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Impact Green Human Resource Management Towards Environmental Performance

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Abstract: Research examining the impact of GHRM on environmental performance is essential to understand the relationship between GHRM and environmental performance. This study is interesting because it provides a comprehensive picture of the importance of the role of GHRM in improving environmental performance. The purpose of this study is to analyze various studies that have been conducted in the past to better understand the impact of GHRM on environmental performance through a systematic literature review. The success of GHRM in an organization is essential to optimize effectiveness, efficiency and competitiveness in facing tough global issues. Therefore, understanding the impact of GHRM on environmental performance will help design the right strategy to maintain sustainable environmental sustainability. The study is also relevant to rapidly growing trends, such as the issue of global warming and environmental damage that are paralyzing various aspects of life and business.

Keywords: GHRM, Environmental Performance.

INTRODUCTION

Green or sustainable business can be defined as any organization that contributes to green or environmentally friendly actions to ensure that every process, product, and manufacturing activity adequately addresses existing environmental concerns while maintaining its profits. The concept of green business emerged in the late 20th century due to the pressure of growing public interest in the sustainability of economic development. Green businesses refer to any business that adheres to environmental sustainability standards in its management, its efforts to use renewable resources, and its efforts to reduce the negative environmental impacts of its actions. In assessing the environmental impacts associated with all stages of a product's life cycle, Life cycle assessment (LCA) has become an important concept for green businesses in designing and transforming their products to more environmentally friendly specifications.

Life cycle assessment (LCA) is used to assess the environmental aspects related to a product or process. It evaluates the environmental impact from cradle to grave. It captures the environmental effects for elements such as materials, energy and waste involved in each phase of a product's life cycle: from raw material extraction, to manufacturing, to distribution or packaging, to consumer use of the product and finally to post-consumer use including recycling or final disposal.

The increasing environmental problems and resource depletion have become challenging issues for the government and business organizations in Kerinci Regency in recent years. The pattern of economic consumption also causes high levels of energy and material utilization among business organizations, the term 'business organization' here refers to manufacturing companies, which are believed to be the main contributors to these environmental problems and resource depletion, business activities throughout the product/service development process can create major problems for the natural environment including increased carbon monoxide emissions, unnecessary packaging materials, abandoned toxic materials, and other types of industrial pollution.

These issues have also forced manufacturers to significantly take responsibility for improving their development and production processes to ensure environmental sustainability.

The purpose of this study is to further review how the impact of GHRM on sustainable environmental performance and the factors that influence the relationship between GHRM and environmental performance. Therefore, this study presents an understanding of the relationship between GHRM and the Environment. This study is also expected to provide important contributions to the theory in the development and practice of human resource management as the person responsible for environmental improvement, as well as providing references for organizations in managing businesses to achieve competitive advantage and long-term profitability in terms of green business.

METHOD

Research Question

The main focus of this research is on several research questions. The research questions are:

RQ1: How does GHRM affect environmental performance?

RQ2: What are the factors that influence the relationship between GHRM Management and Environmental performance?

Search Process

The literature search process was carried out using search engines, Google Scholar, Scopus, Science Direct, Emerald as data sources. Relevant keywords such as *green human resource management and environmental performance*".

Inclusion and Exclusion Criteria

This step involves selecting literature that is suitable for use in systematic literature review (SLR) research. Literature that is considered suitable for selection must meet the following criteria:

1. The data used is in the time range between 2020 and 2024.
2. Data was obtained through primary data sources (journals and papers) and reliable secondary data sources (indexed by Sinta 1, 2 and Scopus).
3. The data used must be directly related to GHRM and Environmental performance.

Quality Assessment

In the SLR review, all literature found was assessed based on the following quality assessment criteria.

QA1: Was the journal paper published in the time period between 2020 and 2024?

QA2: Does the journal paper contain an explanation of environmental performance issues?

QA3: Is there an explanation regarding GHRM in the journal paper?

Each quality assessment criteria question will be answered with "Yes" (Y) if the criteria is met and "No" (T) if the criteria is not met.

Data Types

In this study, two types of data were used, namely primary data and secondary data. Primary data was obtained through literature research originating from journals and papers accessed through Google Scholar, IEEE, Scopus, and Science Direct Emerald. Reasons

Secondary data is used to complement primary data. If primary data only contains a summary or summary, then secondary data is used to complete the necessary information. Secondary data collection is done using the Google search engine in the form of journals taken from relevant databases such as Google Scholar, Scopus and Science Direct.

