitates an organization as well as its employees through improvement rate of retention in employees, improved public image, improvement in attracting better employees, improvement in productivity, improvement in sustainable use of resources, reduction of practices that cause the environmental degradation, reduced utility cost, save environmental impact, rebates and tax benefits and increased business opportunities (Bangwal & Tiwari, 2015).

Green HRM Practices as a Means of Promoting CSR –>

Understanding GC of individuals can significantly enhance the GHRM role in its functions such as hiring and training employees towards green objectives of firms. This is because GC motivates individuals to always ensure they only engage in resource-conserving and environmentally-friendly activities.

Green competence framework: Evidence from China

Green Human-Resource Management towards sustainable organizations: A case of KwaZulu-Natal higher education institutions. By . Vuyokazi Ntombikayise Mtembu . 209511439 The research reported in this thesis except where otherwise stated is my original research. ii) This thesis has not been submitted for any degree or any examination at any ...

This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is 'going green', and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

This book examines a new topic in Human Resource Management (HRM), green or environmental HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is going green, and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

Corporate social responsibility (CSR), and particularly environmental management, has now become a global social norm. As the largest developing economy in the world, China is currently a major environmental polluter. This book examines how Chinese enterprises, including both indigenous firms and foreign-owned organizations operating in China, utilize human resource management (HRM) to conduct environmental management, i.e. green HRM, also referred to as environmentally friendly HRM. Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities. This book explores how green recruitment and selection, green training, green performance management, and green pay and rewards are managed in Chinese enterprises, and how green HRM affects organizational green and non-green workplace behaviors. It enriches the current literature on green HRM practices and measures. It also advances our understanding of employee organizational behavioral consequences of green HRM, which is an emerging and understudied field of research. As such, this book offers practical implications on how to elicit desirable employee green and non-green workplace behaviors through green HRM policies and practices. This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees, promotes green workplace behaviors and improves a firm's environmental performance.

Environment management and sustainability have become hackneyed terms in management parlance, but they are surprisingly underrated in their practical applications. Do organizations see sustainability as a solo initiative of a department to fulfil the statutory requirements or is it an investment towards the well-being of people, planet and profitability? If so, then how important is the contribution of HR towards the greening of an organization? The book is an industrious guide on Green HR and sustainability practices towards fulfilling the three-pronged goals of triple bottom line. Through the success stories of employees as change agents, it showcases how Green HRM can meet sustainability with strategy by linking organizational factors such as vision and mission, leadership, organizational culture and employees' pro-environmental attitude with the organization's profit goals. The book presents a compelling picture of an ideal green workplace and how HRM can influence pro-environmental behaviour in the organization and society.

This major collection examines both the human resource dimensions of environmental management and how environmental management impacts on human resource departments. Contributions from international experts in both academia and business look at current theory and best practice in environmental TQM, education, training and communications. Greening People argues that, if a company is to adopt an environmentally-aware approach to its activities, the employees are the key to success or failure. Realistically, it is only through the energy, performance and personal commitment of each employee within an organization that business will move towards sustainable industrial development. This book provides an important angle on the new complexities faced by environmental managers and human resource professionals and offers practical solutions drawn from some of the leading lights in the corporate environmental revolution. Greening People is divided into four parts. Part 1 demonstrates the relationship between human resource management and environmental management. Part 2 provides insight into the psychological make-up of contemporary staff that may foster or hinder company-wide implementation of environmental measures, and Part 3 addresses the shortcomings of current management training programmes and suggests new approaches for effective implementation of environmental human resource management. Finally, a selection of excellent case studies demonstrates how the concepts are being implemented in companies and local authorities.

In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

The faces of contemporary management relate to a vast range of methods directed at ensuring effectiveness in the functioning of organizations. This book discusses current research trends in management science in human resource management, corporate social responsibility, and contemporary management methods. The study concerns both the theory and practice of contemporary management.

The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's next for HRM and what are the keys to the future of managing people and performance?

Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization. This book gives new answers to these questions: - How can HRM contribute to attracting, developing and retaining highly qualified human resources over time? - How can a paradox perspective contribute to understanding and coping with paradoxical tensions? - How can sustainability be used as a 'deliberate strategy' for HRM? The conceptual part of the book looks at the notion of sustainability, opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory. Paradox theory is introduced as an analytical framework for Sustainable HRM. Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions. The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic.

