



Call for papers

Chinese Management Studies

Special Issue

Review of human resource management in China

Guest Editors

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China has the world's largest population – one in four people walking on the street can be identified as Chinese from mainland China (Tsui *et al.*, 2004), while China's rapid economic development is often touted as a miracle (Stiglitz and Yusuf, 2001). Such bald statements about China and its economic success beg the question of how China has managed with such a large population and achieved the economic growth of recent times. Is it the people? Is it the economic system within which they are embedded? Or is it the combination of its people and the system that has contributed to China's miracle? Despite years of management research in China, it seems that we are still left to fully grasp one of the most important but least understood areas of Chinese organisation and management – human resource management.

Cultural and institutional theorists have sought to convince us that organisations operating within China have to manage their human resources differently because of the distinctive political, economic and social fabric into which both indigenous Chinese and foreign organisations must be woven. It may equally be the case that the real differences (such as exist) may be similarly caused by organisational structural complexity and decision-making processes, which have influenced the role of human resource management within the organisation and the degree of take-up of human resource management practices in many large and small organisations in the world.

This Special Issue calls for papers that review and highlight the research and best practices of human resource management in China. Historical, conceptual, empirical, case study and industry-based research are all welcome. Contributions by scholars from Mainland China are

particularly encouraged. An indigenous management research from the insider point of view will greatly enhance our overall understanding about the actual influence of scholarly thinking on management practices at the ground level.

The primary criterion for consideration of publication is that manuscripts should be on research and application, and must be grounded in organisations operating in China. Contributed manuscripts may deal with, but are not restricted to, the following:

- **Ancient Chinese classical texts relating to people management.**
- **Theoretical development and application of human resource management in China.**
- **Best practices of various aspects of human resource management in China.**
- **Characteristics and roles of human resource management practitioners in China.**
- **Organisational issues and their impact on the effectiveness of human resource management in China.**
- **Critique and/or review of instruments used in research on human resource management in China.**
- **Future trends of human resource management in China.**

References

- Stiglitz, J.E. and Yusuf, S. (2001), *Rethinking the East Asian Miracle*, World Bank and Oxford University Press, New York, NY.
- Tsui, A.S., Schoonhoven, C.B., Meyer, M.W., Lau, C.M. and Milkovich, G.T. (2004), "Organization and management in the midst of societal transformation: the People's Republic of China", *Organization Science*, Vol. 15, pp. 133-44.



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Submission guidelines

All manuscripts should be prepared according to the *Chinese Management Studies* author guidelines located at www.emeraldinsight.com/cms.htm All papers will be double blind reviewed following the journal's normal review procedure.

The deadline for submission of manuscripts is 28 February 2009.

Submissions must be made using the ScholarOne Manuscript Central system: <http://mc.manuscriptcentral.com/cms>

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