

Sustainable Human Resource Management: A Simple Review and Research Direction

Nurhayati Sembiring

Department of Industrial Engineering, Faculty of Engineering, Universitas Sumatera Utara Jalan Almamater Kampus USU, Medan, Indonesia 20155

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Abstract: HRM is an order that shows the rules and in terms of improving human resources that are integrated with an organization. HRM is very concerned about development which is supported by human development that supports it can be done well and faster. In this study we will discuss human development with support for achieving sustainable supply chain management.

1 INTRODUCTION

Applications of human resource management (HR) system shows that there is a benefit effect by most of the research and literature. (Becker & Smidt, 2016). At the same time the company's profits and ratings become higher and significantly increase through responsible procedures., (Macke & Genari, 2019).

Australia, Germany and also Switzerland using this system. Sustainability on work systems, corporate, and social become important. Some perspectives such us time, dimension and also levels are supported. (Macke & Genari, 2019).

2 LITERATURE REVIEW

This study discusses various perceptions of sustainable HRM related to development in the sustainable field. SHRM that has been used in organizational are analyzed. (Macke & Genari, 2019).

Started with introduction, and continue with review, after that stage, the next step is get discussion and conclusion in term sustainable human resources.

From Table 1 can be see, some of paper about SHRM from 2015-2018.

Table 1: Some paper about SHRM.

Paper by	Contains	Factors	Place
(Becker & Smidt, 2016)	<ul style="list-style-type: none"> Identifying and presenting the inappropriate risks Connection of management (focus in risk analysis) and HRM, reveals an occurrence in the undeveloped stage of the development Risk keys of human resource related 	<ul style="list-style-type: none"> HRM and risk management Organizational/HRM practices and risk Human resource risks 	Australia
(Guerci & Carollo, 2016)	<ul style="list-style-type: none"> Green HRM is to be applied in unexplored occasion Green HRM systems contains important characteristics 	<ul style="list-style-type: none"> HRM system Environmental sustainability HRM practices Employee involvement 	Italy

Table 1: Some paper about SHRM (Continue).

Paper by	Contains	Factors	Place
(Haddock-Millar, Sanyal, & Müller-Camen, 2016)	<ul style="list-style-type: none"> • Multinational companies equipped with green human resource management (HR) • Equations and diversity in the Green HRM method • Evidence of environmental management that is boldly considered through a series of operational and human-centered initiatives through three countries in Europe 	<ul style="list-style-type: none"> • Organization within the foodservice industry • Qualitative evidence • Potential environmental impact • Green employee engagement 	U.K.
(Haddock-Millar et al., 2016)	<ul style="list-style-type: none"> • Checking bank achievements by data packaging explanations to become part of their quality • Foreign banks are still in demand for efficiency comparable to regional banks 	<ul style="list-style-type: none"> • Number of branches • Total loans • Net income 	Malaysia
(Wong, Wong, & Ke, 2016)	<ul style="list-style-type: none"> • Employees see their connections with their leader as less good and encouraging • Increasing level of employee commitment influence better achievement 	<ul style="list-style-type: none"> • PE • HRMP 	India
(Xing & Liu, 2016)	<ul style="list-style-type: none"> • HRM and M&A integration must be build 	<ul style="list-style-type: none"> • Leadership style • Party culture • Hierarchy • Corporate target • Corporate value • Employee mobility 	China
(Hecklau, Galeitzke, Flachs, & Kohl, 2016)	<ul style="list-style-type: none"> • Qualifying employees to change their skills to workspaces • Defining actions in company of using the model will make an employee does not achieve the required range competence level 	<ul style="list-style-type: none"> • The challenges in Economic, Social, technical, Environmental, and also legal, and Political. 	Germany
(Faleschini, Zanini, Pellegrino, & Pasinato, 2016)	<ul style="list-style-type: none"> • The usage of natural aggregates (NA) • Recycled aggregates (CA) can be a main role to reach the sustainability purposes 	<ul style="list-style-type: none"> • LCA • Influence of product distribution and it's emissions 	Italy
(Jabbour & De Sousa Jabbour, 2016)	<ul style="list-style-type: none"> • Suggest a synergetic between GSCM and GHRM • Combining GHRM and GSCM goals in organizational sustainability 	<ul style="list-style-type: none"> • Impact of Environmental training and empowerment 	Brazil
(Martin, Farndale, Paauwe, & Stiles, 2016)	<ul style="list-style-type: none"> • Each archetype has level of coherence connection 	<ul style="list-style-type: none"> • Focus to Shareholder, stakeholder and workers 	U.K.
(Rajiani, Musa, & Hardjono, 2016)	<ul style="list-style-type: none"> • GHRM methods as an innovation of process • The area was found as crucial range for future studies to revolve what capabilities can grow if firms would like to go green can indicate negative effect 	<ul style="list-style-type: none"> • Ability • Motivation • Opportunity • HRM innovation 	Malaysia

Table 1: Some paper about SHRM (Continue).

