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**WHAT IS SUSTAINABLE HUMAN RESOURCES  
MANAGEMENT?**

# Sustainable Human Resource Management

**Tamás Bányai**

## **Sustainable Human Resource Management Sustainable Human Resource Management:**

Sustainable Human Resource Management Strategies and Practices Sugumar Mariappanadar,2024-11-30 The 2nd edition of Sustainable Human Resource Management Strategies Practices and Challenges delves into the evolving landscape of sustainable HRM Replacing three chapters it introduces fresh topics like Corporate Sustainability Business Strategy Context for Sustainable HRM High Performance Sustainable Work Practices for Corporate Sustainability and Sustainable HRM for Employee Health and Well being All chapters are updated with the latest developments since the 1st edition in 2019 This edition s significance lies in its role in academic curricula worldwide meeting the demand for sustainable HRM courses and aiding research expansion As businesses align with sustainability goals this book becomes a guide for HR and line managers fostering integrated economic social and environmental outcomes

### Sustainable Human Resource Management

Rafal Sitko,2023-02-03 Sustainable human resource management HRM processes and practices are not a nice to have they re a need to have to benefit employees organizations societies and the environment Sustainability has been highlighted by the Chartered Institute of Personnel and Development CIPD as one of the key trends influencing the HR profession so Sustainable Human Resource Management is crucial reading for undergraduate and postgraduate HR students It explains what sustainable HRM is what the benefits of sustainable HRM are as well as the dangers of unsustainable HRM It is full of examples throughout to show how sustainable HRM works in practice including how it can be used to improve candidate attraction retention and employee engagement as well as how it can improve productivity employer branding company culture and drive both efficiency and business performance There is also coverage of how sustainable HRM can be introduced and measured as well as specific guidance on sustainable HRM in different parts of the world green HRM responsible business ethics and sustainable HRM as a business strategy Sustainable Human Resource Management is written specifically for third year undergraduate and postgraduate students with pedagogical features in each chapter including learning objectives key concept definitions skill check boxes workshop discussion articles chapter summaries study questions and key readings Online resources include a sample course handbook and PowerPoint slides

### Sustainable Human Resource Management

Ina Ehnert,2009-07-07 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 **Sustainable Human Resource Management** Tamás Bányai,2019-10-30 The concept of sustainability is important for companies both in the case of SMEs and worldwide multinational companies Some key factors to help a company achieve its sustainability objectives are based on human resource management Sustainable human resource management is a typical cross functional task that becomes increasingly important at the strategic level of a company Industry 4.0 technologies Internet of Things and competitive demands as signs of globalization have led to significant changes across the organizational structures and human resource strategies of companies The increasing importance of sophisticated human resource strategies in the life of companies and the intention to find optimal design and operation strategies for sustainable human resource management were a motivation for launching this book This book offers a selection of papers which explain the impact of smart human resource management on economy Authors from 14 countries published working examples and case studies resulting from their research in this field The aim of this book is to help students at the level of BSc MSc and PhD level as well as managers and researchers to understand and appreciate the concept design and implementation of sustainable human resource management solutions **Sustainable Human Resource Management** Sita Vanka,Madasu Bhaskara Rao,Swati Singh,Mallika Rao Pulaparthi,2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM **Sustainable Human Resource Management** Carolina Machado,2020-01-29 Sustainable Human Resource Management Policies and Practices covers issues related to sustainable human resource management in a context where organizations are continually facing significant challenges related to the continuous change in the market as well as in the environment Organized in different chapters the book includes contributions from renowned international researchers in the field of sustainability and organizations and human resource management Providing recent research advances on Sustainable Human Resource Management it can be used in an undergraduate management and engineering course for example management human resource management industrial manufacturing economics etc or as a subject on human resource management and industrial

engineering at the postgraduate level Also this book can serve as a useful reference for academics researchers managers and manufacture and industrial engineers as well as all professionals who work in fields related to management and human resource management sustainability and industrial engineering *Sustainability and Human Resource Management* Ina Ehnert,Wes Harry,Klaus J. Zink,2013-07-03 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

