Preface

This book is dedicated to SMEs management with a special emphasis in Human Resource Management (HRM). It provides discussion and the exchange of information on principles, strategies, models, techniques, methodologies, and applications of HRM in SMEs in the field of public and private organizations. It aims to communicate the latest developments and thinking on the management subject worldwide.

More and more, big organizations are giving place to SMEs. However, we still see that, in what concerns SMEs, HRM strategies, policies, and practices, remain the same as those established and implemented in big organizations. Indeed, although very different in dimension/size and philosophy, the management developed is still the same. Drawing on the latest developments, ideas, research, and best practice, this book intends to examine the implications of the changes taking place and how they affect the management and motivation of human resources belonging to these organizations. It is important to know what is happening on both national and international fronts to be able to understand and develop effective responses to meet these new demands.

The book has a special focus in research on important issues that transcend the boundaries of single academic subjects and managerial functions. Among others, it assists readers to develop a coherent understanding about human resources management in SMEs and how lessons learned by the different perspectives presented might be transferred to new contexts.

The book has 20 chapters, which present different perspectives of the importance of human resources in these organizations and have a special focus on current and relevant issues in the field of HRM in SMEs. Topics covered in the book include:

- Human Resources Management (HRM) in family businesses.
- Strategic HRM in SMEs.
- Intergenerational transition in SMEs.
- Conflict management.
- Occupational health and safety in SMEs.
- Entrepreneur education/employment creation.
- Politics and practices of HRM in SMEs.
- Self-managing teams in SMEs.
- Business ethics and entrepreneurship.
- Innovation strategies in SMEs.
- International perspectives of HRM in SMEs.
The chapters do not need to be read in their given order, although it is recommended to do so. Indeed, each of them can be read independently as they offer a complete point of view about the particular topic on which they focus.

Today, the interest in this subject is evident not only for many important institutes and universities but also for different professionals around the world. Identifying the theoretical as well as practical implications of the work in SMEs, the book can be used by academics, researchers, managers, and other professionals in related matters with human resources management in SMEs.

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