Management
2024
Vol. 28, No. 1
DOI: **10.58691/man/185728**

MAHMOUD MOHAMMAD
AL-AJLOUNI
MOHAMED HUSNI ALI
ATHAMNEH

Unleashing the Power of Green: Sustainable Success through HRM, Supply Chains, and Innovation - A Comprehensive Review of Literature

1. Introduction

Sustainability is one of the most discussed issues among business leaders, researchers, and politicians. Over the past decade, the importance of incorporating sustainable practises into business models has been widely acknowledged in response to the growing impacts of climate change and societal concern for environmental protection regarding economic, social, and environmental issues (Piwowar-Sulej & Iqbal, 2023; Tristanto et al., 2023).

Although there is agreement that sustainability is critical for businesses, there needs to be more clarity in the academic discussion on building or changing into a sustainable enterprise. Business models encompass a firm's underlying principles and operational strategies to generate stakeholder value. In essence, they are the theoretical framework that guides the functioning of a business (Yin et al., 2023).

Mahmoud Mohammad Al-Ajlouni, Department of Human Resources, Faculty of Business Administration, Northern Border University, Arar, Saudi Arabia, ORCID: 0000-0001-6938-184X.

Mohamed Husni Ali Athamneh, Department of Business & Management, Universiti Tenaga Nasional (UNITEN), Malaysia, ORCID: 0000-0001-6856-0862.

As organizations are pivoting towards a more sustainable path (Chatterjee et al., 2023), three critical aspects of business operations have been identified as key to achieving this goal: Human resource management (HRM), innovation, and supply chain management (Aftab et al., 2023; Afum et al., 2023; Dzikriansyah et al., 2023). Although sustainability has been linked to various individual areas, there is a lack of comprehensive understanding regarding how these areas collectively contribute to the concept of 'green' business. This paper provides an extensive literature review, explicitly emphasizing the convergence of these three domains and their impact on fostering sustainable business achievement.

Henderson and Loreau (2023) posit that the sustainable model encompasses a forward-looking perspective, encompasses diverse stakeholders, and effectively governs their interests to deliver financial and otherwise value.

Implementing sustainable and environmentally conscious human resource management (HRM) practices has been recognized as a successful strategy for instilling environmental consciousness and dedication among employees, consequently cultivating a culture that prioritizes sustainability (Lu et al., 2023). Likewise, the implementation of 'green' supply chain management (GSCM) practices is geared towards mitigating the ecological impact associated with various stages of the product lifecycle. This significantly impacts corporations' environmental performance and economic outcomes (Jum'a, 2023). In contrast, it is widely believed that innovation plays a crucial role in advancing the creation of economically sustainable and environmentally conscious products, services, and processes (Mignon & Bankel, 2023).

Despite the extensive body of individual research conducted on these areas, there remains a gap in comprehending their interrelationships and collective impact on achieving sustainable business success. The study aimed to elucidate the intricate associations between environmental sustainability and managing human resources, supply chains, and innovative practices to foster long-term success. The findings from this comprehensive review hold promising implications for organizations, offering invaluable insights to shape efficient strategies and adopt practices that integrate sustainability into their core operations, consequently fostering enduring environmental and business benefits.

Although some studies have looked at these components separately, there hasn't been a thorough synthesis that looks at how they work together to

affect sustainability outcomes. As a result, research on the interrelated dynamics and possible trade-offs involved in coordinating supply chain management procedures, innovative projects, and HRM strategies toward sustainable objectives is conspicuously lacking. This research gap highlights the necessity of conducting a comprehensive study of how organizations can successfully utilize these interconnected elements to promote long-term success.

This research's emphasis on innovation, supply chains, and HRM stems from their critical roles in determining the procedures, behaviour, and results of organizations. HRM is the cornerstone of how an organization operates. It includes activities like hiring, training, and employee retention. HRM has a big impact on employee culture and behaviour, which is important for long-term goals. Supply chains involve social and environmental concerns as they serve as channels for international trade in commodities and services. Analyzing supply chain procedures with a sustainability perspective clarifies methods for reducing environmental effects and encouraging ethical procurement. Innovation is the engine of sustainable change, opening the door to new business models, procedures, and technologies that support environmental stewardship. Therefore, integrating innovation, supply chains, and HRM presents a complex strategy for long-term success, requiring a thorough analysis of their interdependencies and possible synergies.

In the pursuit of these objectives, this examination aims to address the following essential questions: What is the present status of empirical studies about the relationship between green human resource management (GHRM), green supply chain management (GSCP), green innovation (GI), and sustainable success (SP)? 2) What areas of research still need to be explored and potential directions for future study within this field?

2. Methodology

This section describes the procedures used when researching the work of literature "Unleashing the Power of Green: Sustainable success through HRM, supply chains, and innovation." This research examines how human resource management (HRM), innovation, and supply chains work together to create a successful business. This research also aimed to compile relevant literature and shed light on practical approaches to achieving sustainability.

Similarly, the purpose of this review is to generate insights for practitioners and scholars, suggest future research directions, and situate the current state of empirical research on the interaction between human resource management (HRM), innovation, supply chains, and sustainability by categorizing, analyzing, and synthesizing empirical papers published in journals with a high impact factor (Petticrew & Roberts, 2008).

Descriptive literature reviews are used to conclude from the existing literature on the connection between green HRM, green innovation, and green supply chains with sustainability by summarising, categorizing, and synthesizing the findings of the selected art. Searching for articles, selecting relevant articles, classifying those articles, analyzing the data, and synthesizing the results are the four steps of this review process (Tranfield et al., 2003).

2.1. Research Design

The review process used a systematic literature review method to maintain rigour and transparency. This methodology facilitates identifying, selecting, and analysing pertinent scholarly articles, comprehensively comprehending the topic (Athamneh & Jais, 2023).

To begin, a Boolean search was performed using the terms "green HRM," "innovation," "supply chains," and "sustainability," with a primary emphasis on the peer-reviewed publications of WoS and Scopus. The search focused on the most recent five years (2018-2023) of articles published in high-quality academic journals. This selection criteria were employed to ensure the inclusion of studies represented by their topical relevance, methodological severity, temporal proximity, comprehensive coverage, and engagement with recent advances.

2.2. Inclusion and Exclusion Criteria

Precise criteria for inclusion and exclusion were employed to guarantee the pertinence and excellence of the articles incorporated in the review. The inclusion criteria comprised papers published in English that underwent peer review and specifically examined the interconnectedness between green human resource management (HRM), supply chains, innovation, and sustainability. The exclusion criteria encompassed publications that were not

directly pertinent to the study's research question or lacked adequate empirical evidence. The search was limited to empirical articles that were published within the timeframe of 2018 to 2023. Conference papers, Conceptual articles, opinion articles, book chapters, and duplicate articles were excluded from the search.

2.3. Data Extraction and Analysis

Once the final group of articles was found, the necessary information was selected using a standardized method. Information such as authors, publication dates, study methods, significant findings, and theoretical frameworks were taken from the studies. The collected information was subjected to thematic analysis to reveal hidden connections and gaps in the existing literature. Insightful conclusions might be drawn, and essential themes could be synthesized thanks to this approach.

2.4. Synthesis and Findings

Step four involved analysing the review articles' conclusions regarding how HRM, supply chains, and innovation all play a role in ensuring the sustainable success of green practices. It follows the same methodical approach as the study (Jabbour & Santos, 2008; Athamneh & Jais, 2023). Table 1 provides a synopsis of the most important papers and their chosen findings for this analysis. The review's findings are analysed and synthesised to inform future studies and provide practical advice to researchers and experts. The methodology used to evaluate the papers in this review is shown in figure 1.