Data analysis

In this step, the collected data is analyzed to answer the research questions. Data analysis includes:

1. How does GHRM influence Environmental performance, referring to RQ1.
2. Identifying factors that influence the relationship between GHRM and Environmental performance in relation to RQ2.

RESULT AND DISCUSSION

1. Search Process Results

Grouped by journal type to make it easier to see the type of data or journal type obtained through the search process. The search process results are displayed in table 1 below:

Table 1. Results of the search process

Type	Journal Type	Amount
1	Cleaner Logistics and Supply Chain	11
2	Environmental Science and Pollution Research	7
3	Helion	10
4	International Journal of Environmental Research and Public Health	6
5	Journal of Business Research	5
6	Sustainability	23
7	Journal Of Business Research	17
8	Procedia - Social And Behavioral Sciences	2
9	Sustainable Futures	9
10	Technological Forecasting & Social Change	1
11	Journal of cleaner production	9

Source: Google Scholar, Elsavier, Emerald.

Inclusion and Exclusion Criteria Selection Results

The results of the search process were selected based on inclusion and exclusion criteria. Nine journals will be excluded from this process and their data will be explored. Table 2 is the result of the quality assessment indicating whether the data is used in this study.

Table 2 Quality Assessment Results

No	Writer	Year	Title	Qa1	Qa2	Qa3	Results
1	Carballo-Penela et al	2023	How do GHRM practices influence firms' economic performance? A meta-analytic investigation of the role of GSCM and environmental performance	√	√	√	√
2	Ali et al	2024	Weaving a greener future: The impact of green human resources management and green supply chain management on sustainable	√	√	√	√

			performance in Bangladesh's textile industry				
3	Niazi et al	2023	Green HRM, green innovation and environmental performance: the role of green transformational leadership and green corporate social responsibility	√	√	√	√
4	Montalvo-Falcon et al	2023	Green human resource management and economic, social and environmental performance: Evidence from the Spanish wine industry	√	√	√	√
5	Shah et al	2021	Linking green human resource practices and environmental economics performance: the role of green economic organizational culture and green psychological climate	√	√	√	√
6	Sobaih et al	2020	Influences of green human resources management on environmental performance in small lodging enterprises: The role of green innovation	√	√	√	√
7	Younis and Hussain	2023	Green transformational leadership: bridging the gap between green HRM practices and environmental performance through green psychological climate	√	√	√	√
8	Singh et al	2020	Green innovation and environmental performance: The role of green transformational leadership and green human resource management	√	√	√	√
9	Nisar et al	2021	Green human resource management practices and environmental performance in Malaysian green hotels	√	√	√	√
10	Anwar et al	2020	Green Human Resource Management for organizational citizenship behavior towards the environment and environmental performance on a university campus				

Source: Google Scholar, Elsavier, Emerald.

Information:

√ : For journals and data used in research because we have problems, approaches, and amount of information to select data.

X: For journals and data that are not used in research because they are articles that do not have the expertise, problems, methods, or information from researchers needed for data collection.

2. Data analysis

Rq1: How Does GHRM Affect Environmental Performance?

A total of 10 journals were successfully identified through the search process. After data selection based on inclusion and exclusion criteria using the keyword “information system”, nine journal articles were assessed for quality. Based on the results of the quality assessment (Qa), 11

relevant journal articles were grouped based on the development framework and approach used to answer the research questions. These results answer Rq1 as shown in Table 3. Table 3 shows that the main platform used for information system development is the internet/website.