*Sustainable Human Resource Management* Mariusz Sołtysik,Małgorzata Tyrańska,Katarzyna Piwowar-Sulej,Tri Siwi Agustina,2024-08-22 Global trends favor balanced development integrating socio economic and environmental aspects Sustainable development emphasized by international organizations and the UN's Sustainable Development Goals has evolved into Industry 5.0 Unlike Industry 4.0 Industry 5.0 prioritizes social justice and sustainable development focusing on human centricity ecological balance and resilience It advocates for circular processes reduced waste and lowered environmental impact The transition to a green economy requires bottom up efforts from eco entrepreneurs In the era of knowledge based economies enterprises emphasize sustainable development including the transition to Sustainable Human Resource Management SHRM SHRM combines sustainability with a soft approach to human resources fostering trust teamwork and employee commitment However literature on SHRM lacks a universally accepted definition This monograph aims to bridge gaps through theoretical and empirical examinations of connections between sustainable HR practices and Industry 5.0 identifying competencies needed for effective implementation within this framework The study contributes to the understanding of the evolving relationship between Industry 5.0 and sustainable HR practices setting the stage for further research *Green Human Resource Management Research* Pascal Paillé,2022-09-05 In contemporary times most organizational functions such as finance marketing and supply chains have assessed their impact on the environment HR has

lagged behind other disciplines in discussions of sustainability though the literature on this topic has grown significantly in recent years This book engaging SDGs 4 and 8 among others examines green HRM from a variety of perspectives Divided into three sections it explores the process of human resource acquisition the connection between green HRM practice and employee behavior and international perspectives of green HRM The final chapter presents a summary analysis of topics discussed in the book and outlines potential future paths of research for the field This volume featuring leading researchers from across the globe further develops this emerging field for HR and organizational behavior scholars

Sustainable Human Resource Management and AI Sonu Kumar Gupta,2024-07-28 In our educational endeavors we delve into the transformative impact of artificial intelligence on HR processes Our readers not only gain theoretical knowledge but are actively immersed in understanding how to integrate and leverage advanced technologies in real world scenarios This ensures that they are well versed in navigating the evolving landscape of HR where technology plays an increasingly crucial role

Sustainable Human Resource Management: Strategies, Practices and Challenges Nina Clarke,2023-09-26

Sustainable human resource management refers to practicing the human resource functions in a way that helps in achieving the goals of a business while ensuring positive financial social human and environmental outcomes Its basic purpose is to study the connection between sustainability and human resource management HRM Sustainable HRM focuses on the use of HR tools to assist in the integration of sustainability strategy into business and for developing an HRM system that contributes towards the sustainable performance of the firm Sustainability is a major challenge in the modern business environment However sustainability challenges can be reduced by implementing policies that reflect development equity well being and including environmentally friendly practices The social financial and environmental goals of an organization's internal and external stakeholders can be achieved by using sustainable HRM practices This book is a compilation of chapters that discuss the strategies practices and challenges associated with sustainable human resource management It is a resource guide for experts as well as students

Human Resource Management for Organizational Sustainability Radha R. Sharma,2019-03-20 This book will bridge the knowledge gap and provide valuable insights into how sustainable HRM

practices can contribute not only to organizational sustainability but also to sustainability at large The 2030 Agenda for Sustainable Development adopted at the United Nations Sustainable Development Summit on September 25 2015 contains holistic far reaching and people centered set of universal and transformative goals and targets These call for strengthening capacities and providing an enabling environment for access to opportunities that are sustainable from economic social and environmental standpoints Sustainability focus of the organization needs to go hand in hand with sustainable HRM systems processes and practices But the reality is that sustainability is seldom a part of HR plans or strategic HR practices of most of the organizations Human Resource Management for Organizational Sustainability offers a new paradigm by focusing on human resource systems and processes from the lens of sustainability The book puts together the concepts researches and

practices that advance the understanding of organizational sustainability through human resource management contributed by specialists from Austria Germany India Netherlands Spain United Kingdom and United States with examples cases and review questions Whereas environment related aspects have been receiving increasing attention over the years the people element of social responsibility has received limited attention in management education and also in the business world

#### Building Sustainable Human Resources Management Practices for Businesses Popescu, Cristina Raluca

Gh., Martínez-Falcó, Javier, Marco-Lajara, Bartolomé, Sánchez-García, Eduardo, Millán-Tudela, Luis A., 2024-03-22 The pressing need for environmental preservation has never been more evident placing companies at the forefront of the sustainability movement As the global community grapples with the ever escalating environmental crisis the imperative to preserve our planet has transitioned from an ethical consideration to a business necessity Companies now face an unprecedented challenge not only must they adapt to more sustainable practices but must also fully embrace them across all aspects of their operations including at the employee level At the heart of this transformative journey lies human resource management a pivotal lever for shaping a sustainable and environmentally responsible future for organizations Building Sustainable Human Resources Management Practices for Businesses is a tool for academic scholars and discerning readers who seek to understand and address this urgent issue This book goes beyond exploration offering a deeply insightful examination of human resource management's role in fostering sustainability within organizations By weaving the principles of sustainability with the intricacies of talent management the book provides readers with the essential insights practical tools and real world examples necessary to navigate the path toward a more eco conscious approach to HR From eco friendly hiring practices to the cultivation of a green organizational culture each chapter delivers actionable guidance and inspires change Simultaneously it delves into the challenges and future prospects of green HR management exploring how technology diversity and inclusion and collaboration with key stakeholders can usher in a greener more sustainable economy

