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Green HRM: Towards a research agenda.

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**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.

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~~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

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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 ...~~

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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

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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

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original and secondary...

~~(PDF) Contemporary developments in  
green human resource ...~~

Researchers (Cohen and Taylor, 2010;  
Ehner, 2009; Behrend, 2009; Philips, 2007)  
suggest a few Green HRM practices, which  
are mentioned below: Encouraging

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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



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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

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~~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

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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

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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

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green values.

~~Effects of Green HRM Practices on  
Employee Workplace Green ...~~

COPY. This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in

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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

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~~Contemporary Developments in Green  
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Green HR is the use of HRM policies to  
promote the sustainable use of resources



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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 - SlideShare~~

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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.

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~~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.

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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-

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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.

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~~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

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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

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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



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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

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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~~

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