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# Moving Toward Sustainability: An Investigation Into the Relationship Between ESG<sup>1</sup> scores and Organizational Outcomes in HRM



## Background

Our team analyzed data provided by Mercer LLC and gathered from thousands of companies worldwide

“Internal and external stakeholders are showing increasing interest in the environmental performance of private organizations due to the impact of pollution” (Tarmuji et al. 2016)

## Hypothesis

Organizations with more sustainable business practices will see positive HRM outcomes

## Method

Mercer LLC’s initial process was to distill available data sources from a variety of international companies, and generate ESG Metrics and ESG Ratings

Our team will be generating new categories in order to present the data as a collection of correlations between sustainable practices and HRM outcomes

## Benefits of Research

Research indicates that HRM professionals are not only important but integral to a sustainable business environment

Organizational growth moving forward necessitates the ability to shift to a clean tech economy

A triple bottom line approach aims to:

Evaluate business profitability through a broader perspective by examining three “P” factors: people, planet, and profit

**Title Footnote 1:** Environmental-Social-Governance (ESG) scores, aggregated from company data provided by Mercer LLC