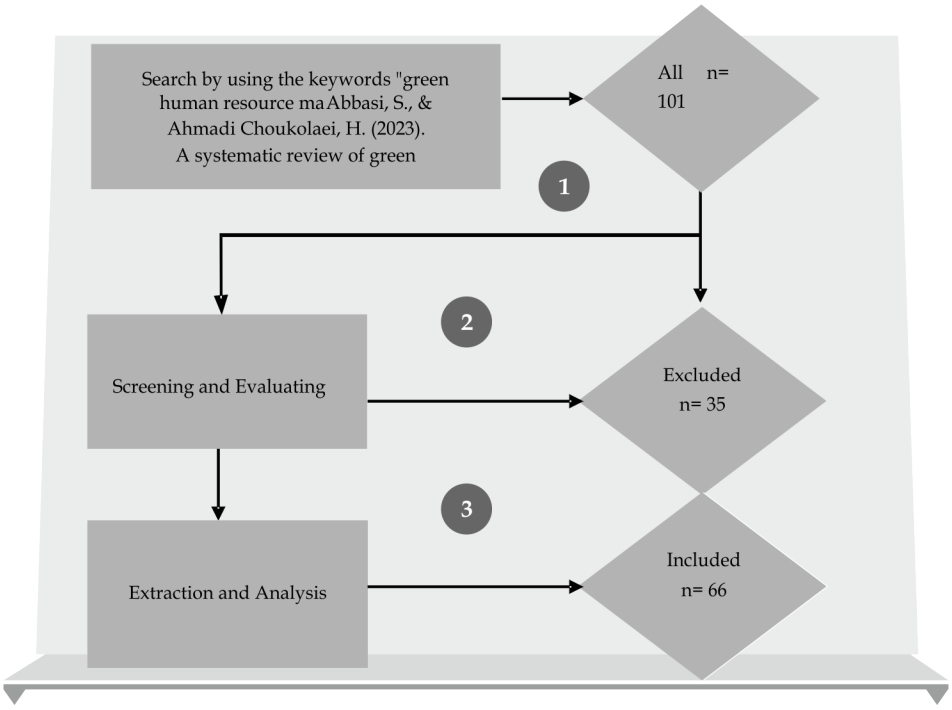

Figure 1. The article's review process

Source: own study

3. Results

Key drivers of sustainable success have been identified, including human resource management (HRM), supply chains, and innovation in sustainable development. Researchers have looked into the literature to study the possibilities unlocked by incorporating green practices in various sectors in light of the pressing need to address environmental problems and promote sustainable practices. Seeking to shed light on the complex interplay between human resource management (HRM), supply chains (SCs), and innovation (I), this systematic literature review intends to explore the existing body of information on the issue thoroughly.

This part summarises the findings and conclusions from our comprehensive literature review. It provides a broad picture of the state of knowledge by synthesizing and organizing the findings and elucidating the most important themes, patterns, and correlations discovered throughout the review. This section will give a more in-depth look at the research landscape by focusing on the empirical data that has arisen in this field. The results are then analyzed in further detail, as seen below.

3.1. Sustainable Success (SS)

The movement towards sustainability is increasingly felt all across the world. This has led many academics and business professionals to urge that sustainability should be included in corporate strategy (Ma et al., 2023). Using the well-known triple-bottom-line concept, corporations should prioritize (i) social justice, (ii) economic prosperity, and (iii) environmental quality in addition to the interests of shareholders (Huffman et al., 2023).

Both scholars and experts widely acknowledge the significance of sustainability. However, there is a lack of clarity regarding the strategic execution of sustainable business models within institutions. Researchers and practitioners face challenges in formulating solutions for various contexts (Broccardo et al., 2023). The successful integration of sustainability practices within multinational corporations necessitates adopting a comprehensive perspective (Karuppiah et al., 2023). To achieve this objective, it is imperative to customize specific procedures or goods to enhance sustainability and comprehensively re-evaluate the enterprise's operational framework. In light of this, scholars within the literature on business models have recently emphasized the necessity of conducting additional research on business models that incorporate the sustainability approach (Calandra et al., 2023; Dhir et al., 2023; Pan et al., 2023).

However, for a new firm to succeed in the market, it must first develop a business model (innovation). The original goal of using the idea of sustainability was to encourage businesses to transition to a more sustainable economic system and to include sustainability in their operations (Sahebalzamani et al., 2023).

The numerous definitions of sustainable business models in the academic literature attest that the idea has developed over time. Sustainable business models are typically portrayed in these definitions as extensions of traditional business models that include new features and aims. Sustainable business models are distinguished by (1) including sustainability-oriented concepts, principles,

or aims or (2) incorporating sustainability across the value proposition, value delivery activities, value creation, and value capture methods. In the present context, Grijalvo and García-Wang (2023), and Ritala et al. (2018) have put three classifications comprising nine distinct archetypes of sustainable business models, briefly outlined in figure 2.

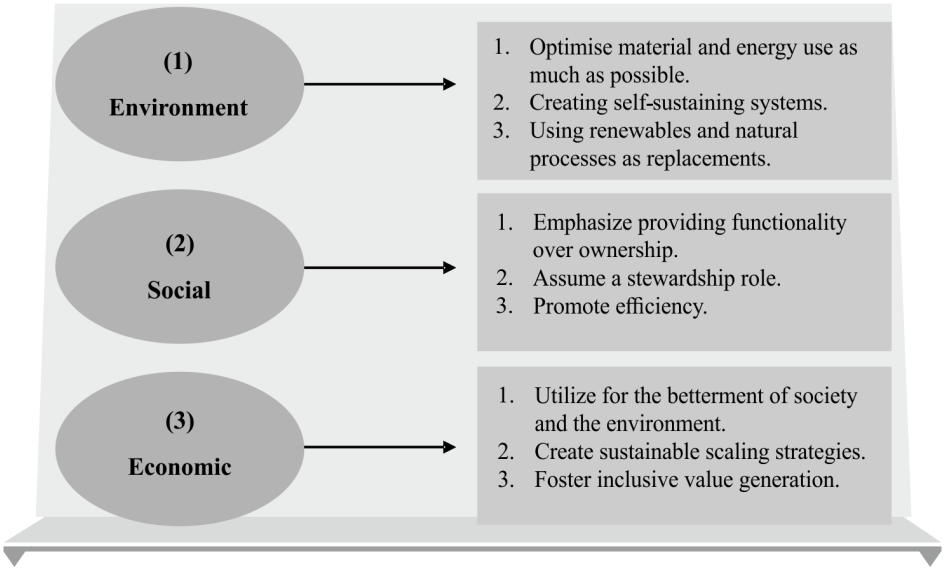

Figure 2. Sustainable Business Models

Source: own study

Businesses may create value in sustainability by adopting sustainable practices that lessen their environmental impact and create new technology to address sustainability issues (Hobson et al., 2019). Conservation efforts, delayed consumption integrated into corporate models, and delivery-focused methods instead of ownership-based models are just a few examples of programs that might yield social benefits (Ritala et al., 2018). Crowdsourcing platforms, prioritizing sustainable efforts, scaling up solutions for more significant effect, and welcoming resource and knowledge sharing are ways businesses may reap economic rewards (Sikora, 2021).

3.2. Green HRM and Sustainable Success

Numerous scholars have conceptualized the notion of green HRM and conducted empirical investigations in various contexts. Additionally, they have put forth a computational framework to elucidate the outcomes of green HRM for individuals and organizations. The literature emphasizes recognizing human resource management activities (Al-Abbadi & Abu Rumman, 2023). According to Tanova and Bayighomog (2022), there exists a potential for organizations to achieve a harmonious coexistence between economic growth and environmental protection. Empirical evidence supports the notion that such a balance can increase organizations' profitability (Mohammed & Fisal, 2023). The Human Resource Department plays a vital role in enhancing and facilitating an organization's operational effectiveness (Rajabpour et al., 2022). According to Jawaad et al. (2022), there is a positive relationship between the extent of green human resource (HR) regulations and the level of emphasis placed on environmental management (EM) programs and policies by competitors.

Human resource practices are the procedures, processes, and initiatives implemented by the HR division of an organization (Wongsansukcharoen & Thaweepaiboonwong, 2023). Similarly, the ultimate goal of green human resources management practices is to improve the sustainable environmental performance of the Organisation (Bahuguna et al., 2023). Green HRM practices, processes, and programs that are implemented to promote organizations' positive environmental impacts. Green HRM, according to Wulandari and Nawangsari (2021), is a crucial factor in helping businesses combine HRM goals with environmental management practices. It describes green human resource management as adopting green practices that boost environmental performance and accomplish sustainable development. It strives to promote green empowerment that contributes to higher employee engagement in corporate management (Huo et al., 2022).

In this regard, green human resource management refers to all of the efforts made by the organisation to link the various functions and activities of human resource management by adopting policies and practises that encourage green initiatives to increase employees' awareness and commitment to a sustainable environment, such as green training, green hiring, and green performance management and compensation (Adubor et al., 2022; Islam et al., 2022; Rajabpour et al., 2022).

