

Sustainable Human Resource Management in Central Europe

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Abstract

The implementation of the concept of sustainable growth in the area of human resource management points towards the necessity to achieve not only the economic goals of an enterprise, but also to meet and balance the needs of the employees. Sustainable human resource management should support the strategy of sustainable development, take care of employees' development, health, and well-being, facilitate environmentally friendly practices, support the development of employees' competencies and promote life-work balance.

As part of a broad international study conceived and coordinated by the Warsaw School of Economics, a survey based on a specially designed questionnaire was conducted in 54 countries during 2022. The sample included N= 14,502 respondents (an average of 268 per country). In the research, the following fundamental variables have been covered: green and sustainable HRM, job satisfaction, well-being, organizational identification, work engagement and values.

In this paper, a comparative analysis of the results from four countries will be made: Poland, Croatia, Slovakia and Serbia. As part of the former 'socialist countries', but also countries geographically located in the central part of Europe, these countries share some characteristics of historical and cultural heritage, and since the 1990s they have been undergoing a process of transition towards a democratic society and market economy. However, their paths (as well as initial characteristics) differed somewhat, so it is interesting to investigate how different the current situation and perceptions of 'sustainable HRM' are in these countries.

Keywords: Human Resource Management, sustainability, Central Europe, job satisfaction