Article history:
Received 27 May 2025
Revised 04 October 2025
Accepted 15 October 2025
Published online 01 January 2026

Journal of Resource Management and Decision Engineering

Volume 5, Issue 1, pp 1-11

Identification and Prioritization of Post-Social Responsibility Components of Human Resource Management in the Real Estate and Properties Administration of Iraq

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A r t i c l e I n f o

Article type:
Original Research

How to cite this article:
Yasir Taha, H., Hadipeykani, M., Thabit Farawn Shabanh, M., & Shahtalebi, B. (2026). Identification and Prioritization of Post-Social Responsibility Components of Human Resource Management in the Real Estate and Properties Administration of Iraq. *Journal of Resource Management and Decision Engineering*, 5(1), 1-11.
https://doi.org/10.61838/kman.jrmde.5.1.198

A B S T R A C T

The purpose of this study is to identify and prioritize the post-social responsibility components of human resource management (HRM) in the Real Estate and Properties Administration of Iraq. The statistical population of the study consisted of 350 employees and managers of the Real Estate and Properties Administration of Iraq. Based on the Morgan table and using stratified random sampling, a total of 185 participants were selected as the research sample. Data were collected using a researcher-made questionnaire. Inferential data analysis was performed using the Friedman test. The ranking of the post-social responsibility outcomes of human resource management indicated that human resource–related outcomes, extra-organizational outcomes, and organizational outcomes ranked first to third, respectively, in terms of priority. The human resource–related outcomes included the following components: (1) employee empowerment and development, (2) improvement of employee attitudes, (3) improvement of working conditions, and (4) enhancement of employee performance and productivity. Moreover, the extra-organizational outcomes included, in order of priority, the following components: (1) improvement of socio-cultural conditions, (2) economic development, and (3) environmental development. The organizational outcomes, in order of importance, comprised the following components: (1) impacts on organizational culture, (2) sustainable growth and competitive advantage, and (3) transformation in structure and strategy. Based on the findings, it is recommended that the organization continuously evaluate the activities and effectiveness of policies related to social responsibility within its structure, allocate sufficient financial and human resources for the implementation of social responsibility programs, and ensure full managerial support for these initiatives.

Keywords: *social responsibility, human resource management, outcomes, Real Estate and Properties Administration of Iraq*

1. Introduction

In recent decades, the intersection between corporate social responsibility (CSR) and human resource management (HRM) has become an increasingly important domain of research and practice, particularly in the context of organizational sustainability and ethical governance. The emergence of CSR as a strategic priority has expanded beyond philanthropic activities to encompass internal human resource practices, employee relations, environmental stewardship, and tax responsibility (Hekak, 2024; Stahl et al., 2020). The growing complexity of global markets and societal expectations has made it imperative for organizations to align HRM systems with social responsibility principles to enhance legitimacy, stakeholder trust, and long-term competitiveness (Alcaraz et al., 2017; Shen & Zhang, 2017).

CSR, as originally conceptualized, refers to an organization's voluntary integration of social and environmental concerns into its operations and stakeholder interactions (Ashrafi et al., 2019). However, the modern evolution of CSR emphasizes accountability and sustainability as integral elements of corporate strategy. Human resource management plays a crucial role in operationalizing CSR within organizations through employee-oriented policies, performance management, and ethical work culture (Shen & Zhang, 2017; Stahl et al., 2020). As such, CSR-driven HRM initiatives are increasingly regarded as foundational to sustainable business models (Lis, 2012; Pellegrini et al., 2018).

Scholars argue that CSR and HRM share a reciprocal relationship, in which HRM systems contribute to the implementation and internalization of CSR, while CSR initiatives reinforce employee commitment and organizational identity (Alcaraz et al., 2017; Shen & Zhang, 2017). The integration of CSR into HRM—often referred to as socially responsible human resource management (SRHRM)—focuses on embedding ethical practices, fairness, and sustainability in recruitment, training, development, and reward systems (Pellegrini et al., 2018; Stahl et al., 2020). In Ibero-American contexts, for instance, HRM has been recognized as a driver for environmental sustainability and social accountability (Alcaraz et al., 2017). This approach not only enhances employee engagement but also strengthens organizational legitimacy across diverse cultural and institutional environments (Lina et al., 2016).