Table 3 Data Analysis Rq1

No	Writer	Year	Title	supported	Not supported
1	Carballo-Penela et al	2023	How do GHRM practices influence firms' economic performance? A meta-analytic investigation of the role of GSCM and environmental performance	√	
2	Ali et al	2024	Weaving a greener future: The impact of green human resources management and green supply chain management on sustainable performance in Bangladesh's textile industry	√	
3	Niazi et al	2023	Green HRM, green innovation and environmental performance: the role of green transformational leadership and green corporate social responsibility	√	
4	Montalvo-Falcon et al	2023	Green human resource management and economic, social and environmental performance: Evidence from the Spanish wine industry	√	
5	Shah et al	2021	Linking green human resource practices and environmental economics performance: the role of green economic organizational culture and green psychological climate	√	
6	Sobaih et al	2020	Influences of green human resources management on environmental performance in small lodging enterprises: The role of green innovation	√	
7	Younis and Hussain	2023	Green transformational leadership: bridging the gap between green HRM practices and environmental performance through green psychological climate	√	
8	Singh et al	2020	Green innovation and environmental performance: The role of green transformational leadership and green human resource management	√	
9	Nisar et al	2021	Green human resource management practices and environmental performance in Malaysian green hotels	√	
10	Anwar et al	2020	Green Human Resource Management for organizational citizenship behavior towards the environment and environmental performance on a university campus	√	

Source: Data analyzed, 2024

Rq2: Factors That Influence Environmental Performance?

Table 3 Data Analysis Rq2

No	Platform	Amount
1	GHRM	10
2	Green supply chain management	2
3	Organizational Culture	1
4	Green Psychological Climate	2
5	Green Innovation	2
6	Green Ability	2

7	Green Motivation	2
9	Green Opportunity	2
10	Green Transformational Leadership	3
11	green intellectual capital	1
12	pro-environmental behavior.	1

Source: Data analyzed, 2024

Many factors influence the relationship between management information systems (MIS) and organizational performance. The main ones are:

1. GHRM
Employee participation can play a significant role in environmental sustainability. Therefore, companies should focus on employee development and training to encourage sustainable, environmentally friendly practices.
2. GSCM
Implementing environmentally friendly supply chain operations can improve sustainability.
3. Organizational Culture.
Organizations with a green culture tend to measure and change policies to address environmental issues. These organizations take steps to incorporate environmental and development policies into the organization's mission and vision.
4. Green Psychological Climate:
Green climate is identified as a climate for businesses that achieve sustainability goals by implementing environmentally friendly policies. The green psychological environment is thus an awareness of individual green policies, processes, and practices that represent the organization's green values. Infrastructure: MIS performance depends on the infrastructure that supports it. Inadequate infrastructure, such as slow networks or outdated equipment, can hinder MIS functionality and affect operational performance.
5. Green Innovation
Green innovation is related to a company's green management program, which encourages environmentally responsible operations. Innovation in environmentally friendly products/services and processes helps reduce negative impacts on the business and improves financial and social performance by reducing costs and waste.
6. Green Ability, Green Motivation and Green Opportunities
The implementation of GHRM practices, especially green skills, abilities and motivations, drives the company's ability to innovate in products, services and procedures. MIS entation often involves changes in business processes and organizational structures. If these changes are not managed well, employees can be hampered in their daily activities. Therefore, effective change management is essential to ensure MISs are involved in the management process.
7. Green Transformational Leadership
Green transformational leadership (GTFL) is a leadership behavior whose primary goal is to provide a clear vision, inspiration, and motivation to employees, while supporting their development needs to achieve the company's environmental goals.
8. green intellectual capital
Friendly intellectual capital is very important for organizations because it creates value for them. Knowledge exists in various forms in organizations, such as in databases, internal and external relationships, business processes, and systems. In addition, human skills in the form of knowledge, creativity, and commitment develop sustainable performance. Human resources can be used by employees to improve their performance, reduce waste and lead to sustainable performance.
9. pro-environmental behavior.
Environmentally friendly employee behavior basically affects environmental performance. Employee behavior and involvement in environmentally friendly behavior

aimed at solving environmental problems are considered as effective strategies to become an environmentally friendly organization by being responsible for the environment, which will ultimately improve environmental performance.

These are interrelated and affect all operations through their effects on GHMR. It is important for organizations to consider these factors and manage them appropriately so that GHRM can run well and support the achievement of sustainable environmental performance.

CONCLUSION

Green human resource management (GHTM) can have a significant impact on environmental performance. GHRM is a phenomenon related to understanding the relationship between organizational activities that impact the natural environment and the design, development, implementation, and impact of HRM systems. In addition to GHRM, there are many factors that influence environmental performance such as GsCM, Organizational Culture, Green Psychological Climate, Green Innovation, Green Ability, Green Motivation, Green Opportunity, Green Transformational Leadership, green intellectual capital and pro-environmental behavior., these factors can be considered for previous research.

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