The current body of literature provides evidence supporting a strong positive correlation between green human resource management (HRM) practises

and sustainable success, which includes environmental, economic, and social aspects. The existence of this correlation is supported by numerous studies, such as those conducted by (Yin et al., 2023; Yong et al., 2020; Zaid et al., 2018; Zhang et al., 2023).

3.3. Green Supply Chains and Sustainable Success

Green supply chain practices aim to lessen the environmental impact during an organization's product development cycle (Debnath et al., 2023). A green supply chain may improve an organization's sustainability performance by reducing adverse environmental effects caused by supply chain activities. Green supply chain research has covered a wide variety of issues, from organizational analysis to specific green supply chain practices (Kholaif & Ming, 2023; Özaşkın & Görener, 2023).

However, introducing the green supply chain field only recently explains the inconclusive findings on the green supply chain practises because the relevant theories in this context are still being developed to facilitate the effective implementation of green supply chain practises (Wang et al., 2023). Green supply chains aim to reduce environmental impacts such as pollution, waste, unsustainable resource use and consumption, and incorrect disposal of goods (Khan et al., 2023; Singh, 2023).

A green supply chain essentially incorporates green purchasing, the process cycle, and reverse logistics (involving manufacturers, suppliers, and customers) into supply chain operations (Albrakat et al., 2023). The process cycle comprises the reverse and forward chains in the supply chain operations (also known as "closing the loop"). Consequentially, it is ruled by the law of increasing ecological damage. In addition, a green supply chain may positively affect a company's bottom line (Saleem et al., 2023).

Green supply chains have been shown to improve business results in the long run, according to a literature review (Khan et al., 2023; Men et al., 2023; Saini et al., 2023). The goal of implementing green supply chain practices is to help businesses boost their environmental performance by strengthening relationships with their suppliers and consumers. In addition, businesses should operate to both increase and meet the rising demand for eco-friendly goods and services. Sustainable success strategies, such as "green supply chain practises," help businesses cut down on waste and harmful substances, save money on overhead, boost productivity, and better protect the environment

by fostering recycling and reusing raw materials and more innovative use of available resources (Abbasi & Ahmadi Choukolaei, 2023; Agrawal et al., 2023).

3.4. Green Innovation Technology and Sustainable Success

The ability of businesses to respond to environmental restrictions through green innovation has been identified as a critical component in determining the environmental and economic performance of organizations and communities (Liao et al., 2023). Numerous studies have been conducted to determine the value of green innovation; the most critical factors were found to be raising the standard of living, increasing R&D spending, boosting profits, fostering a culture of environmental responsibility, boosting organizational output, implementing proactive environmental strategies to react to environmental challenges, and advancing technological advancements (Chien, 2023; Udeagha & Ngepah, 2023).

In the face of increasing environmental demands, green innovation is essential for attaining environmental and economic success (Sharif et al., 2023). Investment in green operations, resource development, and encouraging a green corporate culture have become increasingly crucial as strict rules have altered environmental principles and competitive dynamics (Hao et al., 2023; Sahoo et al., 2023).

Furthermore, a thorough analysis of the current body of research confirms the presence of a positive correlation between green innovation technology and long-term success. Multiple academic studies Huang et al. (2022), Li et al. (2023), Wang et al. (2022), Zhao and Huang (2022) have found that innovation has a statistically significant impact on sustainable success, which includes environmental, economic, and social elements.

A comprehensive literature review was conducted on understanding human resource management (HRM), supply chain management (SCM), and innovation in facilitating sustainable success within green initiatives. Table 1 summarises the most important publications published in reputable academic journals during the past five years (2018–2023).

Table 1. List of academic journal publications from 2018–2023

Author/Year	Study variables	Summary	Findings
(Abdelhamied et al., 2023).	IV= Green human resource practices. DV= Sustainable performance. M=Job satisfaction and green motivation	RD= Quantitative. DA= SEM (PLS). N= 333. MF=Supported. S= 47 Items.	GHR practises impact employees' levels of job satisfaction positively. Furthermore, job satisfaction and green motivation (GM) played a significant role in influencing sustainable performance. Likewise, work satisfaction wholly and partially mediates the relationship between GHR practices and sustainable performance.
(Aftab et al., 2023).	IV= Green human resource management. DV= Environmental performance. M= Green innovation and environmental strategy.	RD= Quantitative. DA= SEM (PLS). N= 410. MF=Supported. S= 29 Items.	The findings underscored the importance of environmental strategy, green innovation, and pro-environmental behaviour in achieving superior environmental performance.
(Mohammed & Fisal, 2023).	IV= Green human resource management. DV= Sustainability. M= strategic excellence.	RD= Quantitative. DA= SEM (AMOS). N= 247. MF=Supported. S= 31 Items.	GHRM operations significantly affect the sustainability of Iraqi educational organisations via their strategic excellence.
(Sun et al., 2023).	IV= Green innovation. DV= Sustainability.	RD= Empirical. DA= Generalized method of moments (GMM). N= 7 countries.	Resource efficiency and green innovation positively influence green economic development in the countries investigated.
(Li et al., 2023).	IV= Green innovation. DV= Sustainable performance. M= Green product innovation. M*= Employee green behaviour.	RD= Quantitative. DA= SEM (PLS). N= 411. MF=Supported. S= 24 Items.	The workers' green initiatives provide the organization with sustainable performance via eco-friendly products. Green behaviour moderates between sustainable performance and green product innovation.

(Wang et al., 2022).	IV= Green innovation. IV= Green knowledge management. DV= Corporate sustainable. M= Organizational green culture.	RD= Quantitative. DA= SEM (AMOS). N= 963. MF= Supported. S= 46 Items.	Green innovation is a positive of corporate sustainability. It is also discovered that OGC supports the association between GKM and green innovation for reaching SDG.
(Zhao & Huang, 2022).	IV= Green innovation. IV= Green transformational leadership. IV= Green HRM. DV= Sustainable business performance.	RD= Quantitative. DA= SEM (PLS). N= 525. MF= Supported. S= 33 Items.	GTL, green innovation and green HRM are directly associated with the sustainable business performance of institutions in China.
(Jehan et al., 2021).	IV= Green human resource management. DV= Organizational sustainability. M= Environmental and employee performance.	RD= Quantitative. DA= SEM (PLS). N= 165. MF=Supported. S= 31 Items.	GHRM significantly affect Organizational Sustainability. Similarly, employee performance and environmental performance mediate between organizational sustainability and GHRM practices.
(Imran et al., 2021).	IV= Green human resource management. IV= Big data. DV= Sustainable performance. M= Green innovation.	RD= Quantitative. DA= SEM (AMOS). N= 373. MF= Supported.	GHRM and big data have a significant positive influence on green innovation. Similarly, green innovation impacts sustainable performance.
(Malik et al., 2021).	IV= Green human resource management. IV= Corporate social responsibility. DV= Sustainable performance. M= Organizational citizenship behaviour.	RD= Quantitative. DA= SEM (PLS). N= 200. MF= Supported. S= 37 Items.	Organizational citizenship behaviour mediated the association between GHRM practices, corporate social responsibility, and sustainable performance.

(Yong et al., 2020).	IV= Green human resource management. DV= Sustainability.	RD= Quantitative. DA= SEM (PLS). N= 112 firms. MF= Supported. S= 30 Items.	Green training and green recruitment positively affect sustainability. However, green selection, job description, analysis, reward, and performance assessment did not significantly impact sustainability.
(Mousa & Othman, 2020).	IV= Green human resource management. DV= Sustainability performance.	RD= A mixed research approach DA= SEM (PLS). N= 69 respondents.	GHRM practices positively affect sustainable performance
(Abu Seman et al., 2019).	IV= green supply chain management. DV= sustainable environmental performance. M= green innovation.	RD= Quantitative. DA= SEM (PLS). N= 123 manufacturing organisations MF= Supported. S= 44 Items.	GSCM and green innovation positively impact environmental performance. Likewise, green innovation mediates the association between GSCM and environmental performance.
(Zaid et al., 2018).	IV= Green human resource management. DV= sustainable performance. M= green supply chain management.	RD= Quantitative. DA= SEM (PLS). N= 121 firms. MF= Supported. S= 53 Items.	Green human resource management directly influences sustainable performance, while green supply chain management practices mediate this influence.

