Strategic Human Resource Management and the Sustainable Development Goals (SDGs): Exploring New Pathways in People Management

Thematic Area: Human Resource Management / Strategic Management / Corporate Sustainability & Responsibility

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Summary:

Addressing global sustainability challenges requires exploring new pathways in people management. While Sustainable HRM and Green HRM research has established how talent practices support environmental performance (Renwick et al., 2013), mainstream Strategic HRM remains heavily skewed toward short-term financial outcomes (Aust et al., 2020; Stahl et al., 2020). Significant gaps remain in understanding how HR strategies systematically address the broader UN Sustainable Development Goals (SDGs)—such as Decent Work (SDG 8), Gender Equality (SDG 5), Reduced Inequalities (SDG 10), and Climate Action (SDG 13)—within complex industrial transitions (Ehnert et al., 2016). These challenges are particularly relevant for vulnerable workers, whose access to decent work, employment security, development opportunities, and organizational resources may be especially affected by economic, technological, and environmental transitions.

This track invites theoretical, empirical, and practical contributions to bridge these gaps but are not limited to: (1) Green HRM and green skill development for industrial decarbonization; (2) Common Good HRM frameworks emphasizing well-being, diversity, and equity (Aust et al., 2020); (3) sustainable leadership and responsible management; (4) managerial approaches for handling sustainability paradoxes; and (5) HRM approaches to employment vulnerability, vulnerable workers, and the inclusion and protection of disadvantaged groups in changing employment contexts. (6) marginalisation, intersectionality and people management in gig economy. Ultimately, this session aims to advance Sustainable HRM theory and provide actionable insights for steering talent through industrial transitions.

Value Added:

Directly aligning with the conference theme, this track moves beyond traditional firm-centric paradigms. It provides a dedicated international forum to conceptualize talent as a strategic driver of societal value and industrial decarbonization, while considering how these transitions affect vulnerable and disadvantaged workers. By fostering interdisciplinary dialogue, this session advances Sustainable HRM theory, offers actionable insights for leaders navigating green

transitions, and charts clear future research avenues for human capital and corporate responsibility.

Keywords:

People Management; Strategic Human Resource Management (SHRM); Sustainable Development Goals (SDGs); Green HRM; Common Good HRM; Industrial Transition; Employment Vulnerability; Gig Work.

References

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