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WHAT IS SUSTAINABLE HUMAN RESOURCES MANAGEMENT?

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Ina Ehnert

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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 **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 Carolina Machado,2022-09-01 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 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,2022-11-29 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 outline PowerPoint slides and student engagement questions *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** RAFAL. SITKO,2022-11-29 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 outline PowerPoint slides and student engagement questions *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

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