Note: *RD= Research design; *N= Sample size; *DA= Data analysis; *MF= Model fit; *S= Scale.

Source: own study

This article presents a conceptual framework for Sustainable Success, a widely studied construct. The framework is developed based on a comprehensive literature assessment, incorporating key characteristics crucial to understanding Sustainable Success. Significantly, the factors discussed include green human resource management (Green HRM), green supply chains, and green innovation, all of which have been extensively examined in previous academic research (e.g., Imran et al., 2021; Li et al., 2023; Mohammed & Fisal, 2023; Sun et al., 2023; Zhao & Huang, 2022). Figure 3 clearly illustrates the interrelationships among these components and their combined influence on Sustainable Success.

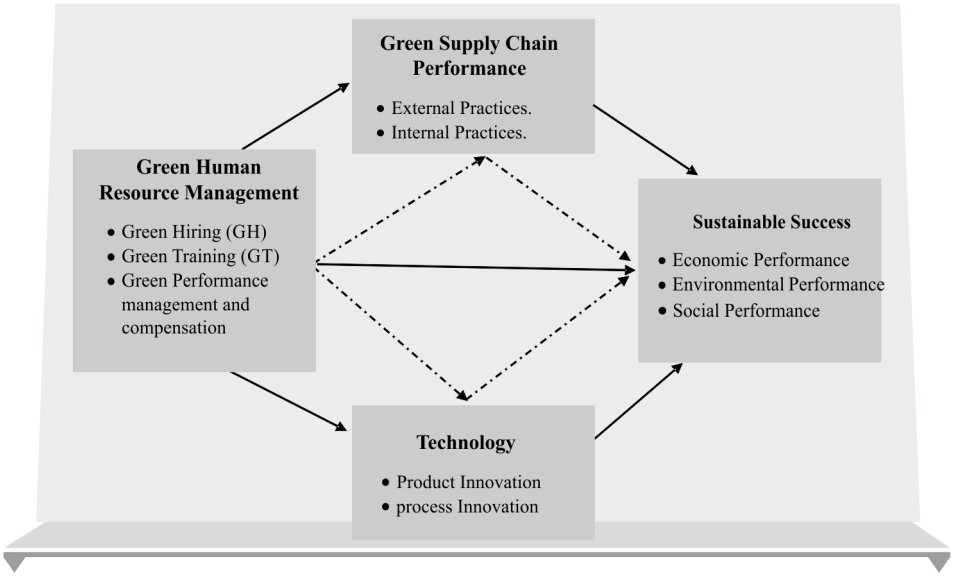

Figure 3. A conceptual framework

Source: own study

4. Discussions and Conclusions

This scholarly investigation undertook an extensive exploration and methodical assessment of scholarly articles, including the timeframe from 2018 to 2023. The study comprehensively examined green human resource management (green HRM), green supply chains, green innovation, and the broader discussion on sustainable success. This analysis aimed to clarify their theoretical foundations, practical implementations, factors influencing them, and the consequences in organizational and individual conditions.

The research findings highlight sustainable success growth as an economic, environmental, and social concept. The emergence might be ascribed to adjusting to dynamic and evolving corporate settings. Sustainable success has become crucial in determining the success and growth of organizations, making it a vital factor in organizational performance. Furthermore, it serves as a critical

determinant impacting the competitive sustainability of an organization and its ability to achieve its strategic goals, as supported by a substantial body of academic research (Grijalvo & García-Wang, 2023; Huffman et al., 2023; Ritala et al., 2018).

The sustainable success of organizations is impacted by various aspects, as evidenced by existing academic studies. It is worth mentioning that a crucial factor in enhancing long-term performance lies within the realm of green human resource management. This entails a comprehensive strategy that includes the adoption of green recruitment practices, the implementation of environmentally-conscious training programs, the incorporation of green-centric performance management systems, and the establishment of equitable remuneration methods. Moreover, developing and implementing a strategic framework to address the disparity between existing sustainability levels and desired sustainability goals is crucial in this context (Jawaad et al., 2022; Mohammed & Fisal, 2023; Tanova & Bayighomog, 2022).

Furthermore, it is crucial to emphasize the importance of green supply chain performance in current markets. Integrating external and internal practices is a very effective strategy for achieving a unique competitive edge. This strategic framework creates an environment in which organizations are motivated to pursue sustainability goals actively. The effectiveness of this strategy has been supported by scholarly research conducted by (Debnath et al., 2023; Kholaif & Ming, 2023; Özaşkın & Görener, 2023). These studies have provided empirical evidence that confirms the green supply chain performance strategy's ability to enhance sustainable business practices and strengthen an organization's competitive position in the market.

The third aspect is green innovation technology, which assumes a crucial role in shaping an organization's ability to respond to market risks and obstacles while striving for sustainable improvements in performance. The influence mentioned above is evident within product innovation and process improvement strategies, specifically for companies endeavouring to secure their ongoing sustainability in the fiercely competitive business environment. The research undertaken by several researchers support the validity of this claim, Huang et al. (2022), Li et al. (2023), Wang et al. (2022), and Zhao and Huang (2022) within this field. The combined body of their work highlights the importance of green innovation technology as a crucial facilitator for organizations aiming to prosper while simultaneously addressing environmental issues and societal expectations within their operational environments.

Our research highlights significant potential for rapid progress, facilitated explicitly by the interaction of green innovation and supply chains in mediating the connection between green human resource management practices and achieving sustainable organizational performance. The anticipated rapid advancement relies on the active involvement of leaders and managers inside organizations, as they have a crucial role in effectively resolving urgent environmental issues, including those related to the intricate field of climate change. The statement suggests that combining green human resource management (HRM), green innovation, and green supply chains, supported by competent leadership and management, can accelerate achieving sustainable success goals.

Scholars are currently expressing a notable concern about these significant environmental difficulties. This concern has led to a shift in implementing sustainability practices to mitigate environmental risks and reduce operating costs inside organizations. Furthermore, our research contributes to understanding various aspects of green human resource management, supply chains, and innovation. It sheds light on the numerous conceptualizations put out by researchers in green management. Contemporary organizations operating within the current market environment must acknowledge the essential nature of green management initiatives to achieve sustainable success.

Therefore, we propose that decision-makers and high-level managers embrace a comprehensive viewpoint on these aspects of green management, recognizing that their successful implementation has significant implications for the welfare of society and the sustainability of the global environment. It is essential to acknowledge that this study specifically concentrated on publications published in reputable research journals while excluding other scholarly sources, such as books and conference articles, from the analysis. Additionally, our research provides practical recommendations designed explicitly for politicians and managers as a strong reminder to prioritize sustainability in their strategic plans.

As the world continues to grapple with pressing environmental challenges, utilizing insights from Scopus and WoS-indexed journals provides crucial guidance for decision-makers navigating green management complexities. Synthesizing and contextualizing findings from these publications enables stakeholders to glean effective strategies for sustainability across sectors, shaping policies and practices. Table 2 presents the top 20 citations from 2018 to 2023, illustrating the scholarly discourse's trajectory.

