A Review of Green Human Resource Management

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Abstract

Against the backdrop of global promotion of green development, Green Human Resource Management (GHRM), as a critical tool for aligning corporate environmental performance with sustainable development, has increasingly gained academic attention. This study systematically reviews the research progress, collaborative networks, and thematic evolution of GHRM by analyzing 448 articles from the Web of Science Core Collection through bibliometric analysis and CiteSpace software. Key findings reveal that: (1) Research institutions, predominantly in Asia, have driven scholarly contributions, yet cross-national collaboration remains limited, necessitating stronger cross-cultural cooperation; (2) Research hotspots focus on environmental management, employee green behavior, and green transformational leadership, evolving through a three-phase path—from macro-policy responses to micro-employee behaviors, and further expanding to stakeholder perspectives; (3) Emerging themes, such as green training, responsible leadership, and hospitality industry applications, highlight the profound linkage between employee behavior and organizational green performance. Future research should address existing limitations by exploring multi-stakeholder collaborative mechanisms, bidirectional impacts of leaders' sustainable behaviors, and interdisciplinary theoretical integration. By integrating global research findings, this study provides a systematic reference for advancing GHRM theory and practice, supporting enterprises in achieving dual benefits of ecological and economic performance.

Keywords

Green Human Resource Management (GHRM), Bibliometric Analysis, Environmental Management,
Employee Green Behavior, Sustainable Development