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**New Vistas**

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**Abstract**

Sustainable ecosystem management is becoming increasingly recognised because of the effects of organisational activities on the natural environment. Employee green behaviour is largely understudied in management and organisational science, necessitating a comprehensive review. To enhance comprehension of research opportunities and promote the progress of theoretical and empirical development, the current paper argues for integrating the predominantly distinct bodies of literature on environmental management (EM) and HRM research.

The paper's contributions are centred around consolidating the existing literature in the field, providing an overview of the subject, pinpointing areas where the current literature is lacking, and proposing directions for future research. The aim of this research is threefold. Firstly, clarify the effects of GHRM by emphasising its individual and interpersonal contexts. Secondly, this review is the first to explicitly and comprehensively analyse, categorise, and summarise the outcomes (work and non-work related) and dependencies of GHRM. Thirdly, to identify gaps in the existing literature and suggest a future research framework with potential research directions that scholars can explore.

A comprehensive analysis of 89 articles indicates that GHRM significantly impacts employees' professional and personal relationships.

Additionally, it demonstrates that various factors such as employees' characteristics, capabilities, competencies, mental states, job-related aspects, support, culture, and religious beliefs serve as moderators for GHRM. This review is possibly the first to emphasise the relational effects of GHRM and to provide a systematic and comprehensive summary using a framework.

In conclusion, this review highlights areas in the literature that have not been adequately addressed. It proposes a framework for future research, including a set of propositions, and suggests other avenues for scholars to explore to fill these gaps.

**Keywords**

Green Human Resource Management, Employee green behaviour