

Call for Papers
Special Issue on the Topic:
‘Green Human Resource Management’

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Due Date for Abstracts: May 31st, 2010

Due Date for Submissions: September 30th, 2010.

Editors:

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During the past two decades, a worldwide consensus has begun to emerge around the need for proactive environmental management. In response, scholars from management functions as diverse as accounting, marketing and supply-chain management have been analyzing how managerial practices in these areas can contribute to environmental management goals. In contrast, with some exceptions, such as a very early 1996 edited book by Wehrmeyer (*Greening People: Human Resources and Environmental Management*), there is a scarcity of research linking the field of human resource management (HRM) and environmental management. This is surprising, as any organizational responses to environmental concerns must involve decisions and behavior by an organization’s employees. Fortunately, the potential role of HRM practices is beginning to be recognized. For example, at the 2009 Annual Meeting of the Academy of Management, which had as its theme “Green Management Matters”, papers were presented that linked HR functions such as performance management and recruitment to environmental management. Studies designed to improve our understanding of environmentally-friendly employee attitudes and behaviors also have begun to appear. A 2008 review from the University of Sheffield (Renwick et al, ‘Green HRM: A Review, Process Model and Research Agenda’) as well as a Green HRM AOM Connect Group established in 2009 suggest that the term “Green HRM” could become the umbrella term for this research. The objective of this special issue is to draw together scholars who are working at the forefront of this new research domain. As an illustrative (but not exhaustive) list of themes/topics (among other things) we hope to see addressed in this special issue are:

- The influence of social, economic, market and other external forces on the approaches to environmental management adopted by firms

- Workforce development needs created by increasing demand for employees in the newly emerging green economy
- Discussions of how and to what extent HR policies and practices can improve the environmental performance of organizations
- Specific HR philosophies, policies and/or practices that support or inhibit change around environmental issues
- International differences in Green HRM practices
- The Role of the HR function in environmental management
- The role played by trade unions and employee representatives in environmental management
- Changing attitudes and behaviours related to environmental issues in the workplace
- A critique addressing the pros and cons for research and/or practice of focusing narrowly on environmental management versus addressing environmental concerns as part of a more expansive approach (e.g., focusing on the Triple Bottom Line or striving for “sustainability”)
- Discussions of how current theoretical perspectives and frameworks (e.g., those related to strategic competitiveness, knowledge management, learning organisation, communities of practice) can be applied by reflective practitioners to create an eco-friendly organizational culture, and
- Any additional theoretical, empirical, review or model-building contributions in Green HRM (broadly defined).

Submissions

In order to be considered for publication in this Special Issue, an abstract of one page in length should be sent to the editors by May 31st, 2010. The submission process is competitive, and editors will review the abstracts and contact authors with an invitation to submit full manuscripts. Abstracts and full papers are expected to be written in English.

The deadline for the full papers is September 30th, 2010. The papers will undergo a double-blind review process. The authors will receive feedback and a final decision by December 31st, 2010. Finalized papers are due by March 31st, 2011. Submitted papers must represent original work that is unpublished and not currently submitted or under review for possible publication in other journals. Formal guidelines for final submission are available from: www.Hampp-Verlag.de or www.zfp-personalforschung.de.

Please send abstracts by email to M.Muller@mdx.ac.uk or via post to:

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