

Green Hrm A Review Process Model And Research Agenda

The energy and fuel industries represent an extensive field for the development and implementation of solutions aimed at improving the technological, environmental, and economic performance of technological cycles. In recent years, the issues of ecology and energy security have become especially important. Energy is firmly connected with all spheres of human economic life but, unfortunately, it also has an extremely negative (often fatal) effect on the environment and public health. Depletion of energy resources, the complexity of their extraction, and transportation are also problems of a global scale. Therefore, it is especially important nowadays to try to take care of nature and think about the resources that are necessary for future generations. For scientific teams in different countries, the development of sustainable and safe technologies for the use of fuels in the energy sector will be a challenge in the coming decades

Offering researchers and professionals cutting-edge research and practical guidelines to turn the challenging scenario of Industry 4.0 into a successful transformation for the HRM domain, this volume focuses on three critical insights: HRM in the 4.0 era, job design for the smart economy, and HRM tools for digital transformation.

The prodigious economic growth of India and China over the last three decades has ensured their rightful prominence in the global economic order. The two players opened up their respective economies to liberalization and market regulations, which led to a tectonic shift from agriculture-based economies to manufacturing and service-based economies. In this context, *Comparative Development of India and China* offers contemporary research on economic, technological, sectoral and sociocultural issues by highlighting the opportunities as well as vulnerabilities in the development of the two fastest growing nations in the world. It unveils the similarities of thought and practices, and explores the plethora of possibilities for collaborative effort that may serve to contribute to the prosperity and progress of both the countries. The perspectives presented by various Indian and Chinese scholars in this edited volume provide varied outlooks and insights on these two nations, albeit within a single thematic framework. Environment management and sustainability have become hackneyed terms in management parlance, but they are surprisingly underrated in their practical applications. Do organizations see sustainability as a solo initiative of a department to fulfil the statutory requirements or is it an investment towards the well-being of people, planet and profitability? If so, then how important is the contribution of HR towards the greening of an organization? The book is an industrious guide on Green HR and sustainability practices towards fulfilling the three-pronged goals of triple bottom line. Through the success stories of employees as change agents, it showcases how Green HRM can mesh sustainability with strategy by linking organizational factors such as vision and mission, leadership, organizational culture and employees' pro-environmental attitude with the organization's profit goals. The book presents a compelling picture of an ideal green workplace and how HRM can influence pro-environmental behaviour in the organization and society.

Much of the hoopla surrounding quality circles, teams, and high-performance work systems has been based on anecdotes and very thin evidence. It has not been established that those employee involvement strategies amount to anything more than another series of management fads or ruses designed to get more out of workers without giving them anything in return. This revelatory book, written by some of the skeptics, lays some of the suspicion to rest. Based on their visits to 44 plants and surveys of more than 4,000 employees, Eileen Appelbaum, Thomas Bailey, Peter Berg, and Arne L. Kalleberg concluded that companies are indeed more successful when managers share knowledge and power with workers and when workers

assume increased responsibility and discretion. The study of steel, apparel, and medical electronics and imaging plants revealed much. In self-directed teams, workers were able to eliminate bottlenecks and coordinate the work process. In task forces created to improve quality, they communicated with individuals outside their own work groups and were able to solve problems. Expensive equipment in steel mills operated with fewer interruptions, turnaround and labor costs were cut in apparel factories, and costly inventories of components and medical equipment were reduced. And what did the employees think? The worker survey showed that jobs in participatory work systems often provide more challenging tasks and more opportunities for creativity. Employees in apparel had higher hourly earnings; those in steel had both higher hourly earnings and higher job satisfaction. Workers in more participatory settings were no more likely than others to report heavy workloads or excessive demands on their time. They were, however, less likely to report involuntary overtime or conflict with co-workers, and were more likely to be satisfied with their surroundings. Manufacturing Advantage provides the best assessment available of the effectiveness of high-performance work systems. Freestanding chapters near the end of the book provide full documentation of research data without interrupting the narrative flow.