Table 2. Top 20 journal citations indexed by WoS and Scopus between 2018 and 2023

No.	Author/Year	Journal	Title	Cites
1	Singh, (2020).	Technological forecasting and social change	Green innovation and environmental performance: The role of green transformational leadership and green human resource management.	1222
2	Wang et al. (2019).	Supply Chain Management: An International Journal	Understanding blockchain technology for future supply chains: a systematic literature review and research agenda	1032
3	Kamble et al., (2020).	International Journal of Production Economics	Achieving sustainable performance in a data-driven agriculture supply chain: A review for research and applications.	702
4	Malik et al. (2020).	Sustainability	Pathways towards sustainability in organizations: Empirical evidence on the role of green human resource management practices and green intellectual capital.	247
5	Mardani et al. (2020).	Journal of cleaner production	Evaluation of green and sustainable supply chain management using structural equation modelling: A systematic review of the state of the art literature and recommendations for future research.	227
6	Muisyo & Qin, (2021).	Journal of cleaner production	Enhancing the FIRM'S green performance through green HRM: The moderating role of green innovation culture.	128
7	Sahoo, (2023).	Business Strategy and the Environment	How do green knowledge management and green technology innovation impact corporate environmental performance? Understanding the role of green knowledge acquisition	127

8	Danilwan et al. (2020).	Journal of Security and Sustainability	Inducing organizational citizenship behaviour through green human resource management bundle: drawing implications for environmentally sustainable performance. A case study	117
9	Alraja et al., (2022).	Information Systems Frontiers	Technological innovation, sustainable green practices and SMEs sustainable performance in times of crisis (COVID-19 pandemic).	106
10	Aftab, (2023).	Business Strategy and the Environment	Green human resource management and environmental performance: The role of green innovation and environmental strategy in a developing country.	100
11	Suharti & Sugiarto (2020).	Business: Theory and Practice	A qualitative study OF Green HRM practices and their benefits in the organization: An Indonesian company experience.	72
12	Singh et al. (2023).	Structural Change and Economic Dynamics	Role of financial inclusion, green innovation, and energy efficiency for environmental performance? Evidence from developed and emerging economies in the lens of sustainable development.	72
13	Borah et al. (2023).	European Journal of Innovation Management	Green market orientation, green innovation capability, green knowledge acquisition and green brand positioning as determinants of new product success.	63
14	Fang, (2023).	Renewable Energy	Assessing the impact of renewable energy investment, green technology innovation, and industrialization on sustainable development: A case study of China.	59
15	Jermsittiparsert et al., (2019)	International Journal of Supply Chain Management	Determining the environmental performance of Indonesian SMEs influence by green supply chain practices with moderating role of green HR practices	49

16	Hao & Albitar (2023).	Journal of Economic Analysis	Innovation with ecological sustainability: does corporate environmental responsibility matter in green innovation?	42
17	Andjarwati et al., (2019).	Polish journal of management studies	The impact of green human resource management to gain enterprise sustainability.	32
18	Montag, (2023).	Circular Economy and Sustainability	Circular economy and supply chains: definitions, conceptualizations, and research agenda of the circular supply chain framework.	25
19	Kusumawati, (2021).	Journal of Industrial Engineering and Management	A nexus between green HRM (GHRM), supply chain performance (Scp) and business performance (BP): The mediating role of supply chain organizational learning (Scol).	19
20	Sakharina et al. (2020).	Polish Journal of Management Studies.	The impact of green human resource practices on environmental performance	10

Source: own study

This study examines three primary topics related to sustainable business practices: innovation, supply chain management, and human resource management (HRM). The pursuit of environmental sustainability within organizations is closely linked to these areas. Thus, by coordinating employee values with environmental objectives, encouraging eco-friendly behaviour, and creating training initiatives to raise environmental consciousness, human resource management contributes significantly to the development of sustainable company culture. Ensuring the integration of sustainable practices across the whole supply chain, from procuring raw materials to delivering the finished product to customers, is contingent upon supply chain management. Green technology, procedures, and goods are developed through innovation, allowing businesses to lessen their environmental impact while still competing in the market. To sum up, in today's company environment, harnessing the power of green and attaining sustainable success requires integrating HRM, supply chain management, and innovation. Figure 4 presents bibliometric data by country for the papers used in this review.

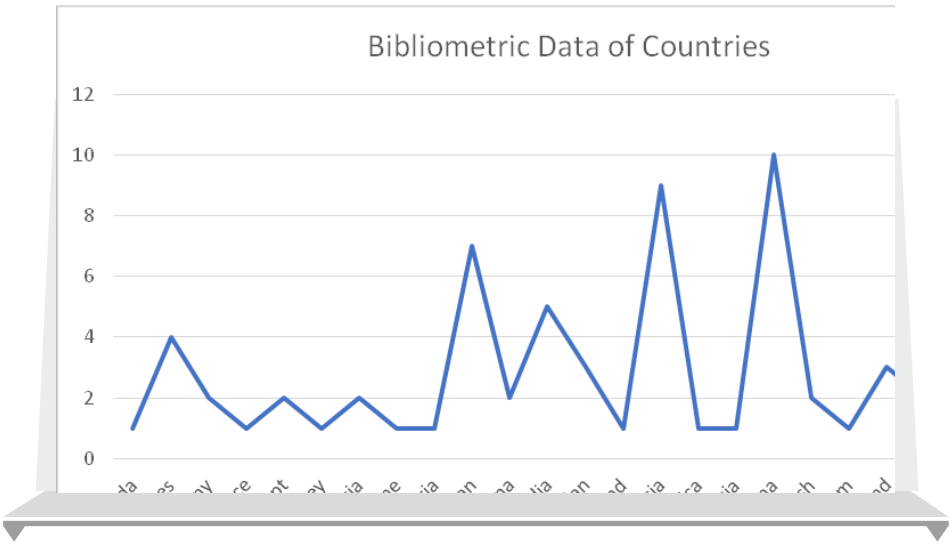

Figure 4. Bibliometric Information by Country

Source: own study

5. Implications

This work presents significant implications for its topic matter. A thorough evaluation of the scholarly literature about the subject matter has been undertaken, and significant areas of knowledge deficiency have been systematically examined. The initial analysis effectively identifies and concisely summarises the primary factors contributing to sustainable success, providing a well-organized framework for understanding the characteristics promoting long-term success. Furthermore, the analysis conducted in this study sheds light on the diverse range of factors that impact sustainable success. This provides organizations with valuable knowledge that can be used to develop and execute strategies to improve their ability to adapt to rapidly changing environmental conditions. Additionally, it is essential to acknowledge that existing scholarly literature has examined the different components of these factors within various theoretical frameworks. However, there needs to be more comprehensive studies investigating the specific factors that directly contribute to sustainable success using a unified model.

Given the scarcity of empirical evidence and the substantial influence these characteristics have on achieving sustainable success, this review aims to fill a significant gap in the current academic discussion. Moreover, this review can produce significant consequences for organizational practice, promoting employee confidence, improving strategic methods to gain competitive advantages, enhancing employee skills, and adapting to external and internal workplace dynamics.

6. Limitations

The current study uses a carefully chosen collection of academic articles from online databases covering 2018 to 2023. It is crucial to recognize that the limited timeframe considered in this study may only partially encompass the entire scholarly work related to the topic. Moreover, it is imperative to acknowledge that the analysis presented in this context is subjective and may be limited by the author's personal experiences and viewpoints. The primary focus of this review is on narrative analysis, involving a qualitative assessment of the content presented in the selected publications. We must recognize that this particular strategy may be prone to certain biases requiring thorough examination.

7. Future research directions

The need for additional scholarly research arises from the review's conclusions and the scarcity of empirical studies. One potential direction for future study entails expanding the analytical framework utilized in this review to different industries and geographical settings. This would contribute to the overall applicability and strength of the findings. The second suggested approach involves employing a qualitative research methodology to gather data, which can provide detailed insights into the complex dynamics of the issues being studied. In addition, the execution of comparison analyses across other industries can provide valuable insights into the mechanisms through which these elements contribute to the sustainability of organizations. Finally, the third suggested direction for future research pertains to recognizing and incorporating supplementary variables that impact sustainable success within the theoretical framework. The proposed development of the current model holds the potential to contribute to a more extensive comprehension of the subject matter. This would serve the dual objective of expanding scholarly

knowledge and providing significant insights for practical implementation in the business domain.

Exploratory directions for this field's future study cover a number of recently developed subjects. Among these is looking at methods to reduce waste and maximize resource use throughout the lifecycle of a product within the framework of the circular economy. To support initiatives related to sustainability, it is also necessary to investigate the adoption and integration of green technologies like blockchain, the Internet of Things, and renewable energy. It is also important to investigate financial incentives and procedures that encourage sustainable practices among those involved in the supply chain. Furthermore, it is crucial to do further research on how Human Resource Management (HRM) fosters employee engagement and a commitment to environmental sustainability. Finally, future research on sustainable innovation ecosystems is promising since it focuses on partnerships and collaborative networks that support the creation and adoption of environmentally responsible ideas.

