

## Special Issue

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

### Message from the Guest Editors

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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### Guest Editors

Prof. Dr. Karin Sanders  
Prof. Dr. Frances Jørgensen  
Prof. Dr. Helen Shipton

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### Deadline for manuscript submissions

closed (30 May 2017)



Administrative  
Sciences

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## About the Journal

### Message from the Editor-in-Chief

Welcome to *Administrative Sciences*, the journal aims to advance and communicate knowledge concerning management theory and practice both in public administration and in profit organizations; it encourages submissions that build on interdisciplinary research in related fields, such as business, economics, political science, gender studies, psychology, sociology, physiology, communication theory or artificial intelligence and their implications on management, organizations and the society. Join us on a journey through the *Administrative Sciences*, where management merges with innovation.

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### Editor-in-Chief

Prof. Dr. Isabel-María García-Sánchez

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