



Importance of Perceptions and Understanding in the Relationship Between HRM and Organizational Performance

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Message from the Guest Editors

Dear Colleagues,

There is growing interest, from both scholars and practitioner communities, in understanding how to deploy HRM practices in order to achieve strategic goals. In this Special Issue, we focus on the perceptions and understanding of different actors within the organization and how these help explain the relationship between HRM and organizational performance. Towards that objective, we are calling for papers that consider a range of performance outcomes, and encourage submissions focusing on perceptions and understanding of HRM, as delivered through a range of stakeholders, including the employee, HR professionals, and senior and line managers. Submissions emphasizing contextual factors, such as country, industry, and profession, are welcomed.

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