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## Editorial

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**Biographical notes:** Bei Hu is a Professor, a Tutor of PhD students, and a Specialist with Outstanding Contribution of Hubei Province. Currently, she is with the HRM Institute of Management School of Huazhong Science and Technology University as researcher of Management Science Institute of China, and Director of Institute of Modern Technology, Economy and Management. She has been researching on HRMD for a long time and has finished about 20 research projects, published more than 60 papers in domestic and international prestigious journals and issued five professional books. From 2005, she was responsible for the key project of China National Natural Science Fund *Research on the Human Capital Cluster in the Industry*.

Rongqiu Chen is a Professor and a Tutor of PhD students. He is the famous researcher on operation, and he has published more than 200 papers in journals and issued ten professional books.

Jinyun Mo, PhD in Management School of Huazhong University of Science and Technology with the research area of HRM, has published six papers in international journals.

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Industry cluster not only exists in the developed countries but is also appearing in the developing countries. For the exuberance of electric clusters of Silicon Valley and Route 128 USA, the surgical instrument cluster of Tuttlingen Germany, the high-tech cluster in Zhongguan Village of Beijing, the perfume bottle cluster in Vallée de la Bresle France, industry cluster becomes the focus of governments and academics. It is found from previous research that industry cluster boosts the district economy, and the quality of human capital in the cluster is decisive. But now, industry cluster, especially in the developing countries, is confronting plagues in human intelligence, brand, patent and management skills, and human resource management and development has become the bottleneck for the sustainable development of industry cluster. Further development of industry cluster put forward new and higher requirement to the structure and quality of working staff. Therefore, the HRM&D research in industry cluster becomes vital.

At present, scholars mainly focus on these topics: the relation of entrepreneur and industry cluster, connection between professionals and industry cluster, etc. However, research on HRM practices is not profound enough. Some key questions are: What kind of Talent Policies can support the sustainable development of industry cluster? What kind of HRM&D strategy is agreeable to industry cluster? What kind of the knowledge management system is advantageous for the knowledge overflow in the cluster? What

kind of training mechanism can foster the development of human capital in industry cluster?, etc.

The purpose of this special issue of the *International Journal of Human Resources Development and Management* (IJHRDM) is to provide theoretical and empirical research on HRM practices in industry cluster. This special issue contains articles that focus on talent policies in industry cluster, HRM&D strategy in industry cluster, collective learning mechanisms in industry cluster, talent attraction mechanisms in industry cluster, talent career management mechanisms in industry cluster, and entrepreneurial management systems in industrial cluster.

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