



Call for Papers

Special Issue in *Research for People in Organizations* (RPIO):

Green Human Resource Management: HR Strategies for a Sustainable Future

Description:

Green Human Resource Management (GHRM) has rapidly developed into its own research domain within the broader HRM literature (Paulet et al., 2021), reflecting a growing scholarly interest in how HRM practises can support environmental sustainability. Traditional HRM encompasses general people-management activities – such as recruitment, performance management, and workforce direction – without explicit reference to ecological goals (Molina-Azorin et al., 2021). In contrast, GHRM adapts these same practices by embedding environmental criteria and objectives (Jabbour et al., 2010; Molina-Azorin et al., 2021; Renwick et al., 2013; Teixeira et al., 2016).

Conceptually, GHRM sits under the umbrella of Sustainable HRM – an approach defined by Wagner (2013) as HRM “that meets the current needs of a firm and society at large without compromising their ability to meet any future needs”. From this perspective, GHRM comprises those elements of Sustainable HRM that specifically target environmental sustainability (Wagner, 2013).

Beyond its environmental benefits, GHRM also serves as a powerful employer-branding strategy. By embedding sustainability into their HR practices, organizations enhance their appeal to environmentally conscious candidates – especially younger job seekers – who value alignment between their personal values and those of their employer (Renwick et al., 2013).

GHRM practices such as targeted training can contribute to employee engagement in sustainability management by deepening environmental awareness (Renwick et al., 2013). However, not every intervention yields positive results. For instance, relying solely on punitive measures – without equipping staff with sustainable alternatives – “may result in workers failing to disclose environmental problems at source because they engage in self-protective behaviours” (Renwick et al., 2013).

Muster und Schrader (2011) highlight a discrepancy between environmental policies and employees’ day-to-day behaviors, noting that many companies struggle to translate green intentions into practice. To bridge this divide, they propose a “green work–life



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balance concept" that treats employees both as producers within the organization and as consumers in their personal lives. By acknowledging that environmental habits and learning occur across both work and private domains – and that these domains mutually influence one another – a holistic GHRM strategy can foster eco-friendly behaviors consistently, whether staff are on duty or off (Muster & Schrader, 2011).

Given the growing relevance of environmental concerns in organizational psychology and HR practice, the editorial team of RPiO is planning a thematic issue with the working title "Green Human Resource Management: HR Strategies for a Sustainable Future". This issue aims to bring together innovative research and practical insights on the role of HRM in promoting ecological responsibility and to help "reduce the practice-research gap in GHRM" (Renwick et al., 2013) .

We invite contributions that address, but are not limited to, the following topics:

- Empirical studies on green HRM practices in organizations
- The role of leadership and organizational culture in supporting environmental sustainability
- Psychological mechanisms underlying pro-environmental behavior at work
- The integration of sustainability goals in performance appraisal and reward systems
- Green organizational citizenship behavior (OCB) and employee engagement
- Sustainability coaching
- Training, learning, and development for environmental competencies
- The impact of green HRM on employee well-being and identity
- Cross-cultural or cross-industry comparisons of green HRM practices
- Barriers, risks, and unintended consequences of green HRM interventions



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Article Types:

The Special Issue is open for different contribution formats (original research papers, empirical reports, reviews and meta-analyses, theoretical contributions, point-counterpoint discussions, case analyses and emerging scholar's showcase).

The thematic issue is planned for 2026

Submission and deadlines:

October 15th, 2025 - Deadline for abstract submission

As a first step, please send an abstract of your planned contribution (approx. 200 words) by email to editors@rpio.psychopen.eu. The abstract should precisely describe the scientific focus of the paper and how it is related to the Special Issue.

November 3rd, 2025 - Feedback on the abstracts

Provided that your contribution is suitable, we will inform you about additional execution requests if necessary.

January 18th, 2026 - Deadline for submission of full papers

The complete manuscripts, written in accordance with the journals' guidelines, must be submitted via the RPiO's editorial system (<https://rpio.psychopen.eu/index.php/rpio/about/submissions>) by the 18th of January 2026 at the latest.

Approx. March 30th, 2026 - Feedback/ reviews for initial submission

All contributions are subject to the usual peer-review process of the RPiO. The willingness to participate in such a process as a reviewer is mandatory when submitting a manuscript.

Approx. May 15th, 2026 - Deadline for revision of the manuscript (revision)

Revision of the contributions according to the recommendations of the reviews.

Approx. June 30th, 2026 - Deadline final submission of the manuscript (revision)

The final version of your contributions must be submitted by 30th June 2026.



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Contact us:

If you have any questions regarding the content of the articles, please contact
editors@rpio.psychopen.eu

Looking forward to hearing from you!

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Editorial board from Germany and Europe:

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Submissions welcome!

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