Abstract

The burgeoning interest in sustainable company success models has experienced significant growth in recent years. Despite certain advancements in identifying this idea and promoting sustainable practices, there needs to be more understanding of the optimal organizational architecture for developing new business models or implementing sustainability-oriented adjustments in current ones. This article aims to comprehensively analyze sustainable business models, specifically focusing on the power of green. Additionally, this article provides a research agenda for future studies that might contribute to advancing knowledge in this field. A group of empirical research papers published in reputable Scopus and WoS indexed Journals from 2018 to 2023 were chosen for this study. The selection process involved a systematic approach to categorizing and synthesizing the findings about the subject matter. Upon thoroughly examining the articles, it has been determined that sustainable success may be attained by focusing on three primary variables: Human resource management, supply chains, and innovation. This research contributes to the existing body of knowledge in green business. This study offers a framework for researchers to investigate emergent domains to attain sustainable

development. Furthermore, this article presents suggestions and discussions regarding potential avenues for further research. Universities, organizations, and corporate entities can benefit from leveraging these valuable reviews to facilitate research.

Keywords: *Sustainable success, Green human resource management, Green supply chain performance, Green innovation technology, Systematic literature review.*

JEL
Classification: G01, M12, M19.

Acknowledgments

The authors extend their appreciation to the Deanship of Scientific Research at the Northern Border University, Arar, KSA for funding this research work.

References

Abbasi, S., & Ahmadi Choukolaei, H. (2023). A systematic review of green supply chain network design literature focusing on carbon policy. Decision Analytics Journal, 6(January), 100189. https://doi.org/10.1016/j.dajour.2023.100189

Abdelhamied, H. H., Elbaz, A. M., Al-Romeedy, B. S., & Amer, T. M. (2023). Linking Green Human Resource Practices and Sustainable Performance: The Mediating Role of Job Satisfaction and Green Motivation. Sustainability, 15(6), 4835. https://doi.org/10.3390/su15064835

Abu Seman, N. A., Govindan, K., Mardani, A., Zakuan, N., Mat Saman, M. Z., Hooker, R. E., & Ozkul, S. (2019). The mediating effect of green innovation on the relationship between green supply chain management and environmental performance. Journal of Cleaner Production, 229, 115–127. https://doi.org/10.1016/j.jclepro.2019.03.211

Adubor, N. V., Adeniji, A. A., Salau, O. P., Olajugba, O. J., & Onibudo, G. O. (2022). Exploring Green Human Resource Adoption and Corporate Sustainability in Nigerian Manufacturing Industry. Sustainability (Switzerland), 14(19). https://doi.org/10.3390/su141912635

Aftab, J., Abid, N., Cucari, N., & Savastano, M. (2023). Green human resource management and environmental performance: The role of green innovation and environmental strategy in a developing country. Business Strategy and the Environment, 32(4), 1782–1798. https://doi.org/10.1002/

bse.3219
Afum, E., Issau, K., Agyabeng-Mensah, Y., Baah, C., Dacosta, E., Essandoh, E., & Agyenim Boateng, E. (2023). The missing links of sustainable supply chain management and green radical product innovation between sustainable entrepreneurship orientation and sustainability performance. Journal of Engineering, Design and Technology, 21(1), 167–187. https://doi.org/10.1108/JEDT-05-2021-0267
Agrawal, V., Mohanty, R. P., Agarwal, S., Dixit, J. K., & Agrawal, A. M. (2023). Analyzing critical success factors for sustainable green supply chain management. Environment, Development and Sustainability, 25(8), 8233–8258. https://doi.org/10.1007/s10668-022-02396-2
Al-Abbadi, L. H., & Abu Rumman, A. R. (2023). Sustainable performance based on entrepreneurship, innovation, and green HRM in e-Business Firms. Cogent Business and Management, 10(1). https://doi.org/10.1080/23311975.2023.2189998
Albrakat, N. S. A., Al-Hawary, S. I. S., & Muflih, S. M. (2023). Green supply chain practices and their effects on operational performance: An experimental study in Jordanian private hospitals. Uncertain Supply Chain Management, 11(2), 523–532. https://doi.org/10.5267/j.uscm.2023.2.012
Alraja, M. N., Imran, R., Khashab, B. M., & Shah, M. (2022). Technological innovation, sustainable green practices and SMEs sustainable performance in times of crisis (COVID-19 pandemic). Information Systems Frontiers, 24(4), 1081-1105.
Andjarwati, T., Budiarti, E., Audah, A. K., Khouri, S., & Rębilas, R. (2019). The impact of green human resource management to gain enterprise sustainability. Polish journal of management studies, 20(2), 93-103.
Athamneh, M. H. A., & Jais, J. (2023). Factors affecting human resource agility: A literature review and future research directions. Cogent Business and Management, 10(1). https://doi.org/10.1080/23311975.2023.2193181
Bahuguna, P. C., Srivastava, R., & Tiwari, S. (2023). Two-decade journey of green human resource management research: a bibliometric analysis. Benchmarking, 30(2), 585–602. https://doi.org/10.1108/BIJ-10-2021-0619
Borah, P. S., Dogbe, C. S. K., Pomegbe, W. W. K., Bamfo, B. A., & Hornuvo, L. K. (2023). Green market orientation, green innovation capability, green knowledge acquisition and green brand positioning as determinants of new product success. European Journal of Innovation Management, 26(2), 364-385.
Broccardo, L., Zicari, A., Jabeen, F., & Bhatti, Z. A. (2023). How digitalization supports a sustainable business model: A literature review. Technological Forecasting and Social Change, 187(December 2022).

https://doi.org/10.1016/j.techfore.2022.122146
Calandra, D., Secinaro, S., Massaro, M., Dal Mas, F., & Bagnoli, C. (2023). The link between sustainable business models and Blockchain: A multiple case study approach. Business Strategy and the Environment, 32(4), 1403–1417. https://doi.org/10.1002/bse.3195
Chatterjee, S., Chaudhuri, R., Kumar, A., Aránega, A. Y., & Biswas, B. (2023). Development of an integrative model for electronic vendor relationship management for improving technological innovation, social change and sustainability performance. Technological Forecasting and Social Change, 186(November 2022). https://doi.org/10.1016/j.techfore.2022.122213
Chien, F. (2023). The Impact of Green Investment, Eco-Innovation, and Financial Inclusion on Sustainable Development: Evidence from China. Engineering Economics, 34(1), 17–31. https://doi.org/10.5755/j01.ee.34.1.32159
Danilwan, Y., Isnaini, D. B. Y., Pratama, I., & Dirhamsyah, D. (2020). Inducing organizational citizenship behavior through green human resource management bundle: drawing implications for environmentally sustainable performance. A case study. Journal of Security and Sustainability Issues, 10(October), 39-52.
Debnath, B., Siraj, M. T., Rashid, K. H. O., Mainul Bari, A. B. M., Karmaker, C. L., & Aziz, R. Al. (2023). Analyzing the critical success factors to implement green supply chain management in the apparel manufacturing industry: Implications for sustainable development goals in the emerging economies. Sustainable Manufacturing and Service Economics, 2(March), 100013. https://doi.org/10.1016/j.smse.2023.100013
Dhir, A., Khan, S. J., Islam, N., Ractham, P., & Meenakshi, N. (2023). Drivers of sustainable business model innovations. An upper echelon theory perspective. Technological Forecasting and Social Change, 191(March), 122409. https://doi.org/10.1016/j.techfore.2023.122409
Dzikriansyah, M. A., Masudin, I., Zulfikarijah, F., Jihadi, M., & Jatmiko, R. D. (2023). The role of green supply chain management practices on environmental performance: A case of Indonesian small and medium enterprises. Cleaner Logistics and Supply Chain, 6(January), 100100. https://doi.org/10.1016/j.clscn.2023.100100
Fang, Z. (2023). Assessing the impact of renewable energy investment, green technology innovation, and industrialization on sustainable development: A case study of China. Renewable Energy, 205, 772-782.
Grijalvo, M., & García-Wang, C. (2023). Sustainable business model for climate finance. Key drivers for the commercial banking sector. Journal of Business Research, 155(PB), 113446. https://doi.org/10.1016/j.jbusres.2022.113446