This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is 'going green', and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

This book examines a new topic in Human Resource Management (HRM), green or environmental HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is going green, and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

Corporate social responsibility (CSR), and particularly environmental management, has now become a global social norm. As the largest developing economy in the world, China is currently a major environmental polluter. This book examines how Chinese enterprises, including both indigenous firms and foreign-owned organizations operating in China, utilize human resource management (HRM) to conduct environmental management, i.e. green HRM, also referred to as environmentally friendly HRM. Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities. This book explores how green recruitment and selection, green training, green performance management, and green pay and rewards are managed in Chinese enterprises, and how green HRM affects organizational green and non-green workplace behaviors. It enriches the current literature on green HRM practices and measures. It also advances our understanding of employee organizational behavioral consequences of green HRM, which is an emerging and understudied field of research. As such, this book offers practical implications on how to elicit desirable employee green and non-green workplace behaviors through green HRM policies and practices. This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees, promotes green workplace behaviors and improves a firm's environmental performance.

Environment management and sustainability have become hackneyed terms in management parlance, but they are surprisingly underrated in their practical applications. Do organizations see sustainability as a solo initiative of a department to fulfil the statutory requirements or is it an investment towards the well-being of people, planet and profitability? If so, then how important is the contribution of HR towards the greening of an organization? The book is an industrious guide on Green HR and sustainability practices towards fulfilling the three-pronged goals of triple bottom line. Through the success stories of employees as change agents, it showcases how Green HRM can meet sustainability with strategy by linking organizational factors such as vision and mission, leadership, organizational culture and employees' pro-environmental attitude with the organization's profit goals. The book presents a compelling picture of an ideal green workplace and how HRM can influence pro-environmental behaviour in the organization and society.

This major collection examines both the human resource dimensions of environmental management and how environmental management impacts on human resource departments. Contributions from international experts in both academia and business look at current theory and best practice in environmental TQM, education, training and communications. Greening People argues that, if a company is to adopt an environmentally-aware approach to its activities, the employees are the key to success or failure. Realistically, it is only through the energy, performance and personal commitment of each employee within an organization that business will move towards sustainable industrial development. This book provides an important angle on the new complexities faced by environmental managers and human resource professionals and offers practical solutions drawn from some of the leading lights in the corporate environmental revolution. Greening People is divided into four parts. Part 1 demonstrates the relationship between human resource management and environmental management. Part 2 provides insight into the psychological make-up of contemporary staff that may foster or hinder company-wide implementation of environmental measures, and Part 3 addresses the shortcomings of current management training programmes and suggests new approaches for effective implementation of environmental human resource management. Finally, a selection of excellent case studies demonstrates how the concepts are being implemented in companies and local authorities.

In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

The faces of contemporary management relate to a vast range of methods directed at ensuring effectiveness in the functioning of organizations. This book discusses current research trends in management science in human resource management, corporate social responsibility, and contemporary management methods. The study concerns both the theory and practice of contemporary management.

The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's next for HRM and what are the keys to the future of managing people and performance?

Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization. This book gives new answers to these questions: - How can HRM contribute to attracting, developing and retaining highly qualified human resources over time? - How can a paradox perspective contribute to understanding and coping with paradoxical tensions? - How can sustainability be used as a 'deliberate strategy' for HRM? The conceptual part of the book looks at the notion of sustainability, opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory. Paradox theory is introduced as an analytical framework for Sustainable HRM. Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions. The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic.

This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is 'going green', and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

This book examines a new topic in Human Resource Management (HRM), green or environmental HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is going green, and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

Corporate social responsibility (CSR), and particularly environmental management, has now become a global social norm. As the largest developing economy in the world, China is currently a major environmental polluter. This book examines how Chinese enterprises, including both indigenous firms and foreign-owned organizations operating in China, utilize human resource management (HRM) to conduct environmental management, i.e. green HRM, also referred to as environmentally friendly HRM. Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities. This book explores how green recruitment and selection, green training, green performance management, and green pay and rewards are managed in Chinese enterprises, and how green HRM affects organizational green and non-green workplace behaviors. It enriches the current literature on green HRM practices and measures. It also advances our understanding of employee organizational behavioral consequences of green HRM, which is an emerging and understudied field of research. As such, this book offers practical implications on how to elicit desirable employee green and non-green workplace behaviors through green HRM policies and practices. This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees, promotes green workplace behaviors and improves a firm's environmental performance.

Environment management and sustainability have become hackneyed terms in management parlance, but they are surprisingly underrated in their practical applications. Do organizations see sustainability as a solo initiative of a department to fulfil the statutory requirements or is it an investment towards the well-being of people, planet and profitability? If so, then how important is the contribution of HR towards the greening of an organization? The book is an industrious guide on Green HR and sustainability practices towards fulfilling the three-pronged goals of triple bottom line. Through the success stories of employees as change agents, it showcases how Green HRM can meet sustainability with strategy by linking organizational factors such as vision and mission, leadership, organizational culture and employees' pro-environmental attitude with the organization's profit goals. The book presents a compelling picture of an ideal green workplace and how HRM can influence pro-environmental behaviour in the organization and society.

