ISSN: 2249-7315 Vol. 14, Issue 5, May 2024 SJIF 2022 = 8.625 A peer reviewed journal

# MAPPING THE RESEARCH LANDSCAPE OF GREEN HRM AND EMPLOYEE GREEN BEHAVIOR: A BIBLIOMETRIC REVIEW

Mr. Ashish Matura\*; Prof. (Dr.) Reena Singh\*\*

\*Research Scholar, School of Management, Doon University, Dehradun, INDIA Email id: ashishmatura@gmail.com

\*\*Professor,
School of Management,
Doon University, Dehradun, INDIA
Email id: reenasinghsom@doonuniversity.ac.in

DOI: 10.5958/2249-7315.2024.00010.7

#### **ABSTRACT**

Past literature suggests that Green HRM enhances the environmental performance of the organization by shaping employee behavior. The present study aims to explore the advancement in the Green HRM and Employee Green Behavior literature and provide future prospects in the domain. Bibliometric review technique was adopted as for data analysis. Scopus database was searched since 2014-2024 using relevant keywords to extract the dataset and final study was conducted on 103 articles. The authors used VOSviewer and MS Excel tools for data analysis. The analysis revealed top authors, institutes, journals, keywords, and nations that have contributed to the advancement of the corpus. These findings may be used by the researchers that are willing to extend the knowledge in this domain to find collaboration opportunities, find quality papers, identify experts in this area, and understand conceptual structure of the area. Future researchers may extend this research by including other databases such as Web of Science (WoS) and IEEE Xplore or by conducting an SLR on this topic.

**KEYWORDS:** Green HRM, Green Behavior, Review, Bibliometrics, VOS viewer.

#### **REFERENCES:**

Ababneh, O. M. A. (2021). How do green HRM practices affect employees' green behaviors? The role of employee engagement and personality attributes. *Journal of Environmental Planning and Management*, 64(7), 1204–1226. https://doi.org/10.1080/09640568.2020.1814708

Aboramadan, M. (2022). The effect of green HRM on employee green behaviors in higher education: the mediating mechanism of green work engagement. *International Journal of Organizational Analysis*, 30(1), 7–23. https://doi.org/10.1108/IJOA-05-2020-2190

Al-Swidi, A. K., Gelaidan, H. M., & Saleh, R. M. (2021). The joint impact of green human resource management, leadership and organizational culture on employees' green behaviour and organisational environmental performance. *Journal of Cleaner Production*, 316, 128112.

Baheti, S. S., & Lenka, U. (2021). Sustainable innovation for sustainable business performance-a systematic review of recent literature (2008-2018). *International Journal of Business Excellence*, 23(4), 517–545.

ISSN: 2249-7315 Vol. 14, Issue 5, May 2024 SJIF 2022 = 8.625 A peer reviewed journal

- Bahuguna, P. C., Srivastava, R., & Tiwari, S. (2023). Two-decade journey of green human resource management research: a bibliometric analysis. *Benchmarking: An International Journal*, 30(2), 585–602.
- Chaudhary, R. (2019). Green human resource management in Indian automobile industry. *Journal of Global Responsibility*, 10(2), 161–175. https://doi.org/10.1108/JGR-12-2018-0084
- Chaudhary, R. (2020). Green Human Resource Management and Employee Green Behavior: An Empirical Analysis. *Corporate Social Responsibility and Environmental Management*, 27(2), 630–641. https://doi.org/10.1002/csr.1827
- Cobo, M. J., López-Herrera, A. G., Herrera-Viedma, E., & Herrera, F. (2011). Science mapping software tools: Review, analysis, and cooperative study among tools. *Journal of the American Society for Information Science and Technology*, 62(7), 1382–1402.
- Darvishmotevali, M., & Altinay, L. (2022). Green HRM, environmental awareness and green behaviors: The moderating role of servant leadership. *Tourism Management*, 88(August 2021), 104401. https://doi.org/10.1016/j.tourman.2021.104401
- Donthu, N., Kumar, S., Mukherjee, D., Pandey, N., & Lim, W. M. (2021). How to conduct a bibliometric analysis: An overview and guidelines. *Journal of Business Research*, *133*(March), 285–296. https://doi.org/10.1016/j.jbusres.2021.04.070
- Dumont, J., Shen, J., & Deng, X. (2017). Effects of Green HRM Practices on Employee Workplace Green Behavior: The Role of Psychological Green Climate and Employee Green Values. *Human Resource Management*, 56(4), 613–627. https://doi.org/10.1002/hrm.21792
- Elkington, J. (1994). Towards the sustainable corporation: Win-win business strategies for sustainable development. *California Management Review*, *36*(2), 90–100.
- Fawehinmi, O., Yusliza, M. Y., Mohamad, Z., Noor Faezah, J., & Muhammad, Z. (2020). Assessing the green behaviour of academics: The role of green human resource management and environmental knowledge. *International Journal of Manpower*, *41*(7), 879–900. https://doi.org/10.1108/IJM-07-2019-0347
- Gill, A. A., Ahmad, B., & Kazmi, S. (2021). The effect of green human resource management on environmental performance: The mediating role of employee eco-friendly behavior. *Management Science Letters*, 11, 1725–1736. https://doi.org/10.5267/j.msl.2021.2.010
- Hameed, Z., Khan, I. U., Islam, T., Sheikh, Z., & Naeem, R. M. (2020). Do green HRM practices influence employees' environmental performance? *International Journal of Manpower*, 41(7), 1061–1079. https://doi.org/10.1108/IJM-08-2019-0407
- Hu, C., Song, M., & Guo, F. (2019). Intellectual structure of market orientation: a citation/cocitation analysis. *Marketing Intelligence & Planning*, 37(6), 598–616.
- Islam, T., Khan, M. M., Ahmed, I., & Mahmood, K. (2020). Promoting in-role and extra-role green behavior through ethical leadership: mediating role of green HRM and moderating role of individual green values. *International Journal of Manpower*, 42(6), 1102–1123. https://doi.org/10.1108/IJM-01-2020-0036
- Jabbour, C. J. C. (2011). How green are HRM practices, organizational culture, learning and teamwork? A Brazilian study. *Industrial and Commercial Training*, 43(2), 98–105. https://doi.org/10.1108/00197851111108926

