



Chapter 7

Developing a Strategic Framework for Aligning Human Resource Management Practices With Sustainability Goals

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ABSTRACT

In the face of an urgent call for environmental sustainability, this book chapter focuses on the pivotal intersection of human resource management (HRM) practices and organizational culture within the imperative of environmental sustainability. Recognizing organizations as integral components of the broader ecosystem, the chapter explores the transformative potential of aligning HRM practices with a culture centered on environmental responsibility. Targeting a diverse audience of professionals, scholars, and stakeholders, the chapter offers a comprehensive guide, providing insights and strategies to navigate the multifaceted challenges of sustainability. Covering topics from defining HRM to exploring leadership influence, the chapter presents a roadmap for fostering a workplace ethos that promotes both employee well-being and ecological health. Through theoretical exploration and real-world examples, it aims to contribute substantively to the discourse on sustainable business practices and guide organizations toward a socially responsible and ecologically sustainable future.

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INTRODUCTION

In the ever-evolving global landscape, the imperative for environmental sustainability has become a resounding call, challenging organizations to reassess their roles as integral contributors to a sustainable future. Beyond economic considerations, the intricate interplay between Human Resource Management (HRM) practices and organizational culture emerges as a critical nexus in shaping a corporate ethos rooted in environmental responsibility. This book chapter embarks on a profound exploration, meticulously dissecting the transformative potential embedded in aligning HRM practices with a culture that places environmental sustainability at its core.

The contemporary organizational context demands a paradigm shift, recognizing businesses not merely as economic entities but as crucial stewards of the broader ecosystem. As the urgency of environmental sustainability intensifies, the strategic integration of HRM and organizational culture becomes paramount. (Saini, 2022) explores Sustainable Human Resource Management (SHRM) through a systematic literature review. The author proposes a conceptual framework highlighting 19 factors crucial for effective SHRM implementation across economic, social, and environmental pillars. This framework provides insights for academics and practitioners navigating SHRM challenges in the workplace.

This chapter serves as a comprehensive guide, offering insights, strategies, and case studies that illuminate the path toward fostering a workplace ethos. An ethos that not only promotes the well-being of employees but is also attuned to the ecological health of our globe.

The objective of this exploration is to provide a holistic and insightful examination of the dynamic interplay between HRM practices, organizational culture, and their collective impact on environmental sustainability. With a specific focus on the corporate landscape, the chapter aspires to contribute substantively to the growing discourse on sustainable business practices. In doing so, it presents a roadmap for organizations navigating the multifaceted challenges posed by environmental sustainability, guiding them toward a more socially responsible and ecologically sustainable future.

The target audience for this chapter spans a diverse spectrum of professionals, scholars, and stakeholders deeply invested in the intersection of HRM, organizational culture, and environmental sustainability. From library, information, and communication sciences to administrative sciences and management, organizational leaders, human resource professionals, sustainability officers, academics, researchers, business students, change agents, consultants, environmental advocates, policy makers, government officials, to corporate trainers and educators — the chapter aims to cater to a broad and engaged readership.

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