

Green Human Resources: A Simple Review and Research Direction

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Abstract: GHRM (Green human resource management) is at a level that needs to be resolved. Needs that need to be immediately resolved are developing valid GHRM measurements and offering more insight into the performance of individuals or organizations. GHRM is divided into five part: green training, recruitment and selection, payroll, involvement and performance management. The safety and healthy environmental need to be applied in manufacturing area. Nowadays research on this topic still have opportunities. The papers that analyzed for research on GHRM from 2015 to support performance improvements in the environment. GHRM application was identified by HR experts with face-to-face views about the practice. This model also proposed the relationship of functions between GHRM functions and environmental management dimensions, which is one of these studies.

1 INTRODUCTION

The management process in a company, need to applied the concept of GHRM internally. The UN Report, popularized the first concept of sustainable development (Ren, Tang, & E. Jackson, 2018). The environmental that not healthy and safety make research in this field are growth significantly. The climate of the Earth become worst and will continue to change. One of the main reasons for this adverse change is economic activity and consequently environmental degradation. Consensus began to form for needs in protecting the natural environment from several industrial activities. The management process in companies must effectively deal with ethic, responsibility to human life and also with business profit. (Siyambalapitiya, Zhang, & Liu, 2018). People are a key component of successful business operations, and the role of human resources is to ensure the highest possible efficiency in the use of human potential. Skill of the professional, and also the worker must be qualified. The quality of human resources directly influences competitive potential to create competitive advantage. Successful organizations strive to maximize the efficiency of their employees by creating the right conditions to develop their potential intensively, and thus for high productive work (Comparison, Reality, & Enterprises, 2018). The emergence of new approaches to components brings new challenges (De

Mauro et.al, 2018). Research in workplace of HR also give information that performance of job not have a strong relationship with level of education. (Goeke, Crowne, & Laker, 2018). HRM is a part level of learning. The multi-tasking and big responsibilities in companies make HRM systems must have a good planning in their procedures (Shen, Messer smith, & Jiang, 2018). The performance assessment of human resources (HR) is one of several HR planning parts. This do an important role in encouraging HR to have good enthusiasm and to be truly loyal to the institution (Utama & Rustamaji, 2018). The companies' economic achievement is influenced by human resources, investment capital, etc. (Thi, Tran, & Hoang, 2019).

2 REVIEW OF LITERATURE

2.1 Green Human Resource Management

GHRM can be analyzed by considering various traits. Improvement of environmental performance depends on training, teamwork, assessment of environmental objectives, non-financial rewards, and organizational culture. Studies that take into account the multidimensional nature of GHR take into account various related dimensions. The following are five

practical characteristics of GHRM (Tang, Chen, Jiang, Paillé, & Jia, 2018).

1. Green recruitment and selection (GRS)
An important part of GHRM is known as GRS. GHRM applications have green processes, employers, and criteria to appeal interested people.
2. Green training (GT)
Workers interest could be influences by a GT.
3. Green performance management
The performance of worker is evaluated according to the process that related with impact of environment.
4. Green pay and reward (GPR)
Due to company’s effort to attract and retain employees to have participation in environmental goals could be done by applied GPR.
5. Green involvement (GI)
Workers can be given the opportunity to participate in environmental management, which helps in supporting pollution prevention and identifying opportunities for the environment.

2.2 The Practices of GHRM

The level of workers awareness of safety and healthy environment could be growth higher by adapting GHRM. (Yusoff, Nejati, Kee, & Amran, 2018).

2.3 Human Resources Management (HRM) and Human Capital

The possibility that worker influence the company is known as the role of humans. Adam Smith popularized, human capital in the fourth dimension: Achievement of inventory with continuous study, learning, or traineeship, real costs, which are direct

investment. In general, human resource management is responsible for attracting, recruiting, choosing, train, assess, and compensate employees. (Sohrabi, Vanani, & Abedin, 2018).

2.4 Standard Focus on HR

Human Resource Management is the body that handles the most efficient use of human resources at all levels in Indonesia order organizations to contribute to achieving goals (Talla, Farajallah, Abu-naser, & Shobaki, 2018).