Environmentally sustainable business development is an issue of considerable interest to both the academic and policy communities. However, many of the books written on this subject have tended to neglect the important role played by local and regional factors in determining the successes or failures of attempts to achieve environmentally sustainable development. Drawing upon case studies and other illustrative material, three major themes are explored: the origins and consequences of the major environmental problems that face economic activities; the major contextual and operational issues that confront business; and ways of improving the environmental performance and management of business and the role that such activities can play in local and regional development. The overall structure of the book moves from the global to the local level. Detailed case studies on a local and regional scale illustrate the importance of local action in ensuring the greening of businesses and the contribution that environmentally responsible economic activities can make to achieving sustainable development.

Drawing upon research and practitioner narratives from management, leadership, organizational studies, entrepreneurship and sustainable business domains, this book explores the many pathways that enable emerging countries to transform knowledge into action to achieve economic and sustainable development. The authors take a holistic approach to 'transforming knowledge' that goes beyond the mere 'application of knowledge' to include the assimilation, adaptation, and contextualization of knowledge to suit the unique contexts, needs and conditions existing in emerging countries. They then presents success stories and case studies comprising innovative solutions for emerging economies that practitioners can utilize. Current research in management is highlighted by bringing together academics, practitioners, policy-makers and interest groups from diverse regions and perspectives. This edited volume aims to intimate and orient readers on the current state of corporate governance and strategic decision making a decade after the global financial crises. In particular, it sheds more light on the current state of affairs of corporate governance mechanisms, codes, and their enforcement as well as novel issues arising. The ten constituent chapters contained herein are authored by seasoned academics with research interests in the areas of corporate governance, strategic management, and sustainable management practices. It provides up-to-date theoretical and empirical evidence of such corporate governance issues as corporate governance codes, corporate fraud, quality of earnings, strategic decision making, corporate social responsibility, sustainable management, and sustainable growth strategies. Irrespective of the diverse nature and span of the topics included, this edited volume is divided into three sections and structured to read as a unit. This major collection examines both the human resource dimensions of environmental

management and how environmental management impacts on human resource departments. Contributions from international experts in both academia and business look at current theory and best practice in environmental TQM, education, training and communications. Greening People argues that, if a company is to adopt an environmentally-aware approach to its activities, the employees are the key to success or failure. Realistically, it is only through the energy, performance and personal commitment of each employee within an organization that business will move towards sustainable industrial development. This book provides an important angle on the new complexities faced by environmental managers and human resource professionals and offers practical solutions drawn from some of the leading lights in the corporate environmental revolution. Greening People is divided into four parts. Part 1 demonstrates the relationship between human resource management and environmental management. Part 2 provides insight into the psychological make-up of contemporary staff that may foster or hinder company-wide implementation of environmental measures, and Part 3 addresses the shortcomings of current management training programmes and suggests new approaches for effective implementation of environmental human resource management. Finally, a selection of excellent case studies demonstrates how the concepts are being implemented in companies and local authorities.

'I'm a HUGE fan of Alison Green's "Ask a Manager" column. This book is even better' Robert Sutton, author of The No Asshole Rule and The Asshole Survival Guide 'Ask A Manager is the book I wish I'd had in my desk drawer when I was starting out (or even, let's be honest, fifteen years in)' - Sarah Knight, New York Times bestselling author of The Life-Changing Magic of Not Giving a F*ck A witty, practical guide to navigating 200 difficult professional conversations Ten years as a workplace advice columnist has taught Alison Green that people avoid awkward conversations in the office because they don't know what to say. Thankfully, Alison does. In this incredibly helpful book, she takes on the tough discussions you may need to have during your career. You'll learn what to say when: · colleagues push their work on you - then take credit for it · you accidentally trash-talk someone in an email and hit 'reply all' · you're being micromanaged - or not being managed at all · your boss seems unhappy with your work · you got too drunk at the Christmas party With sharp, sage advice and candid letters from real-life readers, Ask a Manager will help you successfully navigate the stormy seas of office life. These proceedings represent the work of researchers participating in the International Conference on Tourism Research (ICTR 2018) which is being hosted by JAMK University of Applied Sciences, Jyväskylä, Finland on 23-24 March 2018.

