
SUSTAINABLE DEVELOPMENT IN HUMAN RESOURCES

***Mawaheb Abdo Sallam Othman and Dr. Lalit Prasad**

Dr.D.Y.Patil institute of management studies (DYPIMS), Sector 29, Behind Akurdi Railway station, Nigidi Pradhikaran, Pune – 411044.

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***Corresponding Author: Mawaheb Abdo Sallam Othman**

Dr.D.Y.Patil institute of management studies (DYPIMS), Sector 29, Behind Akurdi Railway station, Nigidi Pradhikaran, Pune – 411044.

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ABSTRACT

It is becoming increasingly necessary in contemporary organizational management, particularly in the field of human resource management (HRM), to take into consideration the notion of sustainable development. When it comes to human resource management (HRM), anything that is sustainable lays a focus on maintaining a balance between the effectiveness of the organization, the well-being of its employees, social accountability, and ecological sustainability. Within the scope of this review paper, the idea of sustainable human resource management is studied. The theoretical foundations of the notion, its significance, key practices, problems, and prospective developments are some of the topics that are discussed in this course. This article lays a significant amount of emphasis on the strategic role that human resources departments play in maintaining the long-term sustainability of the workforce through the implementation of programs that promote ethical management, employee development, and environmentally sustainable workplace activities. There is a universal agreement that sustainable human resource management is a crucial component of organizational resilience and long-term performance. This concept has gained global acceptance.

1. INTRODUCTION

Around the course of the last twenty years, the idea of sustainability has been able to effectively capture the attention of professionals working in the fields of business and management all around the world. Not only is the financial performance of organizations being examined, but also the impact that these organizations have on society and the

environment is being taken into consideration as part of the evaluation process. HRM, which is an abbreviation for human resource management, has been impacted by this shift, which has resulted in the establishment of Sustainable HRM, which is an abbreviation for sustainable human resource management.

The human resources of a business are sometimes regarded as one of the most valuable assets that the organization owns. The capacity to manage workers in a manner that is not just efficient but also sustainable has the potential to assure long-term productivity, employee happiness, and the stability of the business. A mix of standard human resource management duties, such as recruitment, training, and performance management, plus principles related to sustainability is what constitutes the concept of sustainable human resource management. In addition to evaluating sustainable development in human resources, highlighting its significance, identifying crucial practices, and identifying fundamental practices, the purpose of this review article is to investigate the difficulties that businesses have when attempting to adopt sustainable strategies for human resource management.

2. Sustainable Development and HRM

When the Brundtland Commission was established in 1987, they introduced a notion that is now often referred to as sustainable development. What is meant by the term "development" according to this definition is a development that satisfies the desires of the current generation without compromising the requirements of the generations that succeed it. When discussing the topic of Human Resource Management, the term "sustainability" is used to refer to the efficient management of employees with the goal of preserving the long-term performance of a complete organization. These actions are taken in order to guarantee that this company will continue to enjoy a high level of success.

Sustainable Human Resource Management encompasses three primary dimensions:

- Economic viability
- Social sustainability
- Environmental sustainability

Departments of human resources are tasked with the obligation of making a contribution to the enhancement of sustainability. This may be accomplished by promoting the development of staff competences, supporting ethical conduct, and advocating for activities that are beneficial to the environment.

According to the results of researchers such as Kramar (2014), sustainable human resource management is a strategy that places an importance on doing long-term workforce planning, ensuring the welfare of employees, and taking ethical leadership duties. Constant improvement and employee development are placed a larger focus than fundamental short-term productivity when it comes to sustainable human resource management. This indicates that the former is more important than the latter.

3. Significance of Sustainable Human Resource Management

3.1 Sustained Organizational Success

Organizations that place a high premium on the growth and well-being of their employees often display superior levels of performance over the course of their existence. A workforce that is both skilled and resilient, and that is able to successfully navigate change, is something that can be fostered through sustainable human resource management.

3.2 Employee Welfare and Involvement

It is probable that the stress, weariness, and uncertainty that employees have over their work might lead to a decrease in productivity. Employee engagement may be boosted by the implementation of sustainable human resource practices, which promote mental health, work-life balance, and safe working conditions. These practices also improve the working environment.

3.3 Corporate Social Responsibility (CSR)

When it comes to the process of bringing Corporate Social Responsibility goals into reality, departments of Human Resources play an extremely important role in the process. It is possible to encourage social sustainability in a number of different ways, including the utilization of ethical recruiting practices, the provision of fair opportunities, and equitable compensation.