ISSN: 2249-7315 Vol. 14, Issue 5, May 2024 SJIF 2022 = 8.625 A peer reviewed journal

- Jabbour, C. J. C., De Sousa Jabbour, A. B. L., Govindan, K., Teixeira, A. A., & De Souza Freitas, W. R. (2013). Environmental management and operational performance in automotive companies in Brazil: The role of human resource management and lean manufacturing. *Journal of Cleaner Production*, 47, 129–140. https://doi.org/10.1016/j.jclepro.2012.07.010
- Jabbour, C. J. C., Santos, F. C. A., & Nagano, M. S. (2008a). Environmental management system and human resource practices: is there a link between them in four Brazilian companies? *Journal of Cleaner Production*, *16*(17), 1922–1925. https://doi.org/10.1016/j.jclepro.2008.02.004
- Jabbour, C. J. C., Santos, F. C. A., & Nagano, M. S. (2008b). Environmental management system and human resource practices: is there a link between them in four Brazilian companies? *Journal of Cleaner Production*, 16(17), 1922–1925.
- Jabbour, C. J. C., Santos, F. C. A., & Nagano, M. S. (2010). Contributions of HRM throughout the stages of environmental management: Methodological triangulation applied to companies in Brazil. *International Journal of Human Resource Management*, 21(7), 1049–1089. https://doi.org/10.1080/09585191003783512
- Jackson, S. E., Renwick, D. W. S., Jabbour, C. J. C., & Muller-Camen, M. (2011). State-of-the-art and future directions for green human resource management. *German Journal of Research in Human Resource Management*, 25(2), 99–116. https://doi.org/10.1688/1862-0000
- Khan, M. H., & Muktar, S. N. (2020). A bibliometric analysis of green human resource management based on scopus platform. *Cogent Business & Management*, 7(1), 1831165.
- Masri, H. A., & Jaaron, A. A. M. (2017). Assessing green human resources management practices in Palestinian manufacturing context: An empirical study. *Journal of Cleaner Production*, 143, 474–489. https://doi.org/10.1016/j.jclepro.2016.12.087
- Matura, A., & Singh, R. (in press). Evolution and trends in green human resource management: a bibliometric review. *International Journal of Business Excellence*, *XXX*(XXX), XXX. https://doi.org/10.1504/ijbex.2023.10060846
- Mishra, P. (2017). Green human resource management: A framework for sustainable organizational development in an emerging economy. *International Journal of Organizational Analysis*.
- Nawangsari, L. C., &Sutawidjaya, A. H. (2019). How the Green Human Resources Management (GHRM) process can be adopted for the organization business? *1st International Conference on Economics, Business, Entrepreneurship, and Finance (ICEBEF 2018)*, 463–465.
- Norton, T. A., Zacher, H., & Ashkanasy, N. M. (2014). Organisational sustainability policies and employee green behaviour: The mediating role of work climate perceptions. *Journal of Environmental Psychology*, 38, 49–54.
- Opatha, H. H. D. N. P., & Arulrajah, A. A. (2014). Green Human Resource Management: Simplified General Reflections. *International Business Research*, 7(8), 101–112. https://doi.org/10.5539/ibr.v7n8p101
- Paillé, P., Chen, Y., Boiral, O., & Jin, J. (2014). The Impact of Human Resource Management on Environmental Performance: An Employee-Level Study. *Journal of Business Ethics*, 121(3), 451–466. https://doi.org/10.1007/s10551-013-1732-0

