



Editorial

Integrating Green Human Resource Management Practices (GHRMPs) with Human Resource Information Systems (HRIS) for sustainable organizational growth

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Abstract

In the contemporary business landscape, sustainability has become an imperative rather than a choice. Organizations are increasingly recognizing the need to incorporate environmentally friendly policies into their operations. One of the key domains where sustainability can be effectively embedded is human resource management (HRM). The concept of Green HRM, which integrates environmental management principles into HRM practices, is gaining traction across industries. Simultaneously, the adoption of Human Resource Information Systems (HRIS) has revolutionized HR functions by digitizing processes, improving efficiency, and enhancing data management. The integration of Green HRM practices with HRIS offers organizations a strategic pathway to achieve sustainable growth by fostering an eco-conscious workforce, reducing resource consumption, and ensuring compliance with environmental regulations. The study explores the synergy between Green HRM and HRIS, highlighting how HRIS facilitates paperless HR operations, sustainable recruitment, eco-friendly training, remote work, and energy-efficient workforce management. It also discusses how HRIS supports sustainability metrics in performance appraisals and regulatory compliance. Despite challenges such as initial investment costs, change management, and data security concerns, the benefits of integrating Green HRM with HRIS far outweigh the hurdles. Organizations that adopt this integration will enhance their sustainability efforts, boost employee engagement, and gain a competitive edge in the evolving corporate landscape.

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In the contemporary business landscape, sustainability has become an imperative rather than a choice. Organizations are increasingly recognizing the need to incorporate environmentally friendly policies into their operations (Ayush, 2024; Dharmayanti *et al.*, 2023). One of the key domains where sustainability can be effectively embedded is human resource management (HRM). The concept of Green HRM, which integrates environmental management principles into HRM practices, is gaining traction across industries (Mehta and Chugan, 2015). Simultaneously, the adoption of Human Resource Information Systems (HRIS) has revolutionized HR functions by digitizing processes, improving efficiency, and enhancing data management. The integration of Green HRM practices with HRIS offers organizations a strategic pathway to achieve sustainable growth by fostering an eco-conscious workforce, reducing resource consumption, and ensuring compliance with environmental regulations (Panjaitan, 2023; Satispi *et al.*, 2023).

Green HRM refers to the adoption of HR policies and practices that contribute to environmental sustainability. It involves incorporating green principles into various HRM functions such as recruitment, training and development, performance management, and employee engagement. Green HRM is not merely about compliance with environmental laws but also about fostering a culture

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of sustainability within the workforce. Organizations implementing Green HRM focus on reducing their carbon footprint, promoting paperless operations, encouraging telecommuting, and engaging employees in eco-friendly initiatives. These efforts contribute to corporate social responsibility (CSR) while simultaneously enhancing employer branding and employee satisfaction (Ahmad, 2015; Gupta and Jangra, 2024).

HRIS is a technology-driven system that automates HR functions, facilitates data management, and improves decision-making processes. It integrates various HRM activities, including payroll, recruitment, employee records, and performance evaluations, into a centralized digital platform. The implementation of HRIS significantly reduces administrative burdens, enhances accuracy, and ensures compliance with labor laws and industry regulations. With the rapid advancements in artificial intelligence (AI) and data analytics, HRIS has evolved to provide predictive insights, workforce analytics, and talent management solutions, making it an indispensable tool for modern HR departments (Dhanawade, 2024; Quaosar and Rahman, 2021).

The integration of Green HRM with HRIS creates a synergy that enhances organizational sustainability while streamlining HR operations. HRIS can serve as an enabler of Green HRM initiatives by digitizing and optimizing HR functions to minimize environmental impact. Traditional HRM processes involve extensive paperwork for recruitment, employee records, appraisals, and compliance documentation. HRIS eliminates the need for physical paperwork by digitizing these processes, thereby reducing paper waste and contributing to environmental conservation. Features such as e-signatures, digital onboarding, and cloud storage further enhance the

efficiency of Green HRM initiatives (Kambur and Yildirim, 2023). Green HRM promotes environmentally friendly recruitment practices, such as virtual interviews, online job postings, and digital resumes. HRIS facilitates these practices by providing applicant tracking systems (ATS) that automate resume screening, interview scheduling, and candidate assessments. By reducing the reliance on physical travel and printed documents, HRIS helps organizations lower their carbon footprint and improve recruitment efficiency (Anjum *et al.*, 2022). HRIS enables organizations to implement online learning management systems (LMS) that deliver virtual training programs, webinars, and e-learning modules. This approach reduces the need for printed training materials and travel for in-person training sessions, thereby contributing to environmental sustainability. Additionally, AI-powered HRIS platforms can customize training programs based on employee needs, optimizing learning outcomes while minimizing resource usage (Panjaitan, 2023). The integration of HRIS with Green HRM facilitates remote work and virtual collaboration, reducing the environmental impact of daily commuting and office space utilization. HRIS platforms provide digital tools for performance monitoring, virtual team collaboration, and employee engagement, making remote work a viable and sustainable option. This not only enhances work-life balance for employees but also supports an organization's commitment to sustainability (Al-Ghalabi *et al.*, 2024).

HRIS assists organizations in monitoring and managing energy consumption by integrating with facility management systems. For instance, HRIS can be linked with smart office systems to optimize lighting, heating, and air conditioning based on workforce occupancy. Such integrations contribute to reducing an organization's energy footprint and operational costs while promoting sustainability (Panjaitan, 2023). HRIS enables organizations to integrate sustainability metrics into employee performance appraisals. Employees can be evaluated based on their participation in green initiatives, resource conservation efforts, and contributions to sustainability goals. Gamification features in HRIS platforms can further incentivize employees by rewarding green behaviors, thereby fostering a culture of environmental responsibility (Kaygusuz *et al.*, 2016). Green HRM necessitates compliance with environmental regulations and sustainability standards. HRIS facilitates compliance by maintaining digital records of environmental initiatives, tracking sustainability KPIs, and generating reports for regulatory authorities. Organizations can use HRIS dashboards to monitor carbon emissions, waste reduction efforts, and eco-friendly HR practices, ensuring alignment with global sustainability frameworks (Mehta and Chugan, 2015).

While the integration of Green HRM and HRIS offers numerous benefits, organizations may face certain challenges in implementation. Implementing HRIS requires a substantial initial investment in software, infrastructure, and employee training. Transitioning to digital HR practices necessitates cultural and behavioral shifts among employees and management. As HRIS platforms store vast amounts of sensitive employee data, ensuring data security and compliance with privacy regulations is crucial. Organizations need to tailor HRIS solutions to align with their unique Green HRM objectives, which may require customization and periodic updates (Panjaitan, 2023; Shahreki and Lee, 2024).

The integration of Green HRM practices with HRIS presents a transformative opportunity for organizations to achieve sustainable growth while enhancing HR efficiency. By leveraging digital solutions to implement eco-friendly HRM practices, organizations can reduce their environmental footprint, improve employee engagement, and strengthen their corporate reputation. Despite the challenges, the long-term benefits of this integration far outweigh the initial hurdles. As businesses continue to embrace sustainability, the fusion of Green HRM and HRIS will play a pivotal role in shaping the future of responsible and innovative human resource management. Organizations that proactively adopt this integration will not only

contribute to environmental conservation but also gain a competitive edge in an increasingly sustainability-driven corporate landscape.

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The authors declare no competing interests.

Authors' contribution

Mohammad Abdullah Al Mamun contributed to the conceptualization and writing of this editorial. The author has read and approved the final version of the published editorial

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