

Words from the Guest Editor

As early as June 2013, the Department of Psychology and Behavioral Sciences, Zhejiang University, held *The International Conference on Public Human Resource Management and Innovation*. The theme of this conference was to stimulate China human resource (HR) professionals' international competitiveness and innovation ability, to meet the actual demand of the enterprise and government sector and to improve strategic development of HR in twenty-first century China.

Since the reform and openness has been carried out, China is entering a transformation period from the planned economy to market economy. The objective of government reform is to build a public service-oriented government that is not only able to achieve the conversion of Chinese government's management function and style but is also able to bring about changes and innovation of HR management.

Facing fierce market competition and the development of the global economy, along with the birth of new concepts and methods in HR management, Chinese HR professionals are trying hard to catch up, hence what the conference and the special issue is about. The special issue especially provides a forum for academic involvement and practitioners' attention on trends and features in the changing HR field of China. For such a purpose, the Department of Psychology and Behavioral Sciences, Zhejiang University, specially organized and selected the following six articles for *JCHRM* publication.

The six articles discussed are as follows:

- (1) Moderated mediation model of relationship between perceived organizational justice and counterproductive work behavior;
- (2) Reducing teacher stress: improving humanized management of Chinese teachers;
- (3) The adverse effect of materialism on employee engagement in China;
- (4) The relationship between organizational justice and job satisfaction – evidence from China;
- (5) The influence of organizational culture on talent management: a case study of real estate company; and
- (6) A study of the relationship between employee wage and commercial banks efficiency in China.

These empirical studies discussed and analyzed Chinese HR management in the context of globalization from different angles, especially in major reforms and new changes in HR management of the public sector during recent years. These studies also indicate the development trend of Chinese HR management in the future, which will provide a great support for the sustainable development of China's economy.

Firstly, I would like to take this opportunity to express my sincere thanks to all six authors of this special issue and all members of guest editorial board for providing valuable review feedback about the special issue.

Finally, I would want to present my deep gratitude to Professor Nelarine Cornelius, Professor Rowley and the editors of *JCHRM* for their support and consideration in publishing this special issue.

Jin Zhang

*Department of Psychology and Behavioral Sciences, Zhejiang University,
Hangzhou, China*