Sustainable HRM is characterized by the capacity to balance economic performance with social and environmental objectives (Hekak, 2024). It aims to ensure long-term human capital development, employee well-being, and equitable growth within organizations (Pellegrini et al., 2018). Studies have shown that sustainable HRM practices—such as employee empowerment, continuous learning, and responsible leadership—enhance employee performance and organizational resilience in dynamic environments (Parwati et al., 2023; Sutaguna et al., 2023). Moreover, employee competence and training programs are recognized as key mediators linking HRM to organizational performance outcomes (Siddiq et al., 2023).

From an institutional and behavioral perspective, CSR has also been linked to corporate governance and ethical decision-making, particularly concerning taxation practices and transparency (Chemingui et al., 2022; Khan et al., 2022). A growing body of evidence suggests that firms engaging in higher CSR performance exhibit lower levels of tax aggressiveness and greater financial transparency (Laguir et al., 2015; Lanis & Richardson, 2015; Watson, 2015). Conversely, the misuse of CSR as a façade for unethical financial behavior, such as tax avoidance, has also been documented (Col & Patel, 2019; Hoi et al., 2013). These paradoxical findings highlight the complex moral and strategic nature of CSR within corporate governance frameworks (López-González et al., 2019; Zeng, 2019).

In emerging and developing economies, CSR engagement often reflects institutional pressures, governance quality, and market maturity (Kazemi Saraskanerood & Shirkhodai, 2023; Li et al., 2022). For instance, political relationships can shape CSR outcomes and influence organizational tax behaviors (Kazemi Saraskanerood & Shirkhodai, 2023; Kim & Zhang, 2016). In such contexts, CSR serves as both a mechanism for institutional legitimacy and a strategic tool for mitigating stakeholder skepticism (Mao, 2019; Zeng, 2019). Research conducted in China and France has underscored the importance of CSR disclosure readability in building public trust and minimizing tax aggressiveness (Chemingui et al., 2022; Xu et al., 2022).

Furthermore, empirical findings reveal that organizations prioritizing CSR tend to exhibit higher levels of employee satisfaction, ethical commitment, and performance consistency (Ghasuri, 2022; Halbast Hussein & Tarik, 2019). HRM practices that are socially responsible not only improve employee morale and productivity but also enhance the organization's reputation and societal contribution (Aghaei & Kazempour, 2016; Lina et al., 2016). By fostering a culture of fairness, inclusion, and continuous development, socially responsible HRM supports long-term talent retention and innovation capacity (Estark & Pouler, 2017).

In the context of sustainability, HRM's contribution to CSR extends beyond internal policies to include external impacts on communities and the environment. Sustainable HRM practices promote responsible behaviors among employees, such as resource conservation and community engagement, aligning organizational performance with global sustainability goals (Pellegrini et al., 2018). Moreover, the integration of sustainability into HRM systems creates synergies between employee satisfaction, ethical conduct, and corporate competitiveness (Stahl et al., 2020; Yáñez-Araque et al., 2020).

Research conducted in both developed and developing nations demonstrates that CSR-oriented HRM enhances organizational adaptability and resilience to socio-economic challenges (Halbast Hussein & Tarik, 2019; Khan et al., 2022). Sustainable HRM also provides a framework for mitigating risks associated with workforce instability, skill obsolescence, and cultural diversity (Lis, 2012). In practice, CSR-aligned HRM policies emphasize ethical recruitment, fair compensation, inclusive leadership, and employee participation in sustainability initiatives (Alcaraz et al., 2017; Lina et al., 2016).

On a macro level, socially responsible HRM contributes to sustainable development by aligning corporate operations with environmental and social standards (Pellegrini et al., 2018; Stahl et al., 2020). In addition, CSR-related transparency in taxation and reporting fosters accountability and strengthens institutional credibility (Col & Patel, 2019; Xu et al., 2022). The interconnection between CSR, HRM, and governance creates a comprehensive framework for ethical business conduct that supports economic equity and community welfare (Huseynov & Klamm, 2012; Watson, 2015).

In Iraq and other developing nations, the integration of CSR into HRM is particularly relevant due to institutional transformation, governance challenges, and socio-economic reconstruction. The strategic management of human capital in public organizations—such as the Real Estate and Properties Administration—requires a multidimensional approach that balances accountability, ethical governance, and social contribution (Halbast Hussein & Tarik, 2019). Given Iraq's evolving administrative systems and increasing focus on sustainable governance, understanding the post-social responsibility outcomes of HRM offers valuable insights into how public institutions can align internal efficiency with societal well-being (Ghasuri, 2022).