3.4 Environmental Accountability

Through the implementation of training programs, the formulation of legislation that controls remote work, and efforts to update the digital infrastructure of the company, Human Resources has the potential to contribute to the promotion of environmentally friendly practices. This may be accomplished through the implementation of these programs.

3.5 Recruitment and Retention of Talent

Business organizations that demonstrate social responsibility and make the well-being of their employees a top priority are held in high esteem by the workforce in the current era. Approaches to human resources that are sustainable are advantageous to organizations because they assist them in recruiting qualified personnel and retaining them inside their organization.

4. Fundamental Practices of Sustainable Human Resource Management

4.1 Sustainable Recruitment and Selection

It is within the capacities of organizations to devise ways of recruitment that are not only equitable but also transparent, which will ultimately lead to the promotion of diversity and equal opportunity. Through the usage of online recruitment tactics, there is a reduction in the amount of paper that is consumed, which in turn leads in a reduction in the effect that is made on the environment.

4.2 Instruction and Advancement

Ongoing education is crucial for worker sustainability. Training programs enhance staff competencies and equip businesses for impending difficulties.

Illustrations encompass:

- Programs for leadership development
- Training in digital competencies
- Training on sustainability awareness

4.3 Employee Wellness Initiatives

The well-being of employees is fundamental to sustainable human resource management. Organizations are progressively offering: • Adaptable work configurations • Psychological well-being assistance

- Health and safety initiatives
- Initiatives for work–life balance

These methods diminish turnover and enhance job satisfaction.

4.4 Eco-Friendly Human Resource Management (Green HRM)

Green HRM emphasizes the incorporation of environmental sustainability into human resource policies.

Illustrations encompass: • Digitized Human Resources systems

- Policies for energy conservation in the workplace
- Options for remote employment
- Environmental education initiatives

Green HRM promotes environmentally responsible behavior among employees.

4.5 Diversity and Inclusion

Sustainable organizations prioritize diversity and inclusion. Inclusive workplaces enhance creativity, collaboration, and employee contentment.

Human Resources policies that promote diversity encompass:

- Policies against discrimination

- Equitable compensation initiatives
- Training in inclusive leadership

5. The Function of HR Professionals in Sustainability

Human Resources professionals assume a critical role in executing sustainability projects.

Their duties encompass:

- Formulating sustainable human resource policies

- Promoting ethical leadership
 - Fostering employee engagement
 - Cultivating skills for the future workforce
 - Fostering a sustainable workplace culture
- HR managers serve as a conduit between organizational objectives and personnel requirements. Aligning HR strategy with sustainability objectives enables firms to attain enduring success.

6. Obstacles in Executing Sustainable Human Resource Management

Notwithstanding its significance, corporations have numerous challenges:

6.1 Fiscal Limitations

When it comes to the distribution of resources for sustainability initiatives, it is conceivable for smaller enterprises to experience issues.

6.2 Opposition to Change

There is a possibility that either the employees or the management will be resistant to the introduction of new regulations or adjustments in the workplace.

6.3 Insufficient Awareness

When new laws or modifications are implemented in the workplace, there is a possibility that both employees and management will present opposition to the implementation of these

changes.

6.4 Assessing Sustainability Outcomes

If sustainability is included into human resource strategies, it may be challenging to adequately quantify the long-term effects of these initiatives.

6.5 Immediate Business Concentration

Other firms, on the other hand, place a stronger focus on long-term sustainability, despite the fact that many businesses place a higher importance on short-term earnings.

7. Prospective Trajectories of Sustainable Human Resource Management

Sustainable Human Resource Management is anticipated to expand as firms address global concerns including climate change, workforce evolution, and technological advancement.

Potential future trends may encompass:

- Enhanced utilization of digital human resources systems
- Enhanced emphasis on staff emotional well-being Incorporation of sustainability metrics into performance management.
- Augmentation of remote and flexible employment frameworks Enhanced synergy between human resource management and business sustainability initiatives

Organizations that implement sustainable HR practices are likely to enhance their resilience and competitiveness.

8. CONCLUSION

In the realm of human resource management, it is absolutely necessary for contemporary organizations to devote their efforts to the pursuit of sustainable development. Departments of human resources are an imperative need when it comes to achieving harmony between the success of the company, the welfare of its employees, and the accountability of the firm to ensure the environment. Some examples of sustainable human resource strategies that contribute to the long-term success of a business include wellness programs, initiatives that encourage diversity, green human resource management, and employee development. These are all examples of initiatives that promote diversity. Despite the challenges that are now present, organizations may gain a competitive advantage via the implementation of sustainable human resource management. As sustainability becomes an increasingly significant global imperative, it is anticipated that professionals working in human resources will continue to play a vital role in the creation of organizations that are responsible and

resilient.

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