Paper by	Contains	Factors	Place
(Voegtlin & Greenwood, 2016)	<ul style="list-style-type: none"> • Scholars connection between CSR and HRM rarely explain their concept or the opinions they create when surveying this connection • Necessary specific of the different lines of case and views attached, and allowed them to move towards their purpose of expanding the concept of CSR–HRM 	<ul style="list-style-type: none"> • HRM and CSR have Instrumental, integration and also Political 	Switzerland
(Delery & Roumpi, 2017)	<ul style="list-style-type: none"> • The easiness of using HRM give positive impact in business 	<ul style="list-style-type: none"> • Strategic SHRM 	U.S.
(Olson, Slater, Hult, & Olson, 2018)	<ul style="list-style-type: none"> • Improving service in marketing departments 	<ul style="list-style-type: none"> • Strategies in research, business, marketing and Human reserve 	U.S.
(Papa, Dezi, Gregori, Mueller, & Miglietta, 2018)	<ul style="list-style-type: none"> • Effects of employee retention and HRM practices on the relationships • Finding new strategy and formula about performance 	<ul style="list-style-type: none"> • Achievement of knowledge in HRM 	Italy



Figure 1: Methodology of Research.

3 METHODS

By reviewing some papers, this methodology is build. (Winter & Knemeyer, 2013) Figure 1 shows the methodology that applied.

Step 1 – choosing period of paper publication

Several studies in the Period between 2012 and 2018 have been chosen as the main references.

Step 2 – choosing journal

In order to focus the study, a decision was made to focus on distinct disciplines for the analysis.

Step 3 – choosing article

The main criterion for selecting articles to be included in the analysis is the clear relationship of the content of the article to the framework of the previously defined text.

Step 4 – analysis

The next step is to study and examine selected articles to find out how research has developed over time.

4 RESULTS AND DISCUSSION

Sustainable HRM journal shows a different method about people management. Journal has highlight a number of suggestion in sustainable HRM to do

research and make the possible practice of HRM. Even though it does not show an obviouspart of journals, it does increase the concerns of knowingly the iinfluence of HRM economically. It is necessary to know that details of SHRM and PM are connected of SHRM. Hence, management results like repayment, the growth of costumer, and surplus are still part of SHRM.

5 CONCLUSIONS

The paper is a sample to show the HR’s role in balancing the organization. Its goal was to define the role HR can be in giving contribution to the sustainability of their organizations from two different perspectives: sociological and psychological.

The ability of HRD have strong relationship with sustainability of an organization or industry. Using such constructs as different management and work-life stability agendas looks like to be imperative in reaching the far-achieving goals of sustainable development. The allegiance of company is to get the positive impact and more benefit to all of part in a company.

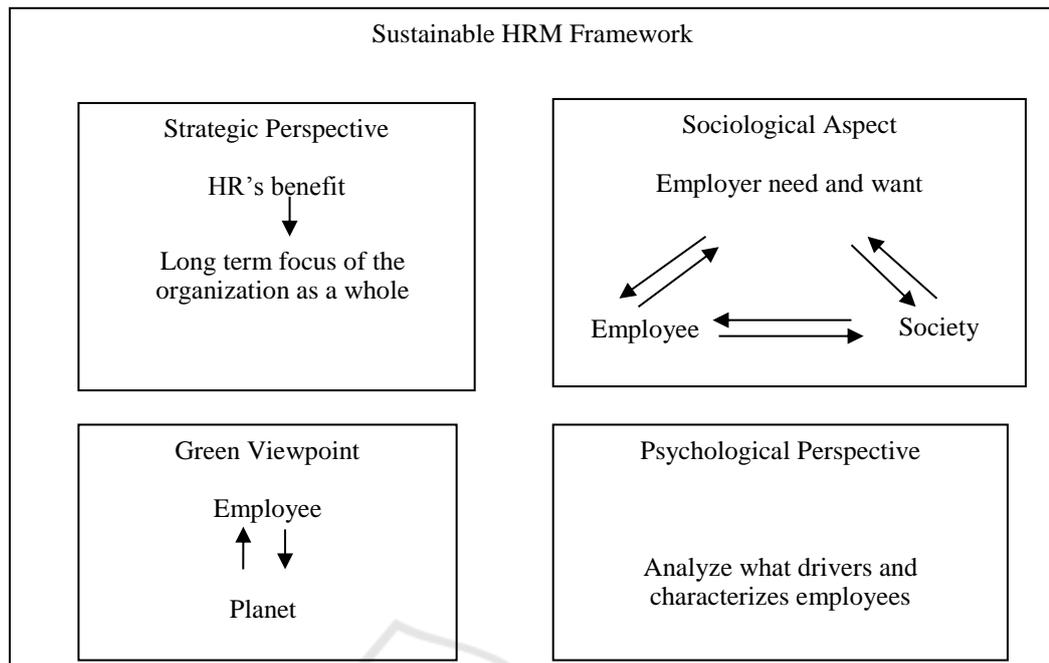


Figure 2: Sustainable HRM Framework.

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