Sustainability and Human Resource Management

Developing Sustainable Business Organizations

Springer
Contents

Part I  Introduction into Sustainability and HRM

Sustainability and HRM ........................................... 3
Ina Ehnert, Wes Harry, and Klaus J. Zink

Part II  The Role of HRM in Developing Economically, Socially and Ecologically Sustainable Organisations

Social Sustainability and Quality of Working Life ................. 35
Klaus J. Zink

Sowing Seeds for Sustainability in Work Systems ..................... 57
Mari Kira and Svante Lifvergren

Human-Resources Mindfulness ..................................... 83
Guido Becke

Corporate Human Capital and Social Sustainability of Human Resources ......................................................... 105
Regina Osranek and Klaus J. Zink

Enterprise Sustainability and HRM in Small and Medium-Sized Enterprises ............................................................... 127
Nathalie Hirsig, Nikolai Rogovsky, and Michael Elkin

Part III  The Role of HRM in Developing Sustainable HRM Systems

Striking a Balance Between Work Effort and Resource Regeneration .... 155
Luc Dorenbosch

The Model of Negative Externality for Sustainable HRM ............. 181
Sugumar Mariappanadar

A Stakeholder Perspective for Sustainable HRM ......................... 205
Marco Guerci, Abraham B. (Rami) Shani, and Luca Solari
Fostering Corporate Sustainability ........................................... 225  
Paul J. Gollan and Ying Xu

Paradox as a Lens for Theorizing Sustainable HRM .................. 247  
Ina Ehnert

Practitioner's View on Sustainability and HRM ....................... 273  
Jens C. Hoeppe

Part IV  Sustainability and HRM in Different Areas of the World

Sustainable HRM in the US .................................................. 297  
Sully Taylor and Caroline Lewis

Sustainable HRM in East and Southeast Asia ......................... 315  
Philippe Debroux

Sustainable HRM in Europe ............................................... 339  
Ina Ehnert, Wes Harry, and Chris J. Brewster

Sustainable HRM in Peruvian Companies .............................. 359  
Gina Pipoli, Rosa María Fuchs, and María Angela Prialé

Sustainability and HRM in International Supply Chains ............ 379  
Christine Hobelsberger

The Relevance of the Vision of Sustainability to HRM Practice .... 401  
Wes Harry

Part V  Conclusions and Prospects for Sustainability and HRM

The Future of Sustainable HRM .......................................... 423  
Ina Ehnert, Wes Harry, and Klaus J. Zink