

Role of HR in Innovation: The Case of Sustainable and Resilient Food Supply Chains

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Abstract

This paper is to develop innovative methods for using Human Resources (HR) in innovative Gender-Sensitive Supply Chains (GSSC). An abductive approach was applied to develop and implement a conceptual-framework on how HR with focus on innovative solutions for greening food supply chains within women empowerment in the context of agriculture sectors in Jordan. This research collects and analyses primary data from two case studies using the approach of participatory community. Primary data were applied through interviews and focus groups with gender-oriented actors and a survey of the AHP method to score priorities. The findings demonstrated how HR practices across GSSC with innovative solutions are linked to sustainability performance and resilience. Two types of innovation-influencing-themes were integrated as drivers on GSSC to leverage sustainability performance. Theoretical contributions to the body of knowledge and managerial implications were provided to chain actors, practitioners and policy makers.

Keywords: Innovation, HR, Sustainability, Women Empowerment, Supply Chain.