Green Inflation: International Journal of Management and Strategic Business Leadership Vol.1, No.3 August 2024



e-ISSN: 3048-0612; p-ISSN: 3048-0620, Pages 37-44 DOI: https://doi.org/10.61132/greeninflation.v1i3.37

Available at: https://international.arimbi.or.id/index.php/GreenInflation

Green Human Reosurce Management : A Bibiometric Analysis

Avrelia Refi Chantika ¹, Masiyah Kholmi ¹

¹⁻² Magister Management, Muhammadiyah University of Malang, Indonesia

Author correspondence: Avreliarefi@webmail.ac.id

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 Mangement, 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 Environmnetal 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.

4. RESULTS

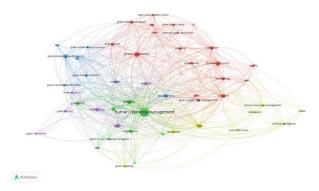


Figure 4.1. Network Visualization of Blockhain for Ethical Business Operations

Description: Processed results from VOSViewer

Source: Processed data, July 2024

Based on Figure 4.1, it can be seen that the relevance of topics related to Green Human Resource Management is very diverse. The topics that dominate the discussion of Green Human Resource Management are Human Resource Management, Greem Innovation, Green Transformational Leaders, Green fan creativity. Apart from the main topic, the application of Green Human Resource Management has a very broad scope, so that there are many topics that are developing which are related to Green Human Resource Management itself.

Green Innovation is defined as innovation that has the potential to minimize environmental impacts but still achieve the company's environmental goals and produce environmental benefits (Fang et al., 2022) and (Aftab et al., 2023) which concludes that there is a positive and significant influence between the implementation of Green Human Resource Management and Green Innovation. Organizations that are able to apply Green Human Resource Management policies well will play a positive and significant role in Green Innovation. Green Human Resource Management integrates environmentally friendly human resource initiatives and practices for sustainable use of resources resulting in more efficiency, reduced waste, and increased caring attitudes at work (Margaretha, 2013). According to Marhatta & Adhikari 2013 Green Human Resource Management is the implementation of Human Resource management policies and practices for the sustainable use of resources in business organizations and promoting environmental sustainability.

According to Opatta & Arulrajah (2014), Green Human Resource Management is defined as the process of making employees "greener". 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 policies and practices with the

aim of improving environmental performance (Mandip, 2012). Currently, the Green Human Resource Management concept promotes greater awareness among companies, private or public sectors, who seek to implement the role of Green Human Resource Management activities in strengthening and encouraging Environmental Performance.

Based on Figure 1, namely the network visualization obtained from the VOSviewers software process, it produces 5 clusters consisting of 43 themes that are related to the application or benefits of Green Human Resource Management, including:

Cluster Theme 1. Human resource management, behavior, organization, green human resource management, state, & green hrm 2. Relationship, ghrm, green training, green recrutment, moderating role, & industry 3. Green creatiivity, leadership, hrm, systematic review, artificial intellgence, human resource management, organization, & article 4. Manager, greem human resource, green transformational leaders, environmental performance, green resource practice, & development Green Innovation, environment, green intellectual capital, china, firm, organizational green 5. culture, green human capital, corporate sosial responsibilit, evidence, sustainability, resource, human resource, tehnology, research, gscm, & green supply chain

Table 4.1. Network Visualization Results Cluster

Source: Data processed, July 2024

Based on Table 4.1, the database used and processed using existing keywords produces 5 clusters and all of these clusters are related to discussing the benefits of using Green Human Resource Management. Apart from that, from the cluster above it can be concluded that the use of Green Human Resource Management continues to expand and develop. This is because more and more companies care about the environment and implement Green Human Resource Management as a reference for managing the environment. The use of VOSViewers can not only provide connections between existing themes, but also produce analysis related to themes that have not been widely discussed by other researchers.

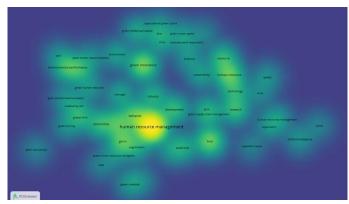


Figure 4.2: Density Visualization of Green Human Resource Management

Description: Processed results from VOSViewer

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.

REFERENCES

- Aftab, J., Cucari, N., & Savastano, M. (2023). Green human resource management and environmental performance: The role of green innovation and environmental strategy in a developing country. Business Strategy and the Environment, 1782–1798. https://doi.org/10.1002/bse.3219
- Chen, L., & Yang, B. (2016). Transformational leadership, social capital and organizational innovation. Leadership & Organization Development Journal, 37(7), 843–859. https://doi.org/10.1108/LODJ-07-2015-0157
- Fang, L., Shi, S., Gao, J., & Li, X. (2022). The mediating role of green innovation and green culture in the relationship between green human resource management and environmental performance. PLoS ONE, 1–24. https://doi.org/10.1371/journal.pone.0274820
- Hadjri, M. I., Perizade, B., Zunaidah, & Farla, W. (2019). Green human resource management, green organizational culture, and environmental performance. ICOI Journal, 100, 138–143.
- Kumar, S., Del, M., Chierici, R., & Graziano, D. (2020). Green innovation and environmental performance: The role of green transformational leadership and green human resource management. Technological Forecasting & Social Change, 150(October 2019), 119762. https://doi.org/10.1016/j.techfore.2019.119762
- Mandip, G. (2012). Green HRM: People management commitment to environmental sustainability. International Journal of Human Resource Management, 1, 244–252.
- Margaretha, M. (2013). Developing new corporate culture through green human resource practice. Journal of Human Resource Management, March.
- Mehta, K., & Chugan, P. K. (2015). Green HRM in pursuit of environmentally sustainable business. Universal Journal of Industrial and Business Management, 3(3), 74–81. https://doi.org/10.13189/ujibm.2015.030302
- Obeidat, S. M., Abdalla, S., & Al Bakri, A. A. K. (2023). Integrating green human resource management and circular economy to enhance sustainable performance: An empirical study from the Qatari service sector. Employee Relations: The International Journal, 45(2), 535–563. https://doi.org/10.1108/ER-01-2022-0041
- Opatha, H. H. D. N. P., & Arulrajah, A. A. (2015). Green human resource management: Simplified general reflections. International Business Research, 7(8), 101–112. https://doi.org/10.5539/ibr.v7n8p101

- Pramudita, E. J., & Gunawan, A. W. (2023). Pengaruh green human resource management, green human capital, dan green innovation terhadap environmental performance melalui green human capital dan green innovation pada PT Mitrakarya Cipta Gemilang. Jurnal Manajemen dan Bisnis, 4(1), 21–40.
- Renwick, D. W. S., Redman, T., & Maguire, S. (2013). Green human resource management: A review and research agenda. International Journal of Management Reviews, 15(1), 1-14. https://doi.org/10.1111/j.1468-2370.2011.00328.x