

management revue

Socio-Economic Studies

Call for Papers

Sustainability at Work: HRM Practices and Their Impact on Employees and Firm Outcomes

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Special Issue

Companies, employees, and scholars alike have taken a growing interest in sustainable HRM (Ehnert et al., 2016; Stahl et al., 2020), especially in the face of current trends in the workplace – like remote working and digitalisation – in the post-COVID-19 era (McKinsey Global Institute, 2021). Since HRM practices affect not only employees but also the human, social, and environmental firm context (Rothenberg et al., 2017), developing more sustainable HRM systems can enhance social sustainability (Ehnert, 2009; Pfeffer, 2010) and help organisations reach their corporate sustainability goals (Taylor et al., 2012).

To achieve these organisational goals, however, the response of employees, work teams, and managers to sustainable HRM practices is crucial, as they hold a primary role in the success of sustainable HRM (Paulet et al., 2021). The common view is that sustainable HRM will positively affect employees (Aust et al., 2020), therefore assuming favourable responses at the individual level and consequently positive outcomes at the organisational level.

The growing embracement of sustainable HRM in today's changing workplace provides excellent research opportunities to study its multifaceted, under-explored outcomes and to contribute to "Transforming Business for Good". This track explores the impact of sustainable HRM on employee attitudes and behaviours, the interplay of sustainable HRM with other corporate initiatives and changing work practices, and its ultimate link to organisational-level outcomes.

Possible themes include but are not limited to:

- 1) The impact of different sustainable HRM practices on shaping employee attitudes and behaviours at the individual and group level. Empirical evidence of both positive (e.g., employee well-being, engagement) and adverse outcomes for employees (e.g., burden requirements, unethical behaviours) is welcome.
- 2) Organisational value creation and outcomes of using sustainable HRM (e.g., sustainable employment, innovation, performance)
- 3) Possible synergies or redundancies stemming from the combination of sustainable HRM and other corporate sustainability initiatives and their effect on individual and organisational level outcomes
- 4) Interplay between sustainable HRM and current trends in the workplace, such as remote work and digitalisation, and their effect on individual employee attitudes, behaviour, and performance.

We look forward to receiving your contributions.

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Full papers for this special issue must be submitted by **30 September 2023**. All contributions will be subject to double-blind reviews. Papers invited to a ‘revise and resubmit’ are due 31 March 2024, and the publication is scheduled for issue 4/2024. Please submit your papers electronically via the [online submission system](#) using ‘SI Sustainability at Work’ as the article section.

The manuscript length should be at most 9,000 words (excluding references), and the norm should be 30 pages in double-spaced type with margins of about 3 cm (1 inch) on each page. Further, please follow the [guidelines on the journal’s homepage](#).

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- Aust, I., Matthews, B., & Muller-Camen, M. (2020). Common Good HRM: A paradigm shift in Sustainable HRM? *Human Resource Management Review*, 30(3), 100705.
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- Stahl, G. K., Brewster, C. J., Collings, D. G., & Hajro, A. (2020). Enhancing the role of human resource management in corporate sustainability and social responsibility: A multi-stakeholder, multidimensional approach to HRM. *Human Resource Management Review*, 30(3), 100708.
- Taylor, S., Osland, J., Egri, C.P. (2012). Introduction to HRM’s role in sustainability: Systems, strategies and practices. *Human Resource Management*, 51(6), 789-798.

