

# Hotspot and Trend Analysis of High-Performance Human Resource Management Research based on Knowledge Map

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**Abstract.** In order to provide new ideas and methods for high performance human resource management in foreign countries, this paper reveals the research hotspots and development trends of high-performance human resource management in foreign countries in the past ten years by means of information visualization. Through Web of Science, this paper collects the articles about high performance human resource management in the past ten years, makes visual analysis by CiteSpaceV, summarizes the research hotspots and trends in the field of high-performance human resources management abroad in the past ten years, and makes a comprehensive study on the research hotspots. Hope to have some theoretical reference and innovation for high performance human resources management in the future.

**Keywords:** High performance human resource management; Knowledge map; Research hotspot; trend.

## 1. Introduction

At first, the research on human resource management was dominated by the research at the micro level, but now it is gradually transformed into the research from the macro or strategic perspective. Scholars call the human resource management from this strategic perspective as strategic human resource management. How to improve the productivity and creativity of enterprises through effective management of human resources has become an important issue in the field of human resource management. Therefore, the study of high performance human resource management has great theoretical and practical significance. Through the analysis of CiteSpaceV knowledge map, this paper studies the hot spots and development trends of high performance human resource management in foreign countries in recent ten years, and summarizes the hot spots.

## 2. Data Source and Research Methods

### 2.1 Data Source

In this study, the core collection database of Web of science was selected, and "high performance" was combined with "human resource management" as the subject. The period was 2008-2017, the subject category was "management", and the literature type was "article" for retrieval. According to the above retrieval rules, a total of 1643 literatures from 2008 to 2017 were preliminarily obtained, and the data was downloaded on July 5, 2018.

### 2.2 Research Methods

At present, there are more than six kinds of commonly used knowledge mapping tools. CiteSpaceV is selected in this paper as a visual analysis tool for high-performance human resource management research, which can intuitively display the information panorama of a certain research field and identify the development trend and trend within a certain period.

### 3. Visual Analysis Results

#### 3.1 Number of Papers Published Annually

Table 1 shows the changes in the number of foreign literatures on the research of high performance human resource management from 2008 to 2017. Observing the research process of the past ten years, it can be seen that the number of published articles from 2008 to 2011 shows a trend of rapid growth, from 66 in 2008 to 158 in 2011. From 2011 to 2014, the number of published articles maintained steady development at around 155, with little change. From 2014 to 2016, the number of published articles increased significantly and grew rapidly. By 2017, the number of published articles has not changed much, only 3 more than that of 2016, but still shows an increasing trend.

Table 1. The number of foreign papers on high performance human resource management in recent ten years

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Quantity	66	104	120	159	149	157	155	200	265	268

#### 3.2 The Keywords of Domestic High Performance Human Resource Management Research: Knowledge Map Analysis in Recent Ten Years

As can be seen from figure 4, research hotspots in recent ten years focus on "performance", "human resource management" and other aspects. Their centrality and frequency are similar, indicating that these studies are too heavy on human resource management. The high-frequency words shown in the figure are basically the parts that are closely related to the operation of enterprises, such as enterprise system, management, job satisfaction, etc. It can be seen that the research trend of foreign countries is more inclined to the study of enterprise efficiency, paying attention to the overall coordination.



Fig.1 Keyword co-occurrence atlas of foreign high performance human resource management literature in recent ten years

### 4. Summary of Research Hotspot of High Performance Human Resource Management

This paper uses visual analysis of key words, and concludes that high performance work system, best human resource management practices, strategic human resource management is the research focus, the following aspects of the hot spot for a detailed review.

#### 4.1 High Performance Work System and Enterprise Performance

At present, the research of high performance work system mainly focuses on its influence on employees' positive attitude and behavior. It is still an important topic in this research field to explore the influence mechanism of HPWS from different perspectives. Du jing studied that high performance work system improves employees' happiness by improving their self-efficacy[1]. Miao rentao

discussed the impact of high performance work system on employee behavior from the perspective of social exchange, and found that high performance work system is positively correlated with intra-role behavior and organizational citizenship behavior. Guest believes that the extent of the direct effect of HRM system on enterprise performance remains to be tested, and the universal and contingency views should not be abandoned prematurely[2].

#### **4.2 Best Human Resource Management Practices and Business Performance**

Best human resource management practice is a hotspot of research on high performance human resource management, using high participation in the enterprise human resource practice, to employees as important factors of success, encourage employees to improve work ability and motivation and initiative to participate in the organization of work and decision [3], high participation in human resource practices is to make employees feel attention and obtain an important source of internal motivation. Through highly participatory human resource policies and systems, organizations can effectively transform their spiritual and material investment in employees into changes in their attitudes and behaviors to obtain behavior results beneficial to individuals and organizations [4].

#### **4.3 Strategic Human Resource Management and Corporate Performance**

Wright and Snell believe that enterprises can influence their human capital stock and guide their employees' behaviors through strategic human resource management, thereby affecting their performance[5]. Wan xi's research shows that human resource is the carrier of innovation, and strategic human resource management can enable enterprises to obtain human resources in line with the strategic goals of enterprises for enterprise innovation, thus generating innovation performance. Zhao shuming, based on the high-level theory and the behavioral school theory of strategic human resource management, explored the intermediary role of strategic human resource between CEO's transformational leadership behavior and enterprise performance by taking smes as the research scenario[6].

### **5. Conclusions and Prospects**

From abroad about high performance keywords co-occurrence of human resource management knowledge map you can see that the foreign research focus is "human resources management," "performance", the rest can be roughly divided into two categories, work system and the competitive advantage, the working system is divided into system study and research of high performance work system, basic work focused on enterprise system; The focus on competitive advantage is on productivity, strategy and innovation. Can see the high performance of human resource management research abroad tend to research on enterprise competitive advantage, including the enterprise high performance, working system, human resource management, employee performance, and employee job satisfaction and employee turnover rate in study, etc., are in order to reflect the enterprise human resources management how to efficient.

In this paper, the following three aspects are required for further research in this field:

(1) In human resources management of domestic high performance visualization analysis we can see a "balanced scorecard" is a new hot topic in recent years, the future research can be combined with corresponding analysis framework, and related theory, the balanced scorecard through comprehensive human resource policies and practices, customer output, output, financial output of human resources and organizational outcomes this five aspects of actual human resource management practices on business performance mechanism to conduct a comprehensive exploration and analysis.

(2) Strengthen the situational analysis of the relationship between human resource management practice and enterprise performance. Understand different human resource management practices in different industries in different parts of the function and effect, find the rule of its internal existence can follow and have various scenarios key single practice and enterprise performance relationship, on the basis of the interaction between individual practice, how to integrate into the overall effect on

corporate performance, and it is concluded that the most can promote the enterprise performance under different scenarios of best practice patterns.

(3) Strengthen the in-depth discussion on the mechanism of the relationship between human resource management practice and enterprise performance. In the future, the research direction should combine various theories, such as behavior theory and resource view, explore the mediating and regulating variables between the two from the overall perspective, and strengthen the empirical research on the mechanism of interaction between human resource management practice and enterprise performance, so as to explore the action paths based on different theories.

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