

From Theory to Practice: Embedding Sustainability into Core HRM Practices

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Abstract

Organizations today consider sustainability a paramount objective to become agents of sustainable development. Talent scarcity, concerns for work-life balance, and employee well-being have necessitated the restructuring of Human Resource Management (HRM) practices to integrate a sustainability stance. This approach ensures a steady supply of skilled employees, vital for organizational survival. Despite advancements in Sustainable HRM research in recent years, translating these findings into practical managerial activities remains challenging, particularly in developing nations where a proper framework is often lacking. The existing literature on sustainable HRM falls short in providing comprehensive guidance on achieving sustainable HR practices. Drawing on past literature, this study aims to bridge the gap between theory and practice by proposing strategies to render core HRM functions sustainable. The emphasis is on integrating a triple-bottomline perspective encompassing social, environmental, and economic considerations. Theoretical and managerial implications are examined, along with the study's limitations and directions for future research. The paper concludes with insightful recommendations to enhance the sustainability of HRM practices.

Keywords: economic, social, environmental, sustainable HRM, triple bottom line