

Journal of Human Resource and Sustainability Studies



Journal Editorial Board

ISSN Print: 2328-4862 ISSN Online: 2328-4870 https://www.scirp.org/journal/jhrss/

Editorial Board

Dr. Ayman Batisha **Prof. Olivier Boiral** Dr. Alan Hoi-Shou Chan Dr. Irene Hau-Siu Chow Dr. Stefan Cristian Gherghina Dr. Vasilii Erokhin Dr. Sanae Hanine Dr. Inaki Heras-Saizarbitoria Dr. Hatem Jemmali Dr. Céline Louche Prof. Bahgat M. Abdel-Maksoud **Prof. Emeritus Ehud Menipaz Dr. Denis Morin** Dr. Douglas W. S. Renwick Dr. Jayendira Sankar Dr. Mohmmed Muslim Sheikh **Prof. Peter Stokes Prof. James Robert Terborg** Prof. Nguyen Ngoc Thang

Cairo University, Egypt Université Laval, Canada City University of Hong Kong, China Hang Seng Management College, China Bucharest University of Economic Studies, Romania Harbin Engineering University, Russia Settat-Hassan Premier University, Morocco The University of the Basque Country UPV/EHU, Spain Manouba University, Tunisia Vlerick Business School, Belgium University of Assiut, Egypt Ben Gurion University, Israel Université du Québec à Montréal, Canada University of Sheffield, UK AMA International University Bahrain, Bahrain Maharaja Ganga Singh University, India University of Chester Business School, UK University of Oregon, USA Vietnam National University, Vietnam



Table of Contents

Volume 11 Number 1 March 2023 The Effect of Performance Pressure on Helping Behavior: Mediating Role of Workplace Anxiety and Moderating Effect of Agreeableness Personality Traits and Sustainable Development Projects: A Literature Review of the Conceptual Framework for Project Managers Interplay of Strategic and Institutional Factors in the Process of Transfer of Human Resource Management Practices in MNCs Creating an Anti-Harassment Policy for Workplace Sexual Discrimination A Model Emphasizing Project Managers' Competencies Influencing the Success of SD Projects Examining the Hierarchical Criteria That Influence Individuals to Become Self-Initiated Expatriate in the United States of America A Study of the Attribute of Graduates and Employer Satisfaction—A Structured Elements Approach to Competence and Loyalty G. S. Gomes, M. de Jesus Gomes, A. da Cunha Moniz, J. Américo, A. B. M. Afonso, J. A. Marçal.....104 Effect of International Crude Oil Prices on Nigeria's Gross Domestic Product from (1985-2020) **Corporate Social Responsibility and Business Practices** Possible Impact Factors for Poor Quality Management of Clinical Laboratory Performance in Wad Medani City, Sudan N. A. Alaagib, A. A. Abugroun, B. Y. M. Nour, A. M. Dafalla, E. A. Ahmed......147



Moving the Needle on Sustainability: A Viewpoint from Within and Without	
Т. С. Тео	156
Purpose-Driven Balanced Scorecard	
K. Ito	
Research on Replacement Rate from Occupational Pension in China and Influencing Factors	
H. J. Lv, M. L. Zhou, Y. Chen	
Workplace Diversity and Employee Performance: An Empirical Analysis of Nigeria's Banking Sector	
M. M. Ngalo, C. Ogohi, U. A. Ibrahim	211

Journal of Human Resource and Sustainability Studies (JHRSS) Journal Information

SUBSCRIPTIONS

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

Subscription rates: Print: \$39 per issue. To subscribe, please contact Journals Subscriptions Department, E-mail: <u>sub@scirp.org</u>

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: <u>sub@scirp.org</u>

COPYRIGHT

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

Copyright © 2023 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 © 2023 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: <u>jhrss@scirp.org</u>

Call for Papers

Journal of Human Resource and Sustainability Studies



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