2.5 Environmental Scan Problems and Trends Influencing Human Resources

Graduation and recruitment is encouragement by some factors: demographic and rule, cultural and socio-economic. Parents are prefer to suggest their children to study about Computer, Industrial Technology, etc than study about agriculture. (Luz, Rica, Delan, & Monte, 2015).

2.6 Human Resources Management Research

Theoretical constructs that focus to find new model get high point. New models with high quality more appreciated. (Ang & Woodside, 2018).

2.7 HRM and the Resource-based View

The best performance of companies could be achieved with using qualified methods in HRM. The best HRM practices from successful companies must be imitated and improved et al., 1998).

Table 1: Summary of previous literature review on Human Resources.

Year	Paper by	Findings	Variables	Country
2015	Rachel Luz V. Rica, et. al.	<ul style="list-style-type: none"> • The findings indicate a continuous decline in the registration of graduation tendencies. • Socio-cultural, financial and policy interventions have a negative impact on registration in AFNR. 	<ul style="list-style-type: none"> • AFNR • Human resource inventory employment • Enrollment trend • Graduation trend 	Philippines

Table 1: Summary of previous literature review on Human Resources (Continue).

Year	Paper by	Findings	Variables	Country
2016	Julia Nieves and Agustin Quintana	<ul style="list-style-type: none"> An important finding is that showing that strict recruitment practices do not affect their innovation performance. This finding also shows that human resources improve innovation performance. Other companies have important elements in generating innovation in this sector. 	<ul style="list-style-type: none"> Disposal, Training and Enrollment HRM The role of humans and innovation 	Spain
2017	Andrea De Mauro, et. al	<ul style="list-style-type: none"> Analytical methods in a R n D department of a company will help the significant improvement. A data-based assessment must be build. 	<ul style="list-style-type: none"> Business intelligence and Big Data HRM 	Finland
2017	Jie Shen, Jake G. Messersmith and Kalfeng Jiang	<ul style="list-style-type: none"> New method and innovation need to be applied in HRM performs The workers fatigue such us emotional, must be identified and have solution 	<ul style="list-style-type: none"> Management; multilevel Modeling; special issue 	USA
2017	Guiyao Tang	<ul style="list-style-type: none"> Research design and action validation are reported separately, and a review of their implications and expansion. 	<ul style="list-style-type: none"> Management related to the environment Environmentally friendly resource management Gradual development 	China
2017	Shuang Ren, Guiyao Tang, Susan E. Jackson	<ul style="list-style-type: none"> Leaders and various styles of their leaderships are studied in GHRM. 	<ul style="list-style-type: none"> Management of GHR, environmental and Measurement 	USA
2017	Janaka Siyambalapatiya, Xu Zhang and Xiaobing Liu	<ul style="list-style-type: none"> GHRM applies in various model. 	<ul style="list-style-type: none"> Management and Performance of Environment GHRM Management of Sustainable Company 	Sri Langka
2018	Katarina Haviernikova, et. Al	<ul style="list-style-type: none"> Evaluate the perceptions of Slovak small and medium entrepreneurs (smes) risks related to human resource issues that are connected with the potential participation of smes in cluster cooperation. 	<ul style="list-style-type: none"> Risk Cluster Small and medium sized enterprises Questionnaire survey 	Slovakia

Table 1: Summary of previous literature review on Human Resources (Continue).