Hao, X., Fu, W., & Albitar, K. (2023). Innovation with ecological sustainability: does corporate environmental responsibility matter in green innovation?. Journal of Economic Analysis, 2(3), 21-42.
Hao, Y., Wang, C., Yan, G., Irfan, M., & Chang, C. P. (2023). Identifying the nexus among environmental performance, digital finance, and green innovation: New evidence from prefecture-level cities in China. Journal of Environmental Management, 335(November 2022), 117554. https://doi.org/10.1016/j.jenvman.2023.117554
Henderson, K., & Loreau, M. (2023). A model of Sustainable Development Goals: Challenges and opportunities in promoting human well-being and environmental sustainability. Ecological Modelling, 475(November 2022), 110164. https://doi.org/10.1016/j.ecolmodel.2022.110164
Hobson, J., Lynch, K., Roberts, H., & Payne, B. (2019). Community Ownership of Local Assets: conditions for sustainable success. Journal of Rural Studies, 65(November 2018), 116–125. https://doi.org/10.1016/j.jrurstud.2018.11.002
Huang, W., Chau, K. Y., Kit, I. Y., Nureen, N., Irfan, M., & Dilanchiev, A. (2022). Relating Sustainable Business Development Practices and Information Management in Promoting Digital Green Innovation: Evidence From China. Frontiers in Psychology, 13(June), 1–12. https://doi.org/10.3389/fpsyg.2022.930138
Huffman, M., Wang, Q., & Khan, F. (2023). Analysis of sustainability metrics from a process design and operation perspective. Process Safety and Environmental Protection, 177(August), 1351–1365. https://doi.org/10.1016/j.psep.2023.08.001
Huo, X., Azhar, A., Rehman, N., & Majeed, N. (2022). The Role of Green Human Resource Management Practices in Driving Green Performance in the Context of Manufacturing SMEs. Sustainability (Switzerland), 14(24). https://doi.org/10.3390/su142416776
Imran, R., Alraja, M. N., & Khashab, B. (2021). Sustainable performance and green innovation: Green human resources management and big data as antecedents. IEEE Transactions on Engineering Management, 70(12), 4191–4206. https://doi.org/10.1109/TEM.2021.3114256
Islam, M. A., Mendy, J., Haque, A. K. M. A., & Rahman, M. (2022). Green human resource management practices and millennial employees' retention in small and medium enterprises: The moderating impact of creativity climate from a developing country perspective. Business Strategy and Development, 5(4), 335–349. https://doi.org/10.1002/bsd2.202
Jawaad, M., Hasan, T., Amir, A., & Imam, H. (2022). Exploring the impact of green human resource management on firm sustainable performance:

roles of green supply chain management and firm size. Journal of Management & Organization, August, 1–23. https://doi.org/10.1017/jmo.2022.68

Jehan, Y., Hussai, D., Batool, M., & Imran, M. (2021). Effect of green human resource management practices on environmental sustainability. International Journal of Human Capital in Urban Management, 5(2), 153–164. https://doi.org/10.22034/IJHCUM.2020.02.06

Jermsittiparsert, K., Siriattakul, P., & Wattanapongphasuk, S. (2019). Determining the environmental performance of Indonesian SMEs influence by green supply chain practices with moderating role of green HR practices. International Journal of Supply Chain Management, 8(3), 59-70.

Jum'a, L. (2023). The impact of green supply chain management practices on sustainable development goals: The case of mining sector in Jordan. Environmental Development, 48(May), 100934. https://doi.org/10.1016/j.envdev.2023.100934

Kamble, S. S., Gunasekaran, A., & Gawankar, S. A. (2020). Achieving sustainable performance in a data-driven agriculture supply chain: A review for research and applications. International Journal of Production Economics, 219, 179-194.

Karuppiah, K., Sankaranarayanan, B., & Ali, S. M. (2023). A systematic review of sustainable business models: Opportunities, challenges, and future research directions. Decision Analytics Journal, 8(February), 100272. https://doi.org/10.1016/j.dajour.2023.100272

Khan, S. A. R., Tabish, M., & Zhang, Y. (2023). Embracement of industry 4.0 and sustainable supply chain practices under the shadow of practice-based view theory: Ensuring environmental sustainability in corporate sector. Journal of Cleaner Production, 398(August 2022), 136609. https://doi.org/10.1016/j.jclepro.2023.136609

Kholaif, M. M. N. H. K., & Ming, X. (2023). COVID-19's fear-uncertainty effect on green supply chain management and sustainability performances: the moderate effect of corporate social responsibility. Environmental Science and Pollution Research, 30(15), 42541–42562. https://doi.org/10.1007/s11356-022-21304-9

Kusumawati, R. A. (2021). A nexus between green HRM (GHRM), supply chain performance (Scp) and business performance (BP): The mediating role of supply chain organizational learning (Scol). Journal of Industrial Engineering and Management, 14(2), 329-344.

Li, H., Li, Y., Sarfarz, M., & Ozturk, I. (2023). Enhancing firms' green innovation and sustainable performance through the mediating role

of green product innovation and moderating role of employees' green behavior. Economic Research-Ekonomska Istrazivanja , 36(2). https://doi.org/10.1080/1331677X.2022.2142263

Liao, J., Liu, X., Zhou, X., & Tursunova, N. R. (2023). Analyzing the role of renewable energy transition and industrialization on ecological sustainability: Can green innovation matter in OECD countries. Renewable Energy, 204(August 2022), 141–151. https://doi.org/10.1016/j.renene.2022.12.089

Lu, Y., Zhang, M. M., Yang, M. M., & Wang, Y. (2023). Sustainable human resource management practices, employee resilience, and employee outcomes: Toward common good values. Human Resource Management, 62(3), 331–353. https://doi.org/10.1002/hrm.22153

Ma, M., Zhu, X., Liu, M., & Huang, X. (2023). Combining the role of green finance and environmental sustainability on green economic growth: Evidence from G-20 economies. Renewable Energy, 207(January 2023), 128–136. https://doi.org/10.1016/j.renene.2023.02.046

Malik, S. Y., Cao, Y., Mughal, Y. H., Kundi, G. M., Mughal, M. H., & Ramayah, T. (2020). Pathways towards sustainability in organizations: Empirical evidence on the role of green human resource management practices and green intellectual capital. Sustainability, 12(8), 3228.

Malik, S. Y., Mughal, Y. H., Azam, T., Cao, Y., Wan, Z., Zhu, H., & Thurasamy, R. (2021). Corporate social responsibility, green human resources management, and sustainable performance: is organizational citizenship behavior towards environment the missing link? Sustainability (Switzerland), 13(3), 1–24. https://doi.org/10.3390/su13031044

Mardani, A., Kannan, D., Hooker, R. E., Ozkul, S., Alrasheedi, M., & Tirkolaee, E. B. (2020). Evaluation of green and sustainable supply chain management using structural equation modelling: A systematic review of the state of the art literature and recommendations for future research. Journal of cleaner production, 249, 119383.

Men, F., Yaqub, R. M. S., Yan, R., Irfan, M., & Haider, A. (2023). The impact of top management support, perceived justice, supplier management, and sustainable supply chain management on moderating the role of supply chain agility. Frontiers in Environmental Science, 10(January), 1–19. https://doi.org/10.3389/fenvs.2022.1006029

Mignon, I., & Bankel, A. (2023). Sustainable business models and innovation strategies to realize them: A review of 87 empirical cases. Business Strategy and the Environment, 32(4), 1357–1372. https://doi.org/10.1002/bse.3192

Mohammed, A. A., & Fisal, M. Z. (2023). The nexus between green human resource management processes and the sustainability of educational

institutions: the mediating effect of strategic excellence. Journal of Applied Research in Higher Education, 15(4), 947–965. https://doi.org/10.1108/JARHE-12-2021-0443

Montag, L. (2023). Circular economy and supply chains: definitions, conceptualizations, and research agenda of the circular supply chain framework. Circular Economy and Sustainability, 3(1), 35-75.

Mousa, S. K., & Othman, M. (2020). The impact of green human resource management practices on sustainable performance in healthcare organisations: A conceptual framework. Journal of Cleaner Production, 243, 118595. https://doi.org/10.1016/j.jclepro.2019.118595

Muisyo, P. K., & Qin, S. (2021). Enhancing the FIRM'S green performance through green HRM: The moderating role of green innovation culture. Journal of cleaner production, 289, 125720.

Özaşkın, A., & Görener, A. (2023). An integrated multi-criteria decision-making approach for overcoming barriers to green supply chain management and prioritizing alternative solutions. Supply Chain Analytics, 3(March), 100027. https://doi.org/10.1016/j.sca.2023.100027

Pan, L., Xu, Z., & Skare, M. (2023). Sustainable business model innovation literature: a bibliometrics analysis. Review of Managerial Science, 17(3), 757–785. https://doi.org/10.1007/s11846-022-00548-2

Petticrew, M., & Roberts, H. (2008). Systematic reviews in the social sciences: A practical guide. In John Wiley & Sons.

