

GREEN HUMAN RESOURCES MANAGEMENT PRACTICES IN HOSPITALITY INDUSTRY: A GENERAL REVIEW

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ABSTRACT

The abstract section has been explained in detail per paragraph about content of this article, objectives of the research, methodology of this article, the findings, and implications of the research results have been described in the abstract.

INTRODUCTION

Title-represent the content

The title of article is in accordance with content of the article described. This article discuss about a general review of implementation of green Human Resources Management (HRM) in the tourism industry, especially in hospitality.

Rational of the research study state of the art gap in literature or business issues

The background of importance green HRM practices, especially in hospitality industry, has been presented. Several previous studies and data on environmental issues have been described to support the issues about importance of green HRM practices. The problem is focused to HRM practices in hotels that have not fully applied green HRM, which is practices of green HRM basically can preserve environmental sustainability.

Literature review–substantial

Base of theoretical and previous research used are in accordance with article topics discussed. The literature review used is also the latest research, published after 2015. This is an advantage that the basis for previous research used is latest issues that

can be used as guidelines.

RESEARCH METHOD

Research method is explained in full, starting the type of research, data

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sources, data analysis tools, theories, and variables used. Meanwhile, research location is not specifically mentioned for a particular area, so findings of this article can be an overview of several previous cases which are summarized into one and material for subsequent research studies.

Content the significant of the findings for people/business & academic

The contents of article describe several strategic steps that can be carried out by human resource managers as a form of implementation of green HRM practices.

The content also presents the positive impact that hotels can receive if they are able to implement green HRM practices well, so that this can be a guideline for human resource managers to consider implementing green HRM.

Structure and Format and setting of the text: esthetic, consistent, and giving a clear direction for readers

The structure and format of this article is very easy to understand, arranged in a coherent, and neat manner. Each chapter and sub-chapter is clearly visible, so it is very helpful for readers to read part by part well.

Language – grammar, story flow, clarity of expression (easy to understand)

The language used is quite simple and can be understood in general. Writers who are not native speakers can write sentences simply and clearly, so content of this article can be easily understood by

native or non-native speakers.

Implication – the impact of the findings to the industry, society, and academic

Implications for industry are clearly stated in this article. However, the implications for society and academia are not clearly stated, but can be understood from the purpose of this article.

It is hoped that if management of hotels has been able to implement green HRM well, that it will have implications for environmental sustainability that affect the social community. Meanwhile, the publication of this article can have positive implications for academics to enrich the studies and as a guide for further research in the future.

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