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The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world. "Unit covered: BSBSUS401 - implement and monitor environmentally sustainable work practices -- Investigate current resource usage practices -- Set targets for improvements -- Implement performance improvement strategies -- Monitor performance." -- back cover. This competency covers the outcomes required to effectively measure current resource use and carry out improvements including those reducing negative environmental impacts of work practices. This competency applies to operators/team members who are required to follow procedures so as to work in an environmentally sustainable manner. This ensures regulatory compliance and also aims at minimising environmental risks and maximises the environmental performance of the process and the organisation. Topic 1 Work Practice & Minimisation of Waste Topic 2 Efficient Use of Energy and Resources Topic 3 Resource & Waste Management Topic 4 Managing Hazardous Chemicals Topic 5 Reduce Emissions & Water Use To achieve sustainable progress in workplace and societal functioning and development, it is essential to align perspectives for the management of health, safety and well-being. Employers are responsible for providing every individual with a working environment that is safe and does not harm their physical or mental health. However, the current state of the art indicates that approaches used to promote health, safety and well-being have not had the anticipated results. At the level of the enterprise it is widely understood and accepted by all stakeholders that employers share the responsibility of promoting and managing the health of their workers. Evidence indicates that most employers put in place procedures and measures to manage workers' health and create healthy workplaces to meet legal requirements, as a response to requests by employees, as a need to improve company image/reputation, and to improve productivity. This highlights that in addition to legal requirements, the key drivers for companies also include the ethical and business case. While much has been written about role of legislation and the business case for promoting health, safety and well-being, not much is known about the 'ethical case' for promoting employment and working conditions. In this context, this book examines the potential of the link between responsible and sustainable workplace practices, human rights and worker health, safety and well-being and explores how complementary approaches can be used to promote employment and working conditions and sustainability at the organizational level. It offers a framework for aligning different approaches and perspectives to the promotion of workers' health, safety and well-being and provides recommendations for introducing such an approach at the enterprise level. "The best practices in corporate sustainability performance are no longer the exclusive domain of companies like Ben & Jerry's or The Body Shop, as they were a decade ago; now, large, multinational companies like G.E. and Wal-Mart are leading the way with significant financial and organizational commitments to social and environmental issues. However, good intentions aren't enough. Whether motivated by concern for society and the environment, government regulation, stakeholder pressures, or economic profit, managers and strategists need to continue making significant changes to more effectively manage their social, economic, and environmental impacts - and to remain competitive. The guidance they need to do that is in this book. Marc Epstein has produced the ultimate "how-to-do-it" guide for corporate leaders, strategists, academics, sustainability consultants, and anyone else with an interest in actually making sustainability work for