This major collection examines both the human resource dimensions of environmental management and how environmental management impacts on human resource departments. Contributions from international experts in both academia and business look at current theory and best practice in environmental TQM, education, training and communications. Greening People argues that, if a company is to adopt an environmentally-aware approach to its activities, the employees are the key to success or failure. Realistically, it is only through the energy, performance and personal commitment of each employee within an organization that business will move towards sustainable industrial development. This book provides an important angle on the new complexities faced by environmental managers and human resource professionals and offers practical solutions drawn from some of the leading lights in the corporate environmental revolution. Greening People is divided into four parts. Part 1 demonstrates the relationship between human resource management and environmental management. Part 2 provides insight into the psychological make-up of contemporary staff that may foster or hinder company-wide implementation of environmental measures, and Part 3 addresses the shortcomings of current management training programmes and suggests new approaches for effective implementation of environmental human resource management. Finally, a selection of excellent case studies demonstrates how the concepts are being implemented in companies and local authorities.

In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

The faces of contemporary management relate to a vast range of methods directed at ensuring effectiveness in the functioning of organizations. This book discusses current research trends in management science in human resource management, corporate social responsibility, and contemporary management methods. The study concerns both the theory and practice of contemporary management.

The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's next for HRM and what are the keys to the future of managing people and performance?

Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization. This book gives new answers to these questions: - How can HRM contribute to attracting, developing and retaining highly qualified human resources over time? - How can a paradox perspective contribute to understanding and coping with paradoxical tensions? - How can sustainability be used as a 'deliberate strategy' for HRM? The conceptual part of the book looks at the notion of sustainability, opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory. Paradox theory is introduced as an analytical framework for Sustainable HRM. Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions. The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic.

This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is 'going green', and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

This book examines a new topic in Human Resource Management (HRM), green or environmental HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is going green, and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

Corporate social responsibility (CSR), and particularly environmental management, has now become a global social norm. As the largest developing economy in the world, China is currently a major environmental polluter. This book examines how Chinese enterprises, including both indigenous firms and foreign-owned organizations operating in China, utilize human resource management (HRM) to conduct environmental management, i.e. green HRM, also referred to as environmentally friendly HRM. Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities. This book explores how green recruitment and selection, green training, green performance management, and green pay and rewards are managed in Chinese enterprises, and how green HRM affects organizational green and non-green workplace behaviors. It enriches the current literature on green HRM practices and measures. It also advances our understanding of employee organizational behavioral consequences of green HRM, which is an emerging and understudied field of research. As such, this book offers practical implications on how to elicit desirable employee green and non-green workplace behaviors through green HRM policies and practices. This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees, promotes green workplace behaviors and improves a firm's environmental performance.

Environment management and sustainability have become hackneyed terms in management parlance, but they are surprisingly underrated in their practical applications. Do organizations see sustainability as a solo initiative of a department to fulfil the statutory requirements or is it an investment towards the well-being of people, planet and profitability? If so, then how important is the contribution of HR towards the greening of an organization? The book is an industrious guide on Green HR and sustainability practices towards fulfilling the three-pronged goals of triple bottom line. Through the success stories of employees as change agents, it showcases how Green HRM can meet sustainability with strategy by linking organizational factors such as vision and mission, leadership, organizational culture and employees' pro-environmental attitude with the organization's profit goals. The book presents a compelling picture of an ideal green workplace and how HRM can influence pro-environmental behaviour in the organization and society.

This major collection examines both the human resource dimensions of environmental management and how environmental management impacts on human resource departments. Contributions from international experts in both academia and business look at current theory and best practice in environmental TQM, education, training and communications. Greening People argues that, if a company is to adopt an environmentally-aware approach to its activities, the employees are the key to success or failure. Realistically, it is only through the energy, performance and personal commitment of each employee within an organization that business will move towards sustainable industrial development. This book provides an important angle on the new complexities faced by environmental managers and human resource professionals and offers practical solutions drawn from some of the leading lights in the corporate environmental revolution. Greening People is divided into four parts. Part 1 demonstrates the relationship between human resource management and environmental management. Part 2 provides insight into the psychological make-up of contemporary staff that may foster or hinder company-wide implementation of environmental measures, and Part 3 addresses the shortcomings of current management training programmes and suggests new approaches for effective implementation of environmental human resource management. Finally, a selection of excellent case studies demonstrates how the concepts are being implemented in companies and local authorities.