This book comprises select papers from the international conference on Research in Intelligent and Computing in Engineering (RICE 2019) held at Hanoi University of Industry, Hanoi, Vietnam. The volume focuses on current research on various computing models such as centralized, distributed, cluster, grid and cloud. The contents cover recent advances in wireless sensor networks, mobile ad hoc networks, internet of things, machine learning, grid and cloud computing, and their various applications. The book will help researchers as well as professionals to gain insight into the rapidly evolving fields of internet computing and data mining.

A guide for ecologically responsible businesses from one of the world's leading ecology think tanks, the Elmwood Institute. This book tells how to do a thorough review of a company's operations from the perspective of deep ecology as opposed to superficial environmentalism. ECOMANAGEMENT provides a clear action plan for making a company more ecologically sound.

This book provides a multi-stakeholder perspective on sustainable HRM for the policymakers, managers and academics, addressing issues, approaches, research studies/frameworks and emerging patterns relating to the subject. It discusses various aspects of sustainability, such as making HR more responsible for ensuring sustainability focusing on the triple bottom line,

characteristics of sustainable HRM, psychological contracts, emotional intelligence, and psychological capital. The book also explores organizational citizenship behavior, employment relations, employee engagement, sustainable leadership, disruptive HR practices, sustaining employee motivation, educational sustainability, sustainable career management, sustainable environment, employer and employee branding, sustainable organizations, organization culture, training for sustainability, sustainable employee performance, business sustainability and sustainable employability. It provides an update on the concept, processes, issues and emerging paradigms from multidimensional and cross-country perspectives to showcase sustainable HR practices, and appeals to the academics, practitioners and policymakers in the area of HRM.

Technology is used in various forms within today's modern market. Businesses and companies, specifically, are beginning to manage their effectiveness and performance using intelligent systems and other modes of digitization. The rise of artificial intelligence and automation has caused organizations to re-examine how they utilize their personnel and how to train employees for new skillsets using these technologies. These responsibilities fall on the shoulders of human resources, creating a need for further understanding of autonomous systems and their capabilities within organizational progression. Transforming Human Resource Functions With Automation is a collection of innovative research on the methods and applications of artificial intelligence and autonomous systems within human resource management and modern alterations that are occurring. While highlighting topics including cloud-based systems, robotics, and social media, this book is ideally designed for managers, practitioners, researchers, executives, policymakers, strategists, academicians, and students seeking current research on advancements within human resource strategies through the implementation of information technology and automation.

Green Human Resource Management in Chinese EnterprisesRoutledge

This book analyses a collection of key strategic human resource management (HRM) and employment relations (ER) topics. The book follows a unique pedagogical design employing problem-based learning and participant-centred learning approaches, both of which the author has extensive experience in implementing with post-graduate learners. The book also prepares the learner to use these approaches, and has resources for the instructor. The first part of the book provides a very focussed research commentary highlighting the key theoretical approaches in HRM and ER. The second part offers details of the design and implementation of strategic HRM and ER practices. The third part features a selection of contemporary research-based case studies that bring to life the debates and tensions inherent in the field of strategic HRM and ER.

The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and

of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's next for HRM and what are the keys to the future of managing people and performance?

The problems related to the process of industrialisation such as biodiversity depletion, climate change and a worsening of health and living conditions, especially but not only in developing countries, intensify. Therefore, there is an increasing need to search for integrated solutions to make development more sustainable. The United Nations has acknowledged the problem and approved the "2030 Agenda for Sustainable Development". On 1st January 2016, the 17 Sustainable Development Goals (SDGs) of the Agenda officially came into force. These goals cover the three dimensions of sustainable development: economic growth, social inclusion and environmental protection. The Encyclopedia of the UN Sustainable Development Goals comprehensively addresses the SDGs in an integrated way. It encompasses 17 volumes, each one devoted to one of the 17 SDGs. This volume addresses SDG 12, namely "Ensure sustainable consumption and production patterns" and contains the description of a range of terms, which allows a better understanding and fosters knowledge. Concretely, the defined targets are: Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries Achieve the sustainable management and efficient use of natural resources Halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment Substantially reduce waste generation through prevention, reduction, recycling and reuse Encourage companies, especially

large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle Promote public procurement practices that are sustainable, in accordance with national policies and priorities Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products Rationalize inefficient fossil-fuel subsidies that encourage wasteful consumption by removing market distortions, in accordance with national circumstances, including by restructuring taxation and phasing out those harmful subsidies, where they exist, to reflect their environmental impacts, taking fully into account the specific needs and conditions of developing countries and minimizing the possible adverse impacts on their development in a manner that protects the poor and the affected communities Editorial Board Medani P. Bhandari, Luciana Londero Brandli, Morgane M. C. Fritz, Ulla A. Saari, Leonardo L. Sta Romana Supply chain management has long been a feature of industry and commerce but, with increasing demands from consumers, producers are spending more time and money investing in ways to make supply chains more sustainable. This exemplary Handbook provides readers with a comprehensive overview of current research on sustainable supply chain management.

