

# **The Emerging Roles of HR Professionals: Green Human Resources Management (Green HRM) Perspective**

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## **Abstract**

There is a growing need for the integration of environmental sustainability into human resources management. Organizations are nowadays realizing that, in addition to focus on financial profits, they must consider all social and environmental impacts for their long term sustainability. Thus Green Human Resources Management (Green HRM) has recently attracted the attention of academic researchers and practitioners. The objective of this study is to explore the green human resource management practices of organizations based on the existing literature. Thus the study is concerned with concepts, policies, practices and challenges of Green human resources management. The methodology of the study includes searching, collecting and analyzing the contemporary studies on Green Human Resources Management using an archival method. The key concepts, functions, practices and challenges of green human resources management were identified in the paper. Accordingly the study is supposed to contribute to the field of green human resources management.

**Keywords:** Green management, green human resources management, human resources management, environmental sustainability