ISSN: 2249-7315 Vol. 14, Issue 5, May 2024 SJIF 2022 = 8.625 A peer reviewed journal

- Pham, N. T., Tučková, Z., & Chiappetta Jabbour, C. J. (2019). Greening the hospitality industry: How do green human resource management practices influence organizational citizenship behavior in hotels? A mixed-methods study. *Tourism Management*, 72(December 2018), 386–399. https://doi.org/10.1016/j.tourman.2018.12.008
- Rahman, N. F. A., &Dato'Mansor, Z. (2023). A Conceptual Paper on the Relationship between GHRM and Pro-Environmental Behavior via Employee Empowerment. *Information Management and Business Review*, 15(2 (I) SI), 91–97.
- Renwick, D., Redman, T., & Maguire, S. (2013). Green Human Resource Management: A Review and. *International Journal of Management Reviews*, 15(January), 1–14.
- Rubel, M. R. B., Kee, D. M. H., & Rimi, N. N. (2020). The influence of green HRM practices on green service behaviors: the mediating effect of green knowledge sharing. *Employee Relations*, 43(5), 996–1015. https://doi.org/10.1108/ER-04-2020-0163
- Saeed, B. Bin, Afsar, B., Hafeez, S., Khan, I., Tahir, M., & Afridi, M. A. (2019). Promoting employee's proenvironmental behavior through green human resource management practices. *Corporate Social Responsibility and Environmental Management*, 26(2), 424–438.
- Saputro, A., & Nawangsari, L. C. (2021). The effect of green human resource management on organization citizenship behaviour for environment (OCBE) and its implications on employee performance at Pt Andalan Bakti Niaga. *European Journal of Business and Management Research*, 6(1), 174–181.
- Sharma, D., Patnaik, S., Sharma, J. P., & Dash, M. K. (2022). A meta analysis of research on entrepreneur inclination in small and medium enterprises in global scenario. *International Journal of Business Excellence*, 26(3), 321–341.
- Shrivastava, P. (1995). The role of corporations in achieving ecological sustainability. *Academy of Management Review*, 20(4), 936–960.
- Strandberg, C. (2009). The role of human resource management in corporate social responsibility issue brief and roadmap. *Report for Industry Canada. Burnaby, BC: Strandberg Consulting.*
- Stren, P. C. (2000). Toward a coherent theory of environmentally significant behaviour. *Journal of Social Issues*, 56(3), 407–424.
- Tang, G., Chen, Y., Jiang, Y., Paillé, P., & Jia, J. (2018). Green human resource management practices: scale development and validity. *Asia Pacific Journal of Human Resources*, *56*(1), 31–55. https://doi.org/10.1111/1744-7941.12147
- Zhu, J., Tang, W., Wang, H., & Chen, Y. (2021). The influence of green human resource management on employee green behavior—a study on the mediating effect of environmental belief and green organizational identity. *Sustainability (Switzerland)*, 13(8). https://doi.org/10.3390/su13084544

**Authors' contributions:** Both the authors equally contributed to the preparation of this review paper.

Funding: No Funding Available.

**Declaration of competing interest:** The authors declare no conflict of interest.

**Data availability:** Data presented in this review are supported by the inserted references.

ISSN: 2249-7315 Vol. 14, Issue 5, May 2024 SJIF 2022 = 8.625 A peer reviewed journal

#### **VITAE**

\*Author 1: Mr. Ashish Matura



**Author 2: Prof. Reena Singh** 



Ashish Matura is a PhD scholar at the School of Management, Doon University, Dehradun (India). After working two years as a Junior Research Fellow (JRF) at the university, he has been promoted to senior grade (SRF). He holds one year of work experience as an Assistant Professor in a reputed business school. His areas of interest include human resource management, sustainability, and transportation.

Email:ashishmatura@gmail.com ORCID: 0000-0002-8993-7865

Prof. Reena Singh isa Professor atthe School of Management, Doon University, Dehradun, India. She specializes in Human Resource Management and has a teaching experience of 26 years. She has to her credit 07 books in Tourism Management and several publications in Journals of repute. She has also shouldered the important responsibilities of Controller of Examination, Editor-in-chief of the Journal of IMS Group, and Chairperson.

Email:reenasinghsom@doonuniversity.ac.in ORCID: 0000-0002-3737-6920