



Implementation of Green Human Resource Management and the Impact on Employee Pro-Protection Behavior Literature Review

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Abstract. This research aims to conduct a systematic analysis of literature regarding the implementation of Green Human Resource Management (Green HRM) and its impact on employee behavior and performance. Green HRM is a human resource management approach that focuses on environmentally friendly and sustainable practices. Employee pro-environmental behavior is a focus in relation to the implementation of Green HRM, because it has an important impact on employee welfare and overall organizational performance. This research uses the Systematic Literature Review (SLR) method to collect and analyze relevant scientific articles about Green HRM and employee pro-environmental behavior. The main data sources come from accredited scientific journals and the latest articles available in research databases. SLR analysis shows that implementing Green HRM has a significant impact in creating a sustainable work environment and contributes to employee welfare and overall organizational performance. Green HRM practices, such as efficient energy management, promotion of environmental awareness among employees, and integration of sustainability policies into human resource management, have positive implications. However, implementing Green HRM also requires strong organizational commitment and employee education, as well as paying attention to external environmental influences such as environmental regulations and pressure from stakeholders. The conclusion of this research is that Green HRM has a strategic role in creating a sustainable work environment and improving overall organizational performance. By paying attention to the implications of the findings, organizations can develop more effective strategies in implementing Green HRM to achieve sustainability goals and improve overall organizational performance.

Keywords: Green, HRM, SLR, Protection, Behavior.