Furthermore, HRM practices that prioritize employee empowerment, competency development, and well-being are central to achieving long-term organizational sustainability (Parwati et al., 2023; Sutaguna et al., 2023). In this regard, socially responsible HRM provides not only a framework for ethical decision-making but also a mechanism for institutional learning and human capital enhancement (Aghaei & Kazempour, 2016; Siddiq et al., 2023). As organizations in Iraq continue to face global competitiveness pressures and governance reform, CSR-oriented HRM can serve as a catalyst for rebuilding trust and enhancing administrative performance (Kazemi Saraskanerood & Shirkhodai, 2023; Li et al., 2022).

Overall, the literature underscores that socially responsible HRM is essential for balancing corporate accountability with social progress. It enables organizations to manage both internal human resources and external social commitments within an integrated sustainability framework (Hekak, 2024; Stahl et al., 2020). Consequently, the evaluation of post-CSR outcomes within HRM—spanning employee, organizational, and extra-organizational dimensions—has become a significant research concern across both academic and practical fields (Shen & Zhang, 2017; Yáñez-Araque et al., 2020).

Therefore, the aim of this study is to identify and prioritize the post-social responsibility components of human resource management in the Real Estate and Properties Administration of Iraq.

2. Methods and Materials

This study is applied in terms of purpose and descriptive in terms of data collection method. The statistical population in the present research consisted of 350 employees and managers of the Real Estate and Properties Administration of Iraq. The sample size was determined to be 185 individuals based on the Krejcie and Morgan (1970) table, and they were selected using the available sampling method. Accordingly, 185 questionnaires were distributed, all of which were returned and analyzed, resulting in a 100% response rate. Data collection in the quantitative section of the study was conducted using a researcher-made questionnaire.

For the analysis of the quantitative data obtained from the questionnaires, both descriptive and inferential statistical methods were employed. For inferential data analysis, factor analysis and the Friedman test were used, and the data were analyzed using SPSS software.

3. Findings and Results

At the outset, the demographic characteristics of the participants are presented in Table 1.

Table 1

Demographic Information of Participants

Variable	Frequency	Percentage
Gender		
Male	99	56.5
Female	86	46.5
Age		
Under 30 years	47	25.5
30–40 years	86	46.5
40–50 years	43	23.2
Over 50 years	9	4.9
Educational level		
Bachelor’s degree	46	24.9
Master’s degree	65	35.1
Doctorate	74	40.0
Work experience		
5 years or less	50	27.0
6–10 years	55	29.7
11–15 years	47	25.4
Over 15 years	33	17.8
Employment status		
Permanent	52	28.1
Contractual	133	71.9

As shown in Table 1, female participants had the lowest number, the smallest age group was over 50 years, the lowest education level was the bachelor’s degree, the fewest years of work experience were above 15 years, and the least frequent employment status was permanent employment.

Table 2 presents the results of the descriptive statistical analysis of the research variables.

