
Editorial

Carolina Machado*

Department of Management,
School of Economics and Management,
University of Minho,
Campus Gualtar, 4710-057 Braga, Portugal
Email: carolina@eeg.uminho.pt
*Corresponding author

J. Paulo Davim

Department of Mechanical Engineering,
University of Aveiro,
Campus Santiago, 3810-193 Aveiro, Portugal
Email: pdavim@ua.pt

Biographical notes: Carolina Machado received her PhD in Management Sciences, University of Minho/UMinho, 1999; Master in Management, Technical University of Lisbon, 1994; a degree in Business Administration, UMinho, 1989. She is teaching HRM subjects since 1989 at UMinho, since 2004, she is an Associated Professor, with experience and research interest areas in HRM, IHRM, HRM/SMEs, T&D, EI, Management Change and KM. She is the Head of the Management Department and the HRM Work Group at UMinho, Chief Editor of *IJAMSE*, guest editor of journals, books editor and book series editor, and reviewer in international journals. She has published as editor/co-editor and author/co-author several books, book chapters and articles in journals/conferences.

J. Paulo Davim received his PhD in Mechanical Engineering in 1997, MSc in Mechanical Engineering (Materials and Manufacturing Processes) in 1991, Mechanical Engineering degree (five years) in 1986, from the University of Porto (FEUP), Aggregate Title (Full Habilitation) from the University of Coimbra in 2005 and DSc from the London Metropolitan University in 2013. He is a Senior Chartered Engineer by the Portuguese Institution of Engineers with an MBA and specialist title in Engineering and Industrial Management. He is also a Eur Ing by FEANI-Brussels and Fellow (FIET) by IET-London. He is currently a Professor from the Department of Mechanical Engineering of the University of Aveiro, Portugal. He has more than 30 years of teaching and research experience in manufacturing, materials, mechanical and industrial engineering, with special emphasis in machining and tribology. He is also interested in management, engineering education and higher education for sustainability.

Looking to provide a channel of communication to disseminate the knowledge of how to manage in a creative and innovative environment, between academics/researchers and managers the subjects developed in this special issue assume a particular emphasis in nowadays organisations. Focused in the areas of creativity and innovation in management

and engineering with a particular emphasis in human resource management and production engineering, this special issue seeks cultural and geographic diversity in studies of human resource management and engineering and uses that have a special impact on organisational communications, change processes and work practices, reflecting the diversity of societal and infrastructural conditions.

Creativity management and engineering, worldwide, is facing enormous challenges by sweeping political, social and economic changes. Whether we are a manager, an engineer, a policy maker, a strategist, a practitioner, or a researcher, we need to know what is happening, on both national and international environments, to be able to understand and develop effective responses to meet these new demands and challenges.

This special issue is designed to increase the knowledge and effectiveness of all those involved in creativity management and engineering whether in the profit or non-profit sectors, or in the public or private sectors. Indeed, able to be used by academics, researchers, human resource managers, managers, engineers, and other professionals in related matters with creativity and innovation in management and engineering areas, and in order to contribute to a better understanding of this subject, the purpose of this special issue entitled 'Creativity management and engineering' is to present a collection of examples illustrating the state-of-the-art of some interdisciplinary developments that have been made in these scientific areas.

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