

Sustainable Human Resource Management and Organizational Performance

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Abstract

Sustainable Human Resource Management (SHRM) has emerged as an important approach for organizations seeking to achieve long-term performance while addressing economic, social, and environmental responsibilities. This study examines the relationship between sustainable human resource management practices and organizational performance, with particular emphasis on employee well-being, green human resource practices, employee engagement, organizational commitment, and sustainable development. SHRM integrates sustainability principles into core human resource functions, including recruitment and selection, training and development, performance management, compensation, employee participation, and workplace health and safety. By adopting these practices, organizations can develop a motivated, skilled, and environmentally conscious workforce capable of contributing to long-term organizational objectives. The study argues that sustainable HRM can enhance organizational performance by improving employee satisfaction and retention, encouraging innovation, strengthening organizational commitment, and increasing productivity. Furthermore, sustainable HRM can support environmental performance through employee awareness and participation in environmentally responsible practices. The paper highlights that the successful implementation of SHRM requires alignment between human resource strategies and broader organizational sustainability goals. It also emphasizes the importance of leadership support, organizational culture, employee involvement, and continuous development in achieving sustainable outcomes. Overall, sustainable HRM represents a strategic approach through which organizations can balance employee needs, organizational objectives, and societal and environmental expectations, thereby contributing to sustained organizational performance and competitive advantage.

Keywords: Sustainable Human Resource Management, Organizational Performance, Employee Engagement, Green HRM, Employee Well-being, Sustainability, Organizational Commitment, Competitive Advantage.