Invisible Network of Knowledge of Human Resource Management: Compare with IHRM, SHRM and SIHRM

ABSTRACT

The purpose of this study is to explore the intellectual structure of human resource management (HRM) and its subfields: IHRM, SHRM and SIHRM in the last decade. This study identifies the most important journals, publications, countries and keywords. Historical method combined with citation analysis, geographical analysis, keyword analysis and tag cloud analyses are used to analysis and find out the difference between HRM, IHRM, SHRM and SIHRM. By analyzing literature from 2,868 articles of HRM published in SCI and SSCI journals from 2003 to 2012 that further cited 175,623 publications as references, this study maps the intellectual structure.

Keywords: Human Resource Management (HRM), HRM Strategies, Cross-Cultural Issues in HRM in Emerging Markets, Citation Analysis, Intellectual Structure, Network of Knowledge