This volume of the series features 14 chapters covering theoretical and empirical research on strategic decision making of monopolistic and oligopolistic organizations. Topics covered in this volume include strategic behavior of different types of firms, identifying insiders in organizations, the relationship of employees' green behavior with environmental sustainability, the relationship between firm size and export-intensities of manufacturing firms in India in a discriminating oligopoly model, and how industrial economics modeling can be particularly useful to analyze development issues in a context of food safety regulations. This volume is suitable for academics, students and professionals studying firm behavior in the fields of economics, business administration, policymaking and engineering.

The Psychology of Green Organizations brings together a number of researchers to review leading research in different areas of organizational environmental sustainability. In so doing, it consolidates available knowledge on employees' contributions to corporate environmental initiatives, stimulates future empirical research on this topic, and provides recommendations as to how organizations can improve their environmental performance through their employees.

This book examines a new topic in Human Resource Management (HRM), green – or environmental – HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours

(e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is 'going green', and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures.

The extraordinary beauty, cultural wealth, and diversity of EU's coastal areas have designated them as one of the preferred destinations for many holiday-goers. The numerous businesses that operate in these heavily traveled areas have to struggle with other similarly-minded companies and with providing sustainable practices for the people and surrounding area. *Managing, Marketing, and Maintaining Maritime and Coastal Tourism* is a pivotal reference source that provides vital material on the application of multidisciplinary and interdisciplinarity logic surrounding sea tourism. While highlighting topics such as destination marketing, event management, and global business, this publication explores the dynamic capabilities and the methods of overall management of hospitality by the sea. This book is ideally designed for marketers, advertisers, tour directors, cruise directors, travel agents, port managers, coastal cities managers, event coordinators, academics, students, researchers, policymakers, public managers, and tourism entrepreneurs.

The use of environmentally safe products is an emerging and popular trend throughout various industries. Product manufacturing and sales has changed in order to incorporate green initiatives that will appeal to this fast-growing market. *Driving Green Consumerism Through Strategic Sustainability Marketing* is an essential reference source for the latest scholarly research on the latest trends of consumerism and its effect and implications on the environment. Featuring coverage on topics and perspectives such as nutricosmetic products, green marketing, and animal products, this publication is ideal for those interested in aspects of green consumerism.

The changing dynamics of business worldwide have led organizations to look beyond traditional managerial practices while at the same time attempting to retain their core competitive advantages. This development has called upon academicians and practitioners alike to reassess the different aspects of business management such as macroeconomic variables, the nature of the market, the changing features of the workplace, the new work ethos, and/or employer-employee exchanges. In this context, the book provides essential insights on industry innovations, academic advances and policy movements with regard to recovering markets in India and around the globe. The individual papers highlight potential avenues that could allow industry to better understand and respond to the global crisis. The book collects research papers presented at the Global Conference on Managing in Recovering Markets (GCMRM), held in March 2014. Seven international and 120 national business schools and management universities were represented at the conference, the first in a series of 13 planned under the GCMRM agenda for 2014–17. The book includes more than 30 research papers chosen from a pool of 118 presented at the conference, all of which have undergone a rigorous blind review process.

This Research Handbook brings together leading academics of employee pro-environmental behaviour to highlight the key features and challenges of this growing field. The international contributors draw on studies from across the methodological spectrum, examine employee behaviour and discuss how pro-environmental behaviour can be fostered and encouraged, inspecting the impact for organisations.

