

Green Human Resource Management : A Bibliometric Analysis

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Abstract. *Green Human Resource Management (GHRM) is a human resource management approach that is increasingly important in the context of organizational sustainability. Bibliometric studies highlight trends, patterns, and developments in GHRM research to provide insight into the contribution and evolution of this concept. This paper presents a bibliometric review of the GHRM literature, exploring research focus, methods used, and directions of development. Bibliometric analysis can help identify research gaps and provide a foundation for the development of more sustainable GHRM theory and practice in the future.*

Keywords : *Green Human Resource Management, Management, Bibliometric*

1. INTRODUCTION

Based on demands from governments, environmental laws and stakeholders, organizations are starting to adopt Green Human Resource Management or Environmentally Friendly Human Resources as a strategy to improve corporate reputation and achieve environmental goals. Therefore, Green Human Resource Management practices are an effort to improve organizational environmental performance and achieve competitive advantage (Elysabeth Jane Pramudita, 2023). Green Human Resource Management is an important strategy that is now increasingly recognized for improving environmental performance and achieving sustainable development (Elysabeth Jane Pramudita, 2023). Green Human Resource Management integrates environmentally friendly Human Resources initiatives and practices for sustainable use of resources resulting in more efficiency, reducing the amount of waste, and increasing caring attitudes in work (Hadjri et al., 2019).

Marhatta & Adhikari (2013) define Green Human Resource Management as the implementation of Human Resource management policies and practices for sustainable resource utilization in business organizations and promoting environmental sustainability. According to (Opatha & Arulrajah, 2015), Green Human Resource Management is defined as the process of making employees more environmentally friendly by using environmentally friendly human resource policies and practices. This is in the interests of individuals, society and the environment. The human resource management function acts as a driver of sustainability by implying Green Human Resource Management practice policies with the aim of increasing Environmental Performance (Hadjri et al., 2019).

Currently the concept of Green Human Resource Management promotes greater awareness among companies, private/public sectors, who seek to implement the role of Green Human Resource Management activities in strengthening Environmental Performance. The Green Human Resource Management commitment will help reduce environmental degradation activities and secure the environment for our current and future generations (Hadjri et al., 2019). In other words, Green Human Resource Management includes the incorporation of organizational ecological management objectives into human resource processes namely recruitment & selection, training & development, performance management & evaluation, rewards & recognition (Kumar et al., 2020).

2. LITERATURE REVIEW

The term Green Human Resource Management was coined by Wehrmenyer in 1996, when he published his book entitled "Green People: Human Resource and Environmental Management" as an attempt to combine the two fields of environmental management and human resource management. Green Human Resource Management is related to all activities and practices to improve, develop, implement and improve systems for developing environmental staff to a more environmentally friendly level (Mehta & Chugan, 2015). Green Human Resource Management has been added to improve environmentally friendly behavior, employee attitudes and abilities, motivate workers to think more environmentally friendly, and to provide opportunities for employees to build knowledge and skills related to environmental sustainability (Renwick et al., 2013).

Green human resource management is a procedure that applies environmentally friendly concepts by implementing human resource policies that lead to more employee involvement, cost-effective leadership, which promotes organizational sustainability. Training and development should be focused on increasing knowledge, experience, skills, attitudes, behavior and employees towards the concept of environmental management and Green Human Resource Management.

Green human resource management is defined as a workforce that understands, appreciates, and practices environmentally friendly initiatives and maintains goals throughout the human resources process which includes, among other things, recruiting, training, managing burnt employees, compensation, and separation. (Chen & Yang, 2016). Green Human Resource Management includes environmentally friendly competencies, attitudes, behavior and results. In accordance with these requirements, this is necessary to achieve the company's environmental goals (Opatha & Arulrajah, 2015).

Green Human Resource Management is a multidimensional construct consisting of seven green dimensions, namely, job design, recruitment and selection, training and development, performance management, compensation management, health and safety, and labor relations. (Obeidat et al., 2023). There are many reasons for companies to use Green Human Resource Management, this concept has many benefits for companies and employees. It improves employee morale, attitude and behavior to save the environment.

Bangwal & Tiwari (2018) explain the benefits of Green Human Resource Management are to increase employee retention rates, improve public image, increase in recruiting better employees, increase productivity, increase in sustainable use of resources, reduce practices that cause environmental degradation , reduce environmental impact, and increase business opportunities. By implementing Green Human Resource Management, resources will be conserved in economic development or human activities in the workplace will not negatively affect natural ecosystems or the environment.

3. METHODS

This research uses a bibliometric approach, this bibliometric method involves quantitative analysis of relevant scientific literature according to the topic discussed (Lim et al., 2024). Bibliometric methods will be used to carry out analysis of various scientific articles that have been published. This analysis is usually used to investigate references to scientific articles cited in journals which is useful for mapping the scientific field of the journal, and for classifying scientific articles according to the research field. The approach used in citation analysis is to see 1 article that is cited by another article, and the co-citation analysis approach is to find 2 or more articles that are cited by other articles.

The application of this method involves the use of VOSViewer software, a database from Publish and Perish using the keyword "Green Human Resource Management" with 200 journal categories, and abstracts for the period 2020-2024. Data collected from databases can create and view bibliometric maps that visualize articles and other publications.

Source: Data processed, July 2024

Figure 4.2 shows the level of density between terms, which is explained through the use of color. The bright yellow color in the image identifies that the brighter the color of a theme, the more research has been done on that theme. Conversely, the darker the color of the theme, the fewer the number of studies discussing that theme. Based on Figure 2, it can be concluded that there are still many themes with faint themes, indicating that these themes require further development and study. The application of Green Human Resource Management which is linked to various themes in Figure 2 can be used as a subject for further study or as a reference for subsequent research, including: "green innovation", "green transformational leaders", "green supply chain", "green intellectual capital" and so on. By using these themes, future researchers will gain novelty in discussions regarding the application and benefits of Green Human Resource Management.

5. DISCUSSION

Conclusions from bibliometric articles on Green Human Resource Management (GHRM) illustrate a research domain that has experienced substantial development in the academic literature. This reflects increasing awareness and interest in sustainability-focused human resource management practices. Bibliometric analysis highlights the evolution and diversity of research themes in GHRM, emphasizing the integration of these practices in the context of organizational sustainability. Despite shortcomings in the research, such as the need for more empirical studies and cross-cultural research, this bibliometric study provides a solid foundation for further development of GHRM theory and practice. Furthermore, these findings indicate the potential for GHRM to influence future human resource management policies and strategies, encouraging companies and organizations to adopt more sustainable approaches to human resource management in an effort towards greater environmental sustainability.

6. CONCLUSION

Suggestions for a bibliometric article on Green Human Resource Management (GHRM) could focus on a thorough analysis of the development of this concept in the academic literature. The article can identify the main trends in GHRM research over the past decades, noting the evolution from theory to practical applications. In this review, it can be explored how research methods such as case studies, surveys, comparative analysis and field experiments have been used to explore different aspects of GHRM, as well as how they contribute to sustainable human resource management and overall organizational

sustainability. This comprehensive bibliometric analysis can provide valuable insights for researchers, practitioners, and policy makers to understand the direction and impact of future GHRM research.

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