Sustainable Human Resource Management Tamás Bányai, 2019 The concept of sustainability is important for companies both in the case of SMEs and worldwide multinational companies Some key factors to help a company achieve its sustainability objectives are based on human resource management Sustainable human resource management is a typical cross functional task that becomes increasingly important at the strategic level of a company Industry 4.0 technologies Internet of Things and competitive demands as signs of globalization have led to significant changes across the organizational structures and human resource strategies of companies The increasing importance of sophisticated human resource strategies in the life of companies and the intention to find optimal design and operation strategies for sustainable human resource management were a motivation for launching this book This book offers a selection of papers which explain the impact of smart human resource management on economy Authors from 14 countries published working examples and case studies resulting from their research in this field The aim of this book is to help students at the level of BSc MSc and

PhD level as well as managers and researchers to understand and appreciate the concept design and implementation of sustainable human resource management solutions **Sustainable Development of Human Resources in a**

**Globalization Period** Shaikh, Erum, Tunio, Muhammad Nawaz, 2022-06-24 The concept of sustainability and sustainable development is growing rapidly and has great importance in the different aspects of social and economic development at the national and international levels This idea is characterized as a process that links economic and social factors while maintaining the ecological levels of analysis such as national regional international organizational and individual Sustainable human resource management HRM features a set of techniques and procedures of HRM that enable the attainment of social financial and environmental goals with an influence both inside and outside of the business while managing the unexpected consequences Sustainable Development of Human Resources in a Globalization Period explores the dynamics of sustainability in the context of the development of human resources The book further discusses different strategies for the betterment welfare and operation of organizations Covering topics such as digital media determinism organizational commitment and worker performance this premier reference source is an essential title for business leaders and managers human resource managers nonprofit organizations students and faculty of higher education libraries researchers and academicians

*Sustainable Human Resource Management* Chidiebere Ogbonnaya, 2026-02-05 This book examines the critical role of human resources HR in advancing sustainability within organisations It articulates a compelling business case for integrating sustainability into HR practices and explores foundational theories and concepts at the intersection of HR and sustainability Readers will acquire a deeper understanding of people management strategies designed to attract and retain talent committed to sustainability The book addresses methods for acknowledging and rewarding employee contributions to sustainability developing effective training programmes and fostering employee engagement in sustainability initiatives It also underscores the significance of an inclusive workplace culture and the role of technology in advancing sustainable HR practices Furthermore the book assesses the influence of cultural norms in shaping workplace sustainability efforts demonstrating how sustainable HR practices contribute to broader organisational societal and environmental objectives It therefore serves as an essential resource for researchers academics HR professionals and students dedicated to promoting socially responsible workplace practices It holds significant value for those aiming to integrate sustainability into HR strategies to enhance organisational performance and contribute to a sustainable future

**Sustainable Human Resource Management in Tourism** Tom Baum, Ann Ndiuini, 2020-04-11 This book addresses the application of sustainable HRM principles within tourism in the specific context of Africa a neglected area of study It draws on diverse aspects of HRM from the micro individual through the meso level organisational to the macro level policy governmental It also reflects the diverse challenges facing a critical area within emerging African tourism that of its workforce The book is substantially research based and provides a state of the art picture of emergent studies in this area drawing on case examples from a wide range of

African contexts As such it provides a comprehensive resource and starts discussion in an emergent research area

**Human Resource Management Practices for Promoting Sustainability** Atiku, Sulaiman Olusegun,Fapohunda, Tinuke,2020-09-18 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

**Sustainable Human Resource Management** Chidiebere Ogbonnaya,2026-02-05 This book examines the critical role of Human Resources HR in advancing sustainability within organisations It articulates a compelling business case for integrating sustainability into HR practices and explores foundational theories and concepts at the intersection of HR and sustainability Readers will acquire a deeper understanding of people management strategies designed to attract and retain talent committed to sustainability The book addresses methods for acknowledging and rewarding employee contributions to sustainability developing effective training programs and fostering employee engagement in sustainability initiatives It also underscores the significance of an inclusive workplace culture and the role of technology in advancing sustainable HR practices Furthermore the book assesses the influence of cultural norms in shaping workplace sustainability efforts demonstrating how sustainable HR practices contribute to broader organisational societal and environmental objectives It therefore serves as an essential resource for researchers academics HR professionals and students dedicated to promoting socially responsible workplace practices It holds significant value for those aiming to integrate sustainability into HR strategies to enhance organizational performance and contribute to a sustainable future

*Contemporary Developments in Green Human Resource Management Research* Douglas W.S. Renwick,2018-01-12 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.

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