Corporate social responsibility (CSR), and particularly environmental management, has now

become a global social norm. As the largest developing economy in the world, China is currently a major environmental polluter. This book examines how Chinese enterprises, including both indigenous firms and foreign-owned organizations operating in China, utilize human resource management (HRM) to conduct environmental management, i.e. green HRM, also referred to as environmentally friendly HRM. Green HRM integrates HRM with environmental management and is implemented by firms to realize corporate green strategies by providing opportunities and motivating employees to become involved in environmental activities. This book explores how green recruitment and selection, green training, green performance management, and green pay and rewards are managed in Chinese enterprises, and how green HRM affects organizational green and non-green workplace behaviors. It enriches the current literature on green HRM practices and measures. It also advances our understanding of employee organizational behavioral consequences of green HRM, which is an emerging and understudied field of research. As such, this book offers practical implications on how to elicit desirable employee green and non-green workplace behaviors through green HRM policies and practices. This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employees, promotes green workplace behaviors and improves a firm's environmental performance.

The contemporary workplace is ever changing. In many countries the effects of economic globalization has seen the rise in zero-hour contracts, the erosion of trade union power and income inequality. In addition, high-performance work systems, business ethics and environmental sustainability are now creating tremendous challenges in many organizations. These developments play out amongst differing national and international contexts. This fluid and diverse environment makes it even more important to understand the myriad of different theories underpinning human resource management and to explore its impact on organizations, managers and workers. This engaging textbook provides an essential introduction to both the 'how' and 'why' of human resource management; it looks at the way organizations manage human capability, but also exposes the tensions inherent in the employment relationship, encouraging the reader to reflect critically on the realities of contemporary HRM. Building on the success of the previous five editions, this new edition includes: Two new chapters on Ethics in HRM and Green HRM New 'HRM as I see it' video interviews with real life HR managers sharing their experiences on managing people in organizations, accessible through a new interactive ebook New 'HRM and Globalization' features discussing the particular challenges faced by international organizations New 'HRM in Practice' features exploring practical implementation of HR theories Coverage of contemporary themes such as line managers' roles in HRM, bullying, diversity and inequality Over 100 new references, bringing the discussion right up to date An extensive online resource centre with further teaching and learning materials, accessible at www.palgravehighered.com/bg-hrm-6e.

Ensuring the sustainability of early stage companies and increasing awareness of the need for balancing targets against different stakeholder groups among young companies are not well developed. Young companies, in the first place, want to achieve financial success very often without regard for aspects such as the environment, positive relationships with employees, suppliers or other stakeholder groups, fulfilling requirements of labor law, etc. Another issue is that of companies whose business models are based on actuarially-preferred concepts, such as sharing economy, sustainable development, e-comers, e-commerce, renewable energy, social media, and others. A key issue is the resignation of companies from an approach to business, based on the foundations of classical economics to the sharing economy. Theory and practice seek new solutions in the sphere of value sharing in these new areas of sharing, and innovative forms of its implementation. Intriguing is the relationship of these business

models with sustainability issues, as well as wondering how technology can influence sustainability. A contemporary approach to consumer value fits in with the assumption of a shared economy. It is interesting how it affects the assumptions of sustainability of business. The ongoing changes in the value system of potential consumers create new conditions for the design of sustainability business models and creation of innovation.

Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization. This book gives new answers to these questions: - How can HRM contribute to attracting, developing and retaining highly qualified human resources over time? - How can a paradox perspective contribute to understanding and coping with paradoxical tensions? - How can sustainability be used as a 'deliberate strategy' for HRM? The conceptual part of the book looks at the notion of sustainability, opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory. Paradox theory is introduced as an analytical framework for Sustainable HRM. Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions. The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic.

We are now going through a sustainability revolution that will rival the agricultural and industrial revolutions in the way it will transform society. Innovation and creativity will be needed to develop radical, new products that are less damaging to the environment and generate new business and job. The book is of interest to all business and management students, academicians, researchers, practitioners, consultants, corporate managers, governments, non-governmental organizations and international organizations with special interest in issues relating to HRM for sustainability. The book is centered on the theme of HRM and sustainability. The authors have pulled different strings of HRM enabling sustainability from the designing and assembling the HR functions for sustainability to creating sustainable culture to best practices in HRM for sustainability. The authors have shared various perspectives in terms of the role of HRM for sustainability from culture building to employer branding to employee engagement. The authors have also reflected upon the role of HRM in managing future workforce and creating conducive and sustainable employee relations.