organizations. With a growing number of corporate leaders asking for urgent help in "getting this done," the timing of the book could not be better."--Provided by publisher. Environmental Justice as Social Work Practice places the natural environment as central to practice. Utilizing the Phases of Practice and micro to macro levels of practice, the book integrates neatly into a college semester course. Chapters cover important components of social work such as theory, ethics, conceptual foundations as well as distinct chapters on micro, mezzo, and macro practice. Each chapter expands the discipline's commitment to and applied efforts in the environmental movement while recognizing the unique contributions social work has to offer to ameliorate environmental inequities. Chapters include real-world stories from environmental social work practitioners, case studies, and boxed sections highlighting organizations and people who bridge the human and natural justice divide. Each chapter concludes with learning activities and critical thinking questions providing learning activities that map easily to a course syllabus. A matrix identifying the placement of educational competencies from the Council on Social Work Education is included. The textbook provides a framework for social work educators to bravely and competently teach environmental social work as a stand-alone college course or to incorporate into a traditional practice course. Now completely updated, Making Sustainability Work is the bible for applying real metrics and best practices to the often-nebulous realm of business sustainability. Mark Epstein and Adriana Rejc Buhovac provide concrete tools for measuring and increasing social and environmental impacts in a manner that businesses can understand and put to real use. This unit of competency covers the skills and knowledge required to effectively analyse the workplace in relation to environmentally sustainable work practices, and to implement improvements and monitor their effectiveness. This unit of competency applies to those who have responsibility for a specific area of work or who lead a work group or team. It addresses the knowledge, processes and techniques necessary to implement and monitor environmentally sustainable work practices, including the development of processes and tools. This unit describes the skills and knowledge required to comply with environmental regulations, identify environment issues and minimise the risks of negative impact on work and carry out improvements in own work area. This unit applies to operators and team members who are required to follow procedures to work in an environmentally sustainable manner. This exciting new text, written by some of the leading experts in the field, is the first of its kind to tackle the increasingly popular topic of sustainable HRM. Structured in six parts, the book guides students and practitioners through all of the key areas of the subject at hand, from setting out the background and institutional contexts for sustainable HRM in the 21st century, to examining the theories and practices that underpin it, and the strategies and implementation methods associated with it, all from a global perspective. The text draws on the most up-to-date and cutting-edge research and scholarship, as well as industry best-practice, in order to explore the intersection between human resource management and the creation of sustainable organisations. This is an essential text for upper-level undergraduate, postgraduate and MBA students taking modules on sustainable HRM. It can also be used as a supplementary text by those studying strategic HRM more broadly and by practitioners interested in implementing sustainable HRM. Current trends reveal that increasing intensity at work has major consequences at individual, organizational and societal levels. New organizational approaches to work are needed so the balance between intensive and sustainable work can be achieved, yet there are no guiding models, theories or examples on how this can be done. In exploring the development of sustainable work systems, this book analyzes these problems, and provides the basis for designing and implementing 'sustainable work systems' based on the idea of regeneration and the development of human and social resources. Shedding light on the emerging work systems, this book describes existing problems and paradoxes. The researchers, from various academic disciplines and institutions in the US and Europe, consider the existing possibilities and emerging solutions and explore alternatives to intensive work systems. "Implement the green strategies outlined in Dan Esty's and Andrew Winston's bestseller Green to Gold" Hard-nosed business advice for gaining competitive advantage through sustainability action in buildings and operations, information technology, product design, sourcing, manufacturing, logistics and transportation, marketing, accounting, and other key business functions Whether you are a climate change skeptic or an environmentalist, sustainability issues cannot be ignored in today's corporate world. With rising energy and natural resource costs, intensified regulations, investor pressures, and a growing demand for environmentally friendly products, sustainability is no longer an option—it's a business imperative. Unlike many green business books, the Playbook skips the environmental ideology and deals exclusively with tools and strategies that have been shown to cut costs, reduce risks, drive revenues, and build brand identity. Builds on Dan Esty and Andrew Winston's prizewinning Green to Gold, which has become a business classic and a staple of management training across the world. Shows in detail how each business function or department can achieve an eco-advantage over the competition Offers frameworks, checklists, and action plans applicable to any business—big or small, in manufacturing or services The Green to Gold Business Playbook gives you the tools to make green work—and work profitably—for your business. This unit of competency describes the skills and knowledge required to follow workplace procedures and instructions and to participate in environmentally sustainable work practices. Considers how the balance between intensive and sustainable work can be achieved by looking at existing possibilities and emerging solutions exploring some alternatives to intensive work systems. The best practices in corporate sustainability performance are no longer the exclusive domain of companies like Ben & Jerry's or The Body Shop, as they were a decade ago; now, large, multinational companies like G.E. and Wal-Mart are leading the way with significant financial and organizational commitments to social and environmental issues. However, good intentions aren't enough. Whether motivated by concern for society and the environment, government regulation, stakeholder pressures, or economic profit, managers and strategists need to continue making significant changes to more effectively manage their social, economic, and environmental impacts – and to remain competitive. The guidance they need to do that is in this book. Marc Epstein has produced the ultimate "how-to-do-it" guide for corporate leaders, strategists, academics, sustainability consultants, and anyone else with an interest in actually making sustainability work for organizations. With a growing number of corporate leaders asking for urgent help in "getting this done," the timing of the book could not be better. As 21st-century companies realize they'll need to be green to compete, sustainable ideas are spreading like wildfire throughout all fields of modern business. In The Green Workplace, Leigh Stringer, an expert on sustainable workplace design and strategy, shows companies on the cusp of radically transforming their practices how to bring together diverse teams and establish new organizational governance for creative problem-solving in greening their workplace. Her hands-on green strategies are based on concrete and cost-effective changes such as: - working from home - ways to cut commuting costs - video conferencing to cut down on travel - increasing access to natural light to save energy - and more. Stringer explains how managers can implement these changes smoothly and efficiently. In solving key problems, she shows companies how a green business reduces costs, increases productivity, improves recruiting and retention, and

increases shareholder value, in addition to benefiting the environment. An increasingly competitive environment can lead to considerable problems for many organizations as they struggle to adapt to change. As a result, they fail to create the conditions that can lead to sustainable development over the long term, thus affecting the capabilities of employees. This book provides a fresh perspective on sustainable change and development in organizations, as well as a critical perspective on lean implementation, work environment and sustainability. The expert contributors address the development in, and of, organizations, as well as the development process between organizations, such as in networks or clusters. They discuss topics, such as the role of customers in the development of public organizations; developing knowledgeable practice at work; exploring evidence-based practice and the challenge of regional gender contracts. Undergraduates and postgraduates in different management fields including organizational theory, innovation, human resources, quality development and entrepreneurship will find this book to be of interest. The empirical results and interdisciplinary approach will appeal to practitioners and policy-makers at national, as well as international levels. Since the first edition of this book was published, the subject of sustainability has risen to the forefront of thinking in almost every subject within business and management. Tackling the latest developments and integrating practical perspectives with rigorous research, this new edition sheds light on a vital aspect of working life. Current trends reveal that increasing intensity at work has major consequences at individual, organizational and societal levels. Sustainability in work systems thus requires a multi-stakeholder approach, emphasizing a value-based choice to promote the concurrent development of various resources in the work system. This sustainability grows from intertwined individual and collective learning processes taking place within and between organizations in collaboration. In exploring the development of sustainable work systems, this book analyzes these problems, and provides the basis for designing and implementing 'sustainable work systems' based on the idea of regeneration and the development of human and social resources. The authors, who are leading researchers and practitioners from around the world, consider the existing possibilities and emerging solutions and explore alternatives to intensive work systems. The Distributed Workplace provides in one volume essential information on sustainable work environments which will be invaluable to those developing workplace strategies for end-user organizations as well as suppliers of office buildings, information and communications technologies and building operation services. Municipal authorities and other organizations concerned with sustainable development and sustainable workplaces will also benefit from this book.

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