


Chapter 15

A Bibliometric Analysis of Green Human Resource Management Practices

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ABSTRACT

Green human resource management (GHRM) has been receiving more attention recently, although the discipline is still very new, and conceptual clarity has not yet been established. The VOSviewer software application was used to analyse a bibliometric evaluation of GHRM from 1913 to 2022 on Scopus and 574 papers on GHRM were examined. The goal of this study was to evaluate the GHRM field's volume, expanding tendency, global distribution, important journals, trailblazing authors, dominant nations, and dominant industries. In this work, word combinations were combined using logical operators, TITLE-ABS-KEY ("Green human resource management" OR "GHRM" OR "green HRM" OR "green HR" OR "Environmental

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Human Resource” OR “eco-friendly Practices” OR “Environmental Training” OR “Green Training”) AND (EXCLUDE (OA, “all”)) AND (EXCLUDE (PUBYEAR, 2023)) AND (LIMIT-TO (LANGUAGE, “English”)), thus expanding the gap. The review revealed that the GHRM is still a developing idea which aims to assist modern scholars.

1. INTRODUCTION

Over the past 20 years, green human resource management has received a lot of attention. Practices of Green human Resource are made with the achievement of sustainability of social and economic balance which remain consistent with organizational goals Dumont et al. (2017). The need of natural concerns to adhere to key norms and expectations through human asset management is highlighted by practices of GHRM. The increased adoption of green human resource strategies has brought attention to how multilayered this framework is (Tang et al., 2018). The practice of recruitment, hiring, assigning, and managing personnel is known as human resource management (HRM). Generally, HR is used for HRM. HRM practices are used to enforce the sustainable environmental practices and raise the level of commitment of employees. Organizations’ HR department is usually responsible for the development, implementation, and monitoring the policies and their interaction with the (Yulianty & Senen, 2023). The phrase “human resources” was initially used to refer to all of the employees of an organisation in the early 1900s, and it became more popular in the 1960s. The HRM practices has the responsibility to manage workforce for the accomplishment of organizational objectives. The study conducted by Chowdhury et al. (2023), based on the literature review, there are different aspect to focus on for GHRM and previously this holistic approach was missing in this context.

The word green is used to refer environment in green human resource management in academics Oyewale (2019). According to Opatha (2014), GHRM practices are the strategies that aims to transform the work environment supportive for the organizations’ sustainable objectives. Rana & Jain (2014) Describe GHRM as an employment model that aids business professionals in preserving, remembering, and retaining the talent they require to achieve their long-term objectives. Over the past two decades, environmental challenges have drawn more attention on a global scale. It is becoming more and more crucial to do study on the ways that diverse businesses contribute to the achievement of environmental goals as the global green movement gains popularity. The industrial sector must use environmentally friendly techniques in order to achieve the environmentally friendly Goals, according to Dissanayake, et. al, (2019). A green economy that is advantageous to the entire community could result from this. This project included human resource manage-

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