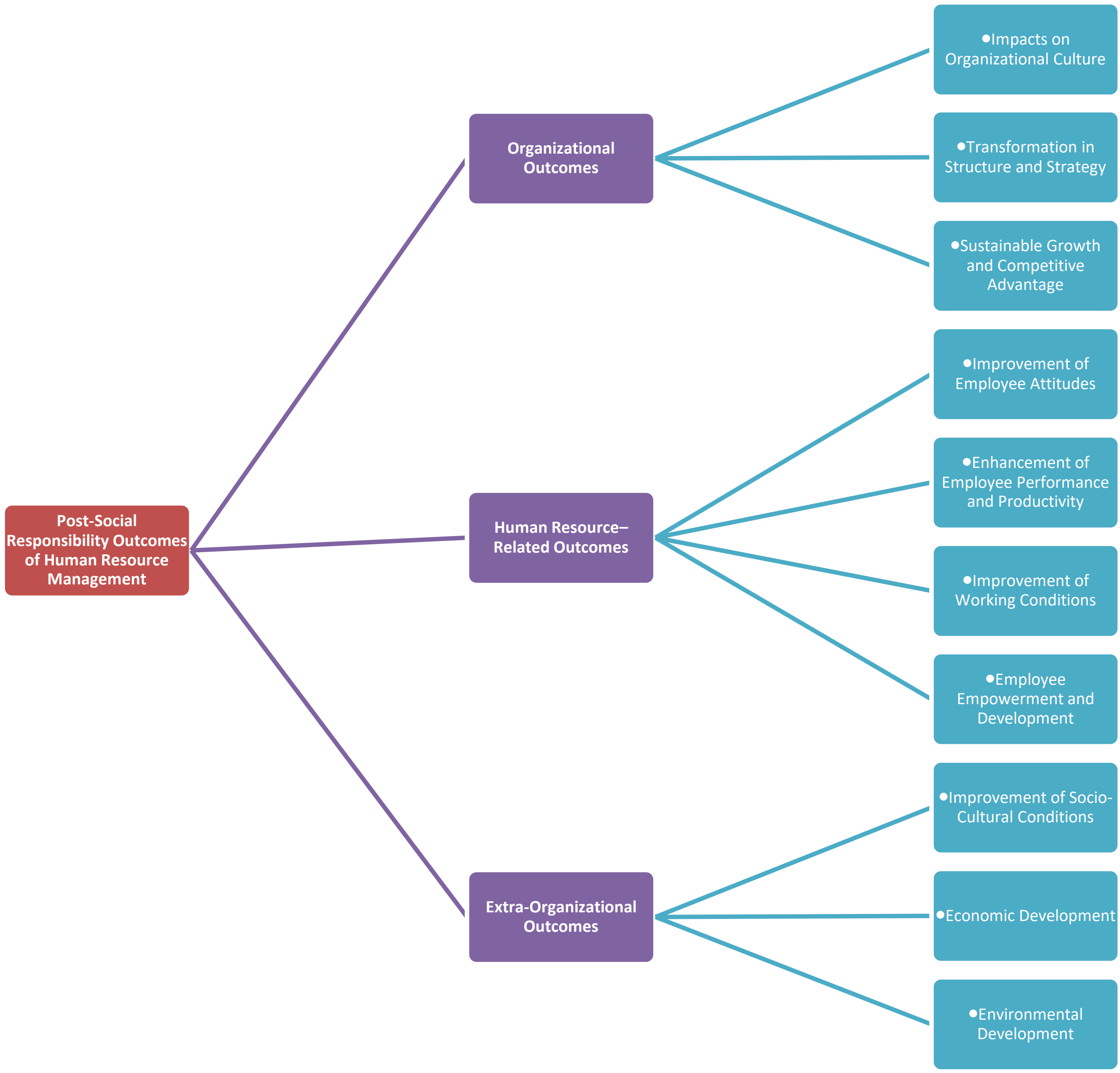
Table 2

Descriptive Statistics of Research Variables

Research Variables	Sample Size	Mean	Standard Deviation
Post-social responsibility outcomes of HRM	185	2.974	0.441
Organizational outcomes	185	2.889	0.638
Effects on organizational culture	185	3.025	0.703
Structure and strategy	185	2.701	0.789
Sustainable growth and competitive advantage	185	2.933	0.654
Human resource–related outcomes	185	3.065	0.594
Improvement of employee attitudes	185	3.168	0.628
Enhancement of employee performance and productivity	185	2.683	0.719
Improvement of working conditions	185	3.031	0.850
Employee empowerment and development	185	3.383	0.667
Extra-organizational outcomes	185	2.950	0.627
Improvement of socio-cultural status	185	3.017	0.671
Economic development	185	2.925	0.535
Environmental development	185	2.866	0.651

Figure 1

Thematic Network of Post-Social Responsibility Outcomes of Human Resource Management



In this section, the importance ranking of the research variables was performed using the Friedman test.

Table 3

Friedman Test Results for Comprehensive Dimensions of Post-Social Responsibility Outcomes

N	Chi-Square	df	Sig.
185	14.429	2	0.000

Table 4

Ranking of Comprehensive Dimensions of Post-Social Responsibility Outcomes

Dimension	Rank	Mean Rank
Organizational outcomes	3	1.87
Human resource–related outcomes	1	2.23
Extra-organizational outcomes	2	1.90

According to Table 3, based on the Friedman test, the results show a significant difference among the three comprehensive dimensions of post-social responsibility outcomes at the significance level of $p < 0.01$. Therefore, a significant difference exists among the scores of these dimensions. As shown in Table 4, human resource–related outcomes have the highest rank with a mean rank of 2.23, while organizational outcomes have the lowest rank with a mean rank of 1.87.

