

Green Human Resource Management Practices: A Review

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Abstract

The objective of this review is to explore green human resource management practices of organisations based on the existent literature. In this emerging field, it has been generally observed that the existent literature has to be extended further from the perspective of functions of Human Resource Management (HRM). It reveals that much of the past research focused on a few functions of HRM such as recruitment, training and development, performance evaluation and reward management in integrating environmental management with HRM though HRM has more potential and scope in improving organisation's environmental performance. Hence, this review incorporates diverse functions of HRM to explore the respective green HRM practices under those functions. The findings of the review have identified and highlighted several green HRM practices under the 12 functions of HRM such as job design, job analysis, human resource planning, recruitment, selection, induction, performance evaluation, training and development, reward management, discipline management, health and safety management and employee relations. The contribution of this paper lies in extending the scope and depth of green HRM in materializing sustainable environmental performance of organisations.

Key Words: Green, Human Resource Management, Green HRM, Practices, Organisation