



**Special Issue:  
HRM in Family Firms**

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Over the last decades, human resource management (HRM) has received increasing attention in family business scholarship. However, works on HRM in the context of family firms remain relatively low as compared to the more general body of studies on human resource management. This Special Issue of the *German Journal of Human Resource Management* discusses facets of how family firms configure HRM and set HR practices. It contributes to developing family business HRM scholarship further by offering the HR system framework, by suggesting directions for future research and by advancing our conceptual and empirical understanding of HRM in the context of family firms.

**Special Issue Editors:**

Christina Hoon, Bielefeld University, Germany  
Andreas Hack, University of Bern, Switzerland, and Witten/Herdecke University, Witten  
Institute for Family Business, Germany  
Franz W. Kellermanns, University of North Carolina at Charlotte, USA, and WHU, Germany

**Articles:**

Advancing knowledge on human resource management in family firms: An introduction and integrative framework

*Christina Hoon, Andreas Hack and Franz W. Kellermanns*

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Recruitment practices under scrutiny: A latent-profile analysis of family firms' approaches to recruit non-family employees

*Rouven Kollitz, Sascha Rühle and Stefan Süß*

<https://journals.sagepub.com/doi/10.1177/2397002219831502>

Workplace favouritism, psychological contract violation and turnover intention: Moderating roles of authentic leadership and job insecurity climate

*Huseyin Arasli, Hasan Evrim Arici and Nagihan Çakmakoğlu Arici*

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Organizational antecedents of firms' adoption of strategic human resource practices: Toward a reconciliation of CEO perceptions and family influence

*Chiung-Wen Tsao, Yi-Hsien Wang, Shyh-Jer Chen and Miao-Ju Wang*

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Managing non-family talent: Evidence from German-speaking regions

*Katharina Harsch and Marion Festing*

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Social capital drives SMW growth: A study of family firms in Poland

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