Table 5

Friedman Test Results for Organizational Outcomes of Post-Social Responsibility

N	Chi-Square	df	Sig.
185	65.001	2	0.000

Table 6

Ranking of Organizational Outcomes of Post-Social Responsibility

Component	Rank	Mean Rank
Effects on organizational culture	1	2.35
Structure and strategy	3	1.54
Sustainable growth and competitive advantage	2	2.11

According to Table 5, the Friedman test results indicate a significant difference among the three organizational outcome components of post-social responsibility at $p < 0.01$. Therefore, the differences among these components are statistically significant. As shown in Table 6, the effects on organizational culture have the highest rank (mean rank = 2.35), while structure and strategy have the lowest (mean rank = 1.54).

Table 7

Friedman Test Results for Human Resource–Related Outcomes of Post-Social Responsibility

N	Chi-Square	df	Sig.
185	162.733	3	0.000

Table 8

Ranking of Human Resource–Related Outcomes of Post-Social Responsibility

Component	Rank	Mean Rank
Improvement of employee attitudes	2	2.68
Enhancement of employee performance and productivity	4	1.64
Improvement of working conditions	3	2.38
Employee empowerment and development	1	3.30

According to Table 7, the Friedman test results indicate a significant difference among the four human resource–related outcomes of post-social responsibility at $p < 0.01$. Thus, the differences among the scores of these components are significant. As presented in Table 8, employee empowerment and development achieved the highest rank (mean rank = 3.30), while enhancement of employee performance and productivity had the lowest (mean rank = 1.64).

Table 9

Friedman Test Results for Extra-Organizational Outcomes of Post-Social Responsibility

N	Chi-Square	df	Sig.
185	20.426	2	0.000

Table 10

Ranking of Extra-Organizational Outcomes of Post-Social Responsibility

Component	Rank	Mean Rank
Improvement of socio-cultural status	1	2.21
Economic development	2	2.05
Environmental development	3	1.75

According to Table 9, based on the Friedman test results, a significant difference exists among the three extra-organizational outcome components of post-social responsibility at $p < 0.01$. Therefore, these differences are statistically significant. As shown in Table 10, improvement of socio-cultural status obtained the highest rank (mean rank = 2.21), whereas environmental development received the lowest (mean rank = 1.75).

4. Discussion and Conclusion

The findings of this study, which aimed to identify and prioritize the post-social responsibility components of human resource management (HRM) in the Real Estate and Properties Administration of Iraq, revealed several significant insights into how CSR-oriented HRM practices shape organizational, human, and extra-organizational outcomes. The results of the Friedman test demonstrated that human resource–related outcomes ranked highest, followed by extra-organizational and organizational outcomes, respectively. These findings indicate that the internal human capital dimension of CSR is perceived as the most influential, underscoring the pivotal role that employee-oriented practices play in realizing the broader goals of social responsibility (Hekak, 2024; Stahl et al., 2020).

This prioritization aligns with prior research emphasizing the strategic importance of HRM in embedding CSR principles within the organizational culture. HRM serves as the operational bridge through which CSR values are translated into actionable practices, such as ethical recruitment, fair compensation, continuous training, and employee empowerment (Pellegrini et al., 2018; Shen & Zhang, 2017). The finding that "employee empowerment and development" held the highest rank among human resource–related outcomes reinforces the argument that investing in employee competencies and engagement drives both moral and performance-oriented returns (Halbast Hussein & Tarik, 2019; Sutaguna et al., 2023). Empowered employees are more likely to contribute proactively to sustainable and socially responsible organizational behavior, a result that has also been highlighted in studies connecting sustainable HRM with long-term competitiveness (Alcaraz et al., 2017; Hekak, 2024).

Furthermore, the results indicate that improvements in employee attitudes, working conditions, and productivity constitute crucial sub-dimensions of CSR outcomes. This finding resonates with research showing that socially responsible HRM enhances job satisfaction, psychological well-being, and organizational identification (Lina et al., 2016; Shen & Zhang, 2017). By fostering ethical values, fairness, and inclusivity, organizations can cultivate a culture that strengthens the psychological contract between employers and employees, leading to greater trust, motivation, and loyalty (Aghaei & Kazempour, 2016; Stahl et al., 2020). These outcomes not only benefit employees but also reinforce the organization's legitimacy in the eyes of internal and external stakeholders (Lis, 2012; Pellegrini et al., 2018).

