

Addendum: Green human resource management and workplace cheating: a counterintuitive study

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Since the publication of Ahmad I, Ullah M, Saif N, Sadiq M (2025), “Green human resource management and workplace cheating: a counterintuitive study”. *Personnel Review*, Vol. 54 No. 6 pp. 1478-1500, doi: <https://doi.org/10.1108/PR-07-2024-0654>, concerns have been raised to some issues surrounding the citations of Renwick *et al.* (2013) and Renwick *et al.* (2016) in the body of the article and in the reference list. These articles were incorrectly cited with duplicate DOIs; the correct citations for these articles are found below:

- Renwick, D.W., Redman, T., & Maguire, S. (2013). Green human resource management: A review and research agenda. *International Journal of Management Reviews*, 15(1), 1-14. <https://doi.org/10.1111/j.1468-2370.2011.00328.x>
- Renwick, D. W. S., Jabbour, C. J. C., Muller-Camen, M., Redman, T., & Wilkinson, A. (2016). Contemporary developments in Green (environmental) HRM scholarship. *The International Journal of Human Resource Management*, 27(2), 114-128. <https://doi.org/10.1080/09585192.2015.1105844> (published online first in 2015).

Additionally, it has been brought to our attention that the following statement, “For example, companies like Toyota and Unilever have implemented green initiatives such as eco-focused employee training and green incentives that align environmental goals with performance outcomes (Renwick *et al.*, 2013; Bano *et al.*, 2022)”, was unintentionally attributed to Renwick *et al.* (2013). The text should have instead cited other works, including Bano *et al.* (2022) and the following two articles that were not cited in the final manuscript:

- Benbordi, H., & Derbal, S. (2024). How The Adoption Of Green Human Resource Management Affects Business Performance: A Unilever Case Study. *Journal for ReAttach Therapy and Developmental Diversities*, 7(6), 58-62. <https://doi.org/10.53555/jrtdd.v7i6.3036>
- Liker, J. K., & Hoseus, M. (2010). Human Resource Development in Toyota Culture. *International Journal of Human Resources Development and Management*, 10(1), 34-50. <https://doi.org/10.1504/IJHRDM.2010.029445>

Finally, the article unintentionally suggests that Renwick *et al.* (2013) posit that “eco-friendly HRM always leads to positive behavior”; This is not correct. The authors would like to correct this to state that Renwick *et al.* (2013) instead primarily advocates for the positive potential of GHRM and does not state that it “always” leads to positive behaviour. The publisher and authors apologise to readers for any confusion or inconvenience caused by these unintentional errors.

