عنوان مقاله:

Identification of green human resource management practices in the digital transformation era in SMEs

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خلاصه مقاله:

This study aims to identify green human resource management (GHRM) practices in small and medium-sized enterprises (SMEs) during the digital transformation era. As organizations increasingly adopt digital technologies, integrating environmentally sustainable practices into HRM becomes crucial. This research investigates the specific GHRM practices SMEs implement and explores their alignment with the digital transformation initiatives. This research is done through a comprehensive review of ۲۶ articles and a thematic analysis of them in the qualitative part (meta-synthesis) and a fuzzy Delphi method to screen and confirm the findings of the meta-synthesis in the quantitative part. This is a kind of mixed method that is used in this study. Based on the findings, GHRM practices in the age of digital transformation were identified in ۶۴ concepts. The findings contribute to understanding how SMEs can effectively incorporate sustainable HRM practices in the context of digital transformation, promoting environmental stewardship and enhancing organizational sustainability.

کلمات کلیدی:

Green Human Resource Management, Digital Transformation, Small and Medium sized Enterprises

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