



CALL FOR PAPERS

HUMAN RESOURCE MANAGEMENT CONTRIBUTION TO SUSTAINABILITY

Deadline: April 30th 2021

Guest Editors

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PURPOSE OF THE SPECIAL ISSUE

Getting firms ready for a sustainable trajectory is a challenge deriving from the United Nations Strategic Development Goal number 9: “Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation”. Therefore, the pressure on organizations to rearrange and respond to such call is tremendous. In this special issue we invite researchers to identify the contribution of Human Resource Management to Sustainability. We believe that the research reported in this special issue will support the implementation of the 2030 UN’s Agenda for sustainable development.

Human Resource Management can promote a “sustainability mindset” (Ehnert & Harry, 2014) and contribute to address the sustainability challenges. Nevertheless, it persists a lack of the required human resources to build the changes for sustainability in organizations (Singh et al., 2018). To achieve sustainability, organizations must comply with the so-called “triple bottom line” (Elkington, 1994; Muñoz-Pascual et al., 2019), fulfilling the economic, social, and environmental needs of their direct and indirect stakeholders over a long-time horizon. Human Resource Management can thus play a pivotal role as its practices and policies are important tools for establishing a workforce which understands, values and engage in sustainable initiatives (Ehnert & Harry, 2014). The link between Human Resource Management and sustainability invites us to reflect upon how Human Resource Management functions, and subsequently the organization itself, is evolving and being repositioned toward sustainability goals.

We invite topics to this special issue on Sustainable Human Resource Management including, but they not limited to the following:

- a. Practices regarding employee well-being (Barrena-Martinez et al., 2019) and inclusiveness. Human Resource Management should support social wellbeing, developing human resources policies and practices that are sensitive to multiple stakeholders and inclusive in nature;
- b. The role that different Green Human Resource Management practices (Guerci et al., 2016); have on sustainability (i.e. green hiring, green training and involvement, and green performance management and compensation) (Jerónimo et al., 2020; Jerónimo et al., 2020a);
- c. Human Resource Management contribution to innovation (Curado, 2018). HR practices that value employees and nurture a commitment environment at the firm, stimulating creativity and arousing innovation;
- d. Reshaping jobs for sustainability. Human Resource Management practices that increase workers’ sustainable employability at work (Ybema et al., 2020). Enhancing sustainable employability beyond an aging workforce. HR practices contributing to employees’ sustainable careers (inside as well as outside the organization);
- e. Digital transformation as a key feature towards a more sustainable organization (Seele & Lock, 2017; Seele, 2016). The use of technology to serve leadership (Van Wart, Roman, & Pierce, 2016) motivates the need to study the role of e-leadership and sustainability (Inel, 2019);
- f. After the “home-office” and towards the future post Covid-19 crisis - is there room for a “new human resources management”? Reflections on the subject: rethinking, or not, HRM practices to keep the engagement and commitment after the pandemic.

With this Call for Papers we encourage interdisciplinary thinking, since the main objective of this special issue is to present evidence on the contribution of Human Resource Management to Sustainability. While both theoretical and empirical approaches are accepted, papers reporting unique, systematic, innovative, and integrative empirical research are targeted for this special issue. Submissions of empirical studies using either quantitative, qualitative or mixed methods analyses are most welcome.

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SUBMISSION OF PAPERS

Papers submitted must not have been published, accepted for publication, or presently be under consideration for publication elsewhere. To be eligible for review the paper must be set up according to the RAE's guidelines (<https://rae.fgv.br/en/manual-rae/articles>). The papers must be written in English, Portuguese, or Spanish. The submission must be made through the ScholarOne system at <http://mc04.manuscriptcentral.com/rae-scielo>. Suitable papers will be subjected to a blind review. Please address questions to Carla Curado (ccurado@iseg.ulisboa.pt).

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