Piwowar-Sulej, K., & Iqbal, Q. (2023). Leadership styles and sustainable performance: A systematic literature review. Journal of Cleaner Production, 382(January 2022), 134600. https://doi.org/10.1016/j.jclepro.2022.134600

Rajabpour, E., Fathi, M. R., & Torabi, M. (2022). Analysis of factors affecting the implementation of green human resource management using a hybrid fuzzy AHP and type-2 fuzzy DEMATEL approach. Environmental Science and Pollution Research, 29(32), 48720–48735. https://doi.org/10.1007/s11356-022-19137-7

Ritala, P., Huotari, P., Bocken, N., Albareda, L., & Puumalainen, K. (2018). Sustainable business model adoption among S&P 500 firms: A longitudinal content analysis study. Journal of Cleaner Production, 170, 216–226. https://doi.org/10.1016/j.jclepro.2017.09.159

Sahebalzamani, S., Jørgensen, E. J. B., Bertella, G., & Nilsen, E. R. (2023). A Dynamic Capabilities Approach to Business Model Innovation in Times of Crisis. Tourism Planning and Development, 20(2), 138–161. https://doi.org/10.1080/21568316.2022.2107560

Sahoo, S., Kumar, A., & Upadhyay, A. (2023). How do green knowledge management and green technology innovation impact corporate environmental performance? Understanding the role of green knowledge acquisition. Business Strategy and the Environment, 32(1), 551–569.

https://doi.org/10.1002/bse.3160
Sakharina IK, S. I., Kadarudin, K., Patittingi F, P. F., Hasrul M, H. M., Latif B, L. B., & Palutturi S, P. S. (2020). The impact of green human resource practices on environmental performance. Polish Journal of Management Studies.
Saini, N., Malik, K., & Sharma, S. (2023). Transformation of Supply Chain Management to Green Supply Chain Management: Certain investigations for research and applications. Cleaner Materials, 7(January), 100172. https://doi.org/10.1016/j.clema.2023.100172
Saleem, U., Joshi, B., & Bandyopadhyay, S. (2023). Hydrometallurgical Routes to Close the Loop of Electric Vehicle (EV) Lithium-Ion Batteries (LIBs) Value Chain: A Review. Journal of Sustainable Metallurgy, 9(3), 950–971. https://doi.org/10.1007/s40831-023-00718-w
Sharif, A., Kocak, S., Khan, H. H. A., Uzuner, G., & Tiwari, S. (2023). Demystifying the links between green technology innovation, economic growth, and environmental tax in ASEAN-6 countries: The dynamic role of green energy and green investment. Gondwana Research, 115, 98–106. https://doi.org/10.1016/j.gr.2022.11.010
Sikora, A. (2021). European Green Deal – legal and financial challenges of the climate change. ERA Forum, 21(4), 681–697. https://doi.org/10.1007/s12027-020-00637-3
Singh, P. (2023). Implementation of Green Supply Chain Management Practices : Examples from India International Business and logistics. January, 39.
Singh, A. K., Raza, S. A., Nakonieczny, J., & Shahzad, U. (2023). Role of financial inclusion, green innovation, and energy efficiency for environmental performance? Evidence from developed and emerging economies in the lens of sustainable development. Structural Change and Economic Dynamics, 64, 213-224.
Singh, S. K., Del Giudice, M., Chierici, R., & Graziano, D. (2020). Green innovation and environmental performance: The role of green transformational leadership and green human resource management. Technological forecasting and social change, 150, 119762.
Suharti, L., & Sugiarto, A. (2020). A qualitative study OF Green HRM practices and their benefits in the organization: An Indonesian company experience. Business: Theory and Practice, 21(1), 200-211.
Sun, Y., Gao, P., Tian, W., & Guan, W. (2023). Green innovation for resource efficiency and sustainability: Empirical analysis and policy. Resources Policy, 81(November 2022), 103369. https://doi.org/10.1016/j.resourpol.2023.103369
Tanova, C., & Bayighomog, S. W. (2022). Green human resource

management in service industries: the construct, antecedents, consequences, and outlook. Service Industries Journal, 42(5–6), 412–452. https://doi.org/10.1080/02642069.2022.2045279

Tranfield, D., Denyer, D., & Smart, P. (2003). Towards a Methodology for Developing Evidence-Informed Management Knowledge by Means of Systematic Review* Introduction: the need for an evidence- informed approach. British Journal of Management, 14, 207–222.

Tristanto, T. A., Nugraha, N., Waspada, I., Mayasari, M., & Kurniati, P. S. (2023). Sustainability Performance Impact of Corporate Performance in Indonesia Banking. Journal of Eastern European and Central Asian Research, 10(4), 668–678. https://doi.org/10.15549/jeecar.v10i4.1364

Udeagha, M. C., & Ngepah, N. (2023). Striving towards carbon neutrality target in BRICS economies: Assessing the implications of composite risk index, green innovation, and environmental policy stringency. Sustainable Environment, 9(1). https://doi.org/10.1080/27658511.2023.2210950

Wang, Y., Han, J. H., & Beynon-Davies, P. (2019). Understanding blockchain technology for future supply chains: a systematic literature review and research agenda. Supply Chain Management: An International Journal, 24(1), 62-84.

Wang, S., Abbas, J., Sial, M. S., Álvarez-Otero, S., & Cioca, L. I. (2022). Achieving green innovation and sustainable development goals through green knowledge management: Moderating role of organizational green culture. Journal of Innovation and Knowledge, 7(4). https://doi.org/10.1016/j.jik.2022.100272

Wang, Y., Yang, Y., Qin, Z., Yang, Y., & Li, J. (2023). A Literature Review on the Application of Digital Technology in Achieving Green Supply Chain Management. Sustainability (Switzerland), 15(11), 1–18. https://doi.org/10.3390/su15118564

Wongsansukcharoen, J., & Thaweepaiboonwong, J. (2023). Effect of innovations in human resource practices, innovation capabilities, and competitive advantage on small and medium enterprises' performance in Thailand. European Research on Management and Business Economics, 29(1), 100210. https://doi.org/10.1016/j.iedeen.2022.100210

Wulandari, E. T., & Nawangsari, L. C. (2021). The Effect of Green Human Resources Management on Sustainability Business Companies (Case Study on Employee Claim Department PT. Prudential Life Assurance). European Journal of Business and Management Research, 6(1), 238–242. https://doi.org/10.24018/ejbmr.2021.6.1.745

Yin, S., Jia, F., Chen, L., & Wang, Q. (2023). Circular economy practices and sustainable performance: A meta-analysis. Resources, Conservation and Recycling, 190(January), 106838. https://doi.org/10.1016/j.resconrec.2022.106838

Yin, X., Khan, A. J., Basheer, M. F., Iqbal, J., & Hameed, W. U. (2023). Green

human resource management: a need of time and a sustainable solution for organizations and environment. Environment, Development and Sustainability, September. https://doi.org/10.1007/s10668-023-03915-5

Yong, J. Y., Yusliza, M. Y., Ramayah, T., Chiappetta Jabbour, C. J., Sehnem, S., & Mani, V. (2020). Pathways towards sustainability in manufacturing organizations: Empirical evidence on the role of green human resource management. Business Strategy and the Environment, 29(1), 212–228. https://doi.org/10.1002/bse.2359

Zaid, A. A., Jaaron, A. A. M., & Talib Bon, A. (2018). The impact of green human resource management and green supply chain management practices on sustainable performance: An empirical study. Journal of Cleaner Production, 204, 965–979. https://doi.org/10.1016/j.jclepro.2018.09.062

Zhang, W., Zhang, W., & Daim, T. U. (2023). The voluntary green behavior in green technology innovation: The dual effects of green human resource management system and leader green traits. Journal of Business Research, 165(May), 114049. https://doi.org/10.1016/j.jbusres.2023.114049

Zhao, W., & Huang, L. (2022). The impact of green transformational leadership, green HRM, green innovation and organizational support on the sustainable business performance: evidence from China. Economic Research-Ekonomska Istrazivanja , 35(1), 6121–6141. https://doi.org/10.1080/1331677X.2022.2047086