

***Management and Organization Review***  
**Special Issue on 'Human Resource Management in China'**

Guest Editors:

Patrick M. Wright, Cornell University  
 Wayne Cascio, University of Colorado, Denver  
 Harry Hui, University of Hong Kong  
 ZhongMing Wang, Zhejiang University

Submission Deadline: December 1, 2005

Today's increasingly global, competitive marketplace has driven considerable changes in labor markets, and has transformed the practice of Human Resource Management (HRM). Expanded multinational operations within large companies, combined with increased technology and communication capability, has led to vast diffusion of global 'best practices' in HRM.

In particular, multinational companies have increasingly set up operations for manufacturing and services in China, bringing with them HRM practices from all around the world. The importation of new management practices has changed the nature of the labor market and the practice of HRM, and will potentially have an impact on Chinese society. These external forces are paralleled by unprecedented economic reform and the enactment of employment laws that are changing the nature of organizational forms and management practices within China. China's entry to the World Trade Organization has further heightened the global competition in the Chinese domestic markets.

This special issue on 'Human Resource Management in China' is devoted to understanding the nature and variety of HRM practices in contemporary China and how these practices are affecting employees and firms as well as the society at large. We especially welcome empirical papers identifying the current state of HRM in mainland China or comparing HRM practices of Chinese firms to their Western counterparts or to Chinese firms in the broader Chinese context, including Taiwan, Hong Kong, Singapore, and beyond. We invite researchers to develop, conduct, write, and submit targeted research projects for this special issue. We encourage creative research methods that extend beyond, but may include, interviews and paper-and-pencil surveys. Both inductive and deductive studies are welcome.

Some possible topics include:

- What is the current state of HRM practices in China, and what theories may explain the variations in HRM systems?
- How have multinational companies influenced HRM practices in China? What processes may lead to or what may account for any similarities or differences in HRM practices or systems between the MNCs and the Chinese firms?
- What have been the consequences of different HRM practices or systems in China?
- What have been the intended and unintended consequences (individual, group, company, or societal) of different HRM practices?
- What are the roles, competencies, and behaviors of HR professionals in Chinese firms compared to MNCs and what may account for potential similarities or differences?
- What are the developments in industrial relations in China including the role of unions and labor laws on HRM practices and labor-management relations?

Papers for the special issue should be submitted electronically to both the *MOR* office at [iacmr.mor@asu.edu](mailto:iacmr.mor@asu.edu) and Patrick M. Wright at [pmw6@cornell.edu](mailto:pmw6@cornell.edu). The deadline for submission is December 1, 2005. Our hope is that this long lead time will enable researchers to conduct original research studies aimed specifically at this special issue. Papers accepted for publication will also be presented in a 'mini-conference' held in conjunction with the International Association of Chinese Management Research bi-annual conference in June 2006.

Questions about this special issue may be directed to any of the guest editors: Patrick Wright ([pmw6@cornell.edu](mailto:pmw6@cornell.edu)), Wayne Cascio ([Wayne.Cascio@cudenver.edu](mailto:Wayne.Cascio@cudenver.edu)), Harry Hui ([huiharry@hku.hk](mailto:huiharry@hku.hk)), and Zhongming Wang ([zmwang@dial.zju.edu.cn](mailto:zmwang@dial.zju.edu.cn)).