Year	Paper by	Findings	Variables	Country
2018	Huat Bin Ang and Arch G. Woodside	<ul style="list-style-type: none"> Level of stress such us high and low are studied Use Boolean algebra to identify configurations 	<ul style="list-style-type: none"> Satisfaction, strain and stress of work 	UK
2018	Babak Sohrabi, Iman Raeesi Vanani, Ehsan Abedin.	<ul style="list-style-type: none"> Increasing of shapeless text data in many applications, medical domains, and financial predictions. 	<ul style="list-style-type: none"> Human Resource Management Information Systems Grouped text Text collected Analyze trends 	Iran
2018	Didit Nugraha Utama, Eri Rustamaji	<ul style="list-style-type: none"> Fuzzy logic on the basis of rules that are able to provide the best achievement. 	<ul style="list-style-type: none"> DSM HR Appraisal of performance 	Jakarta
2018	Suliman A. El Talla, et. Al	<ul style="list-style-type: none"> Human resources and processes identified of criteria availability. 	<ul style="list-style-type: none"> HR Operations Standard European Model 	Palestina
2018	Richard J. Goeke, et. Al	<ul style="list-style-type: none"> Effect and impact of education to worker's skills. 	<ul style="list-style-type: none"> Business Analytics Education Information Systems 	USA
2019	Yusmani Mohd Yusoff, et. Al	<ul style="list-style-type: none"> Appropriate measures of environmental performance. 	<ul style="list-style-type: none"> Practices GHRM Performance of Environment PLS 	Malaysia
2019	Huong Thi Thanh Tran, et. Al	<ul style="list-style-type: none"> Economic growth and TIC is influenced by foreign direct investment (FDI). 	<ul style="list-style-type: none"> Foreign direct asset Economic progress and Domestic investment capital 	Vietnam

3 METHOD

This literature review conducts content analysis (qualitative) and adopts the proposed four-step procedural process model described below.

Stage 1. Objectives are limited

This study focuses on human resources and processes

Stage 2. Humans are restricted

This study is limited to the response of administrative staff.

Stage 3. Restricted institutions

The research was conducted at the University of North Sumatra.

Stage 4. Time is limited

This study was conducted in 2018 and therefore represents the current reality.

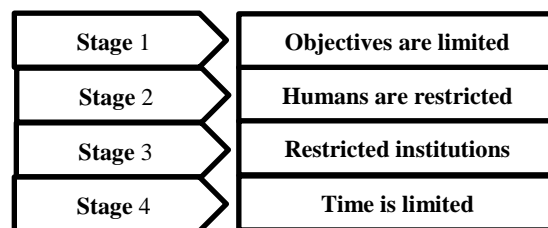


Figure 1: Methodology of Research.

4 RESEARCH DIRECTION

This research deals with approaches that combine qualitative phases and quantitative phases.

Recruitment and selection of the environment, training and compensation development connected with enactment of environment. These results indicate that to achieve environmental recital, organizations can use the safety and healthy environment. HRM practices for employees. In addition, greater results from environmental performance involve HRM practices positively influenced.

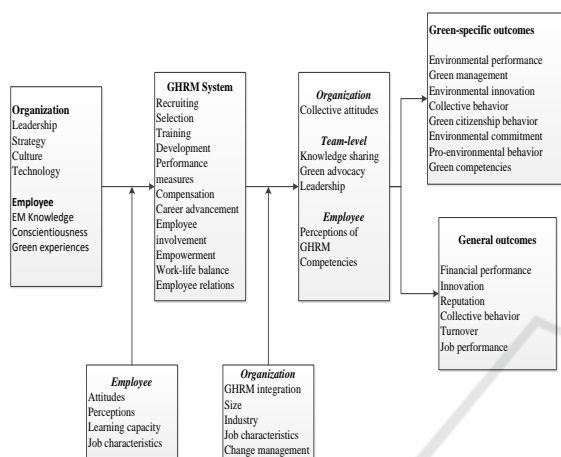


Figure 2: The research framework proposed to identify environmentally friendly human resources.

5 CONCLUSIONS

Developing theoretical and GHRM measures that are empirically validated, based on previous research. Furthermore, it will be shown that there are two aspects that affect: GPR, GRS, GI and GPM. Especially, in conducting literature studies, it is operated with many technical phrases used, for example decision support models, evaluation and appraisal of the performance, etc. Finally evaluation and analysis of titles, abstractions and relevant details from the literature have been carried out. According to the papers, the system for evaluating HR performance and models to develop the initial analysis phase. To get the best performance of business, human resource supply is reflected as an important thing. Weakness of employment and surplus can be offered by customers.

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