

Journal of Human Resource and Sustainability Studies



ISSN: 2328-4862



9 772328 486002 04

<https://www.scirp.org/journal/jhrss>

Journal Editorial Board

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Editorial Board

Dr. Ayman Batisha	Cairo University, Egypt
Prof. Olivier Boiral	Université Laval, Canada
Dr. Alan Hoi-Shou Chan	City University of Hong Kong, China
Dr. Irene Hau-Siu Chow	Hang Seng Management College, China
Dr. Inaki Heras-Saizarbitoria	The University of the Basque Country UPV/EHU, Spain
Prof. Charbel J. C. Jabbour	The Sao Paulo State University, Brazil
Dr. Céline Louche	Vlerick Business School, Belgium
Prof. Bahgat M. Abdel-Maksoud	University of Assiut, Egypt
Prof. Emeritus Ehud Menipaz	Ben Gurion University, Israel
Dr. Denis Morin	Université du Québec à Montréal, Canada
Dr. Douglas W. S. Renwick	University of Sheffield, UK
Dr. Jayendra Sankar	AMA International University Bahrain, Bahrain
Dr. Mohmmmed Muslim Sheikh	Maharaja Ganga Singh University, India
Prof. Peter Stokes	University of Chester Business School, UK
Prof. James Robert Terborg	University of Oregon, USA
Prof. Nguyen Ngoc Thang	Vietnam National University, Vietnam

Table of Contents

Volume 9 Number 4

December 2021

**A Theoretical Evaluation of Enabling Humans with Social Justice,
Conceptualism, and Sustainable Development**

Y. Govindharaj.....503

Issues of Attraction and Retention of Nurses: Job Control, Time and Work-Family Issues

D.-G. Tremblay.....524

**A New Method of Measuring Human Resource Output Value:
An Analysis Based on New Understanding of Value Chain**

Y. W. Wang, S. C. Wang, L. L. Wang.....541

**The Gains and the Pains of Integrated Payroll and Personnel Information
Systems (IPPIS) Policy Implementation in Nigeria**

O. O. Folorunso, A. O. Simeon.....551

**Improving Police-Public Conflict Resolution to Improve
Sustainability Decision Strategy**

P. R. Johnson.....570

**Technical Vocational Education and Training (TVET) Workforce
Skill Development Policy and Strategy to Support 4th Industrial
Revolution due to Disruptive Technology**

P. Tuenpusa, S. Boonpoo, P. Chaisuk.....596

**The Importance of Corporate Social Responsibility in Recruitment:
Between Saying and Doing**

M. B. Frambo, H. Kok, B. Fon.....608

**Sustainable Strategies to Alleviate the Impact of the Seasonal Employment
Scheme on Labour Market and Private Sector Businesses: Evidence
from a Low-Middle Income Economy in the Pacific**

M. Yemoh, V. Yemoh.....622

Determinant of Fishing Performance in Comoros

M. Daffay, E. A. Mohamed.....630

**Career Development and Challenges of Employees in the Petroleum Industry of Ghana:
The Case Study of ENI**

K. P. Owusu, N. A. Abubakar, D. Ocloo-Koffie, R. Sarpong.....640

Journal of Human Resource and Sustainability Studies (JHRSS)

Journal Information

SUBSCRIPTIONS

The *Journal of Human Resource and Sustainability Studies* (Online at Scientific Research Publishing, <https://www.scirp.org/>) is published quarterly by Scientific Research Publishing, Inc., USA.

Subscription rates:

Print: \$39 per issue.

To subscribe, please contact Journals Subscriptions Department, E-mail: sub@scirp.org

SERVICES

Advertisements

Advertisement Sales Department, E-mail: service@scirp.org

Reprints (minimum quantity 100 copies)

Reprints Co-ordinator, Scientific Research Publishing, Inc., USA.

E-mail: sub@scirp.org

COPYRIGHT

Copyright and reuse rights for the front matter of the journal:

Copyright © 2021 by Scientific Research Publishing Inc.

This work is licensed under the Creative Commons Attribution International License (CC BY).

<http://creativecommons.org/licenses/by/4.0/>

Copyright for individual papers of the journal:

Copyright © 2021 by author(s) and Scientific Research Publishing Inc.

Reuse rights for individual papers:

Note: At SCIRP authors can choose between CC BY and CC BY-NC. Please consult each paper for its reuse rights.

Disclaimer of liability

Statements and opinions expressed in the articles and communications are those of the individual contributors and not the statements and opinion of Scientific Research Publishing, Inc. We assume no responsibility or liability for any damage or injury to persons or property arising out of the use of any materials, instructions, methods or ideas contained herein. We expressly disclaim any implied warranties of merchantability or fitness for a particular purpose. If expert assistance is required, the services of a competent professional person should be sought.

PRODUCTION INFORMATION

For manuscripts that have been accepted for publication, please contact:

E-mail: jhrss@scirp.org

Call for Papers



Journal of Human Resource and Sustainability Studies

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Journal of Human Resource and Sustainability Studies (JHRSS) is an international journal dedicated to the latest advancements related to topics of human resource, work, and ecological sustainability. The aim of this journal is to provide an outlet for researchers interested to human resource, employment, and management issues.

Subject Coverage

All manuscripts must be prepared in English, and are peer-reviewed with double-blind process. The journal expects empirical, either quantitative or qualitative, or conceptual research, and publishes original papers focusing on the following but not limited topics:

- Corporate Social Responsibility
- Educational Environment
- Environmental Behavior
- Environmental Governance
- Environmental Health
- Environmental Management
- Environmental Psychology
- Ethics in Environmental Issues
- Greening Business
- Human Resources Management
- ISO 14001 Certification
- Sustainable Development
- Talent, Human Capital Development and Sustainability

We are also interested in: 1) Short reports—2-5 page papers where an author can either present an idea with theoretical background but has not yet completed the research needed for a complete paper or preliminary data; 2) Book reviews—Comments and critiques.

Website and E-Mail

<https://www.scirp.org/journal/jhrss>

Email: jhrss@scirp.org