



## Strategic HRM: An International Perspective

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### Message from the Guest Editor

Dear Colleagues,

From its humble beginning as personnel management where the job of HR managers was concerned with mainly routine tasks, human resource management (HRM) has now travelled a long path reflecting rather a strategic role in the field (Darwish, Singh, and Mohamed, 2013; Darwish, Wood, Singh, and Singh, 2019). Notably, the modern field of strategic human resource management (SHRM) has been attracting considerable attention from HR scholars given its potential association with the overall functioning of organisations across all sectors. Although no consensus is yet reached, scholars are consistently examining the interplay between HRM and organisational performance in an attempt to fully understand what is the best set of HR practices that could lead to enhanced organisational performance, how performance may best be measured, and the mechanism or the nature of the link between the two (see Guest, 1997, Darwish, Singh and Wood, 2015)...

Dr. Tamer Darwish  
*Guest Editor*





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## Message from the Editor-in-Chief

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