Managing Human Resources for Environmental Sustainability The Society for Industrial and Organizational Psychology (SIOP) is the premier membership organization for those practicing industrial and organizational psychology. The Society's mission is to enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of industrial and organizational (I-O) psychology. I-O psychologists apply research that improves the well-being and performance of people and the organizations that employ them. This involves everything from workforce planning, employee selection, and leader development to studying job attitudes and job motivation, implementing work teams, and facilitating organizational change. SIOP is a nonprofit organization with more than 6,000 members. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science.

"This book explores new and emerging business and management practices to support companies and economies in the digital transformation in Asia, with special emphasis on success and failure experiences and analyzing the role of digital skills and competences, green issues and technological disruptors in these emerging practices in

Asia and how they can contribute to the creation of new business opportunities, more jobs and growth for the recovery of Asian economies after the pandemic"--

Case studies have been regarded and recognized as the best approach to learning practical aspects of business and management in the 21st century. They enable students to apply knowledge gained from class sessions to further their understanding. Case studies provide an opportunity for students to critically analyze an emerging business problem; understand the situation; highlight what went right and/or wrong and suggest measures that could potentially address the issue and prevent any reoccurring in the future. This book in your hands is a collection of case studies related to issues of contemporary nature. The editorial and review panel have had put dedicated efforts in choosing the cases keeping in view the current business, management and human resource issues faced by the majority of the organizations. The efforts were put with one aim, and that was to provide an excellent case collection for the teachers, students and readers in general. Diversity of the case studies is another strength of this book. The authors have written cases discussing business, management and human resource issues of different demographic locations/regions. This, as a result, makes this book a fine collection of international scenarios, enabling learners to enhance their professional decision-making skills with a global mindset. The case studies are useful for both undergraduate and graduate-level and are mainly derived from the authors' practice or past experience.

This book includes a selection of articles from The 2019 World Conference on Information Systems and Technologies (WorldCIST'19), held from April 16 to 19, at La Toja, Spain. WorldCIST is a global forum for researchers and practitioners to present and discuss recent results and innovations, current trends, professional experiences and challenges in modern information systems and technologies research, together with their technological development and applications. The book covers a number of topics, including A) Information and Knowledge Management; B) Organizational Models and Information Systems; C) Software and Systems Modeling; D) Software Systems, Architectures, Applications and Tools; E) Multimedia Systems and Applications; F) Computer Networks, Mobility and Pervasive Systems; G) Intelligent and Decision Support Systems; H) Big Data Analytics and Applications; I) Human-Computer Interaction; J) Ethics, Computers & Security; K) Health Informatics; L) Information Technologies in Education; M) Information Technologies in Radiocommunications; and N) Technologies for Biomedical Applications.

Green reporting provides a major challenge for accountants in the 1990s. This book is both an overview and a practical handbook for accountants, chief executives and policy-makers, and places emerging environmental and social issues in the context of the company report.

In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. Human Resource Management Practices

for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

This book will bridge the knowledge gap and provide valuable insights into how sustainable HRM practices can contribute not only to organizational sustainability but also to sustainability at large. The 2030 Agenda for Sustainable Development adopted at the United Nations Sustainable Development Summit on September 25, 2015 contains holistic, far reaching, and people-centered set of universal and transformative goals and targets. These call for strengthening capacities and providing an enabling environment for access to opportunities that are sustainable from economic, social, and environmental standpoints. Sustainability focus of the organization needs to go hand in hand with sustainable HRM systems, processes, and practices. But the reality is that sustainability is seldom a part of HR plans or strategic HR practices of most of the organizations. Human Resource Management for Organizational Sustainability offers a new paradigm by focusing on human resource systems and processes from the lens of sustainability. The book puts together the concepts, researches, and practices that advance the understanding of organizational sustainability through human resource management contributed by specialists from Austria, Germany, India, Netherlands, Spain, United Kingdom, and United States, with examples, cases, and review questions. Whereas environment-related aspects have been receiving increasing attention over the years, the “people” element of social responsibility has received limited attention in management education and also in the business world.

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