The prioritization of extra-organizational outcomes, including socio-cultural improvement, economic development, and environmental progress, highlights an increasing awareness of CSR's external dimensions within the Iraqi context. The result that "socio-cultural improvement" received the highest ranking among extra-organizational factors aligns with global studies emphasizing the community-building role of CSR in developing economies (Kazemi Saraskanerood & Shirkhodai, 2023; Yáñez-Araque et al., 2020). Organizations, particularly in transitional economies such as Iraq, are not only expected to contribute to employment generation but also to the social cohesion and cultural development of their communities. These findings support the view that CSR in such contexts extends beyond compliance to embody a developmental function (Khan et al., 2022; Li et al., 2022).

The lower prioritization of "environmental development" as a CSR outcome may be explained by the limited institutional infrastructure for environmental management and sustainability in Iraq's public sector (Halbast Hussein & Tarik, 2019). Studies in other emerging economies have found similar trends, where organizations tend to focus on socially visible activities such as philanthropy, education, or employment rather than environmental initiatives (López-González et al., 2019; Zeng, 2019). However, scholars advocate for a more balanced CSR strategy that integrates environmental sustainability with social and economic objectives, thereby achieving holistic and sustainable organizational development (Pellegrini et al., 2018; Stahl et al., 2020).

The third dimension—organizational outcomes—was found to be less prioritized compared to other categories, yet still demonstrated meaningful contributions to organizational transformation. Among these, "impact on organizational culture" ranked highest, followed by "sustainable growth and competitive advantage," and finally, "structure and strategy." This suggests that CSR primarily influences the soft dimensions of organizational change (culture, ethics, communication) before manifesting in structural or strategic reconfigurations (Alcaraz et al., 2017; Estark & Pouler, 2017). The centrality of culture as an outcome is consistent with the view that CSR-oriented HRM practices foster an environment of shared values, ethical awareness, and collective responsibility (Lina et al., 2016; Shen & Zhang, 2017). Such an environment, in turn, strengthens collaboration, reduces workplace conflict, and increases adaptability to change (Stahl et al., 2020).

The finding that "structure and strategy" received the lowest rank indicates that while CSR may inspire organizational vision and identity, its translation into strategic and structural change remains limited in the Iraqi public administration context. This limitation may stem from bureaucratic rigidity, insufficient resource allocation, and weak policy integration (Halbast Hussein & Tarik, 2019). Similar observations have been made in studies on developing nations, where CSR policies often remain symbolic rather than strategically embedded (Ashrafi et al., 2019; Kazemi Saraskanerood & Shirkhodai, 2023). To overcome this gap, CSR must be institutionalized through leadership commitment, policy frameworks, and accountability mechanisms (Ghasuri, 2022; Kim & Zhang, 2016).

The study's overall results reaffirm the integrative model of sustainable human resource management, which posits that CSR-driven HR practices simultaneously affect internal employee well-being, organizational transformation, and external societal progress (Hekak, 2024; Pellegrini et al., 2018). Specifically, the prominence of human resource–related outcomes reflects a human-centered CSR philosophy that aligns with global shifts toward employee empowerment, inclusion, and sustainable development (Lina et al., 2016; Parwati et al., 2023). The emphasis on internal empowerment supports prior evidence that sustainable HRM practices lead to enhanced performance, innovation, and long-term commitment (Siddiq et al., 2023; Sutaguna et al., 2023).

Another crucial interpretation of the results is the mediating role of HRM in linking CSR intentions with practical outcomes. As noted in prior studies, CSR policies are effective only when supported by HRM systems that translate social goals into measurable actions—such as employee training, ethical appraisal systems, and inclusive recruitment (Alcaraz et al., 2017; Estark & Pouler, 2017). The Iraqi Real Estate and Properties Administration, like many public sector organizations, operates within a socio-political environment that demands accountability and citizen trust. Therefore, socially responsible HRM can serve as a strategic vehicle for improving organizational reputation and restoring confidence in public institutions (Halbast Hussein & Tarik, 2019; Li et al., 2022).

From an ethical governance standpoint, the study's results indirectly connect with the literature on CSR and tax transparency. While this research did not measure financial indicators, CSR literature emphasizes that organizations exhibiting strong social responsibility practices are less likely to engage in opportunistic or unethical financial behavior (Hoi et al., 2013; Laguir et al., 2015; Watson, 2015). This ethical consistency strengthens overall institutional trust and supports sustainable governance in developing nations (Col & Patel, 2019; Huseynov & Klamm, 2012). In Iraq's public sector, embedding CSR principles into HRM could similarly reduce administrative inefficiency and corruption by reinforcing values of integrity, accountability, and service to society (Ghasuri, 2022; Kazemi Saraskanerood & Shirkhodai, 2023).

