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Science Mapping the Knowledge Base on Sustainable Human Resource Management, 1982–2019

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Abstract This study aims to map the knowledge base on sustainable human resource management (SHRM) from 1982 to 2019. The research questions are: (1) What is the main trend in the field of human resource management (HRM)? HRM studies have mostly begun to explore how to manage human resources in a way that is compatible with environmental protection and sustainable management to 2019. In the literature base, some research papers tend to examine HRM by focusing on the relationship between HRM and environmental protection, the role of HRM in the evolution, and required development of this knowledge base; similarly, theory papers, documents, articles, and books have been published on the relationship between HRM and environmental protection. The review revealed a knowledge base that is still in the emergence stage, with a global scope as a discipline. The results of this study will help to identify the main trends in SHRM and to predict the future direction of SHRM by providing an overview of the current status of the knowledge base.

Keywords: sustainable human resource management; green human resource management; science mapping; bibliometric analysis; sustainability management

1. Introduction

The concept of “sustainable human resource management” (SHRM) has been the theme of extensive research as a response to the increasing importance of HRM. The impact of these efforts on economic performance and social welfare has been widely accepted by scholars and practitioners. Thus, this has led a short-term rise of popularity. Indeed, this popularity also extended to the emergence of the concept of “green human resource management” (GHRM), which is a subset of SHRM. The concept of GHRM has been developed to increase the environmental performance of economic performance management.

Interest in environmental management is naturally the idea of creating the firm as a positive member of society. The concept of environmental management has been developed before the 1970s to extend corporate responsibility over firm-wide issues. This was accompanied by the growth of environmental awareness and the formation of environmental protection organizations. In the field of human resource management (HRM) however, this idea is projected to be the emergence of the concept of “sustainable human resource management” (SHRM). The concept of SHRM is a subset of HRM, while various contributions have been introduced including green HRM which focuses on the relationship between HRM and environmental protection and sustainable management of the firm. The emerging SHRM also incorporates both major approaches on HRM which include the traditional approach and the modern approach.

Although SHRM has been focused more frequently very recently, it is still in the emergent phase. Similarly, the concept of GHRM has been developed to increase the environmental performance of the firm. GHRM has already had more frequent attention than SHRM, especially in the last decade. However, GHM has only been focused on the complexity of the field through different definitions and approaches

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