The positive ranking of human-centered and extra-organizational components in this study also underscores the social function of HRM as a mediator between organizational and community development. As observed in international research, HRM practices grounded in CSR principles contribute to broader societal progress by fostering education, equity, and environmental awareness (Pellegrini et al., 2018; Yáñez-Araque et al., 2020). This integrative perspective aligns with the Sustainable Development Goals (SDGs), which emphasize inclusive growth, decent work, and reduced inequality (Hekak, 2024; Shen & Zhang, 2017).

Overall, the findings contribute to a growing body of evidence demonstrating that CSR and HRM are mutually reinforcing systems that jointly influence both internal performance metrics and external legitimacy outcomes (Alcaraz et al., 2017; Stahl et al., 2020). The prioritization pattern observed in this study—where employee development precedes organizational restructuring and external contribution—suggests a bottom-up model of CSR diffusion. This model emphasizes that effective social responsibility begins with empowering people within the organization, who then become agents of positive change in their communities and industries (Lina et al., 2016; Parwati et al., 2023).

In the Iraqi context, these results have both theoretical and practical significance. Theoretically, they highlight the applicability of global CSR-HRM models within a post-conflict, reconstruction-driven administrative environment (Halbast Hussein & Tarik, 2019). Practically, they provide a framework for policymakers and managers to design HR strategies that enhance not only operational efficiency but also social accountability and national development (Ghasuri, 2022; Li et al., 2022). The alignment of HRM with CSR goals can thus contribute to institutional reform, improved employee morale, and stronger citizen trust in government agencies (Kazemi Saraskanerood & Shirkhodai, 2023; Shen & Zhang, 2017).

Despite its valuable findings, this study is subject to certain limitations. First, the sample was limited to employees and managers within the Real Estate and Properties Administration of Iraq, which restricts the generalizability of the results to other sectors or countries. The institutional structure and governance mechanisms in Iraqi public organizations may differ from those in private or non-profit institutions, potentially influencing how CSR and HRM interact. Second, the study relied primarily on self-reported data collected through questionnaires, which may introduce bias due to social desirability or respondent subjectivity. Third, the cross-sectional design limits the ability to infer causality between CSR-oriented HRM practices and observed outcomes. Finally, the study did not account for moderating variables such as leadership style, organizational size, or political environment, which may influence CSR implementation and perception.

Future studies could expand this line of inquiry by employing longitudinal or mixed-method designs to capture the dynamic relationship between CSR and HRM over time. Comparative studies between public and private institutions could illuminate differences in how CSR is institutionalized within distinct governance structures. Researchers may also explore mediating variables such as employee engagement, psychological safety, or ethical leadership to deepen the understanding of CSR-HRM mechanisms. Additionally, future investigations could incorporate financial and environmental performance indicators to provide a more comprehensive assessment of sustainability outcomes. Examining cross-cultural differences in CSR-HRM integration within Middle Eastern, Asian, and Western contexts could further enhance theoretical generalizability and practical relevance.

Managers and policymakers should institutionalize CSR within HRM systems by embedding social responsibility values in recruitment, training, and performance appraisal processes. Continuous employee development and empowerment programs should be prioritized to strengthen organizational culture and long-term productivity. Organizations are encouraged to align HRM strategies with broader community development and sustainability initiatives, ensuring that social responsibility is practiced both internally and externally. Additionally, transparent evaluation mechanisms should be implemented to monitor the effectiveness of CSR activities and reinforce accountability across all managerial levels. Finally, adequate financial and human resources should be allocated to sustain CSR-driven HRM initiatives, ensuring that social responsibility becomes a strategic pillar rather than a symbolic practice within organizational development.

Authors' Contributions

Authors contributed equally to this article.

Declaration

In order to correct and improve the academic writing of our paper, we have used the language model ChatGPT.

Transparency Statement

Data are available for research purposes upon reasonable request to the corresponding author.

Acknowledgments

We would like to express our gratitude to all individuals helped us to do the project.

Declaration of Interest

The authors report no conflict of interest.

Funding

According to the authors, this article has no financial support.

Ethics Considerations

In this research, ethical standards including obtaining informed consent, ensuring privacy and confidentiality were considered.

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