

Editorial

Editorial for *Human Resources Management and Services* (Volume 6, Issue 1)

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Volume 6, Issue 1 covers a wide range of fields, mainly discussing issues related to human resource management in enterprises, hotels, schools, and organizations, spanning Indonesia, the United States, China, Malaysia, and several other countries. By reading these articles, readers can gain a broader understanding of the status and development trends of human resource management and services in various fields and countries in today's society.

Heriberta et al. (2024) took Jambi City in Indonesia as an example and analyzed the relationship between entrepreneurial motivation and the success of women in micro, small, and medium enterprises (MSMEs) through questionnaires and a five-point Likert scale. The results show that motivation consisting of self-confidence, risk-taking, result orientation, intelligence, and skills has a significant impact on the success of MSMEs.

Two other noteworthy articles in this issue are a comparative study of today's procedural and distributive justice systems and progress in unionization, and the relationship between proactive coping, organizational resources, and work engagement, focusing on social workers in China (Yuen-han et al., 2024). In today's society, employees' protection needs and awareness of self-rights in the employment relationship are becoming increasingly clear, and unionization has also developed rapidly in this social context. According to the findings of Cates et al. (2024), it is recommended that organizations implement alternatives to procedural and distributive justice systems authored by employee unions to achieve employee protection.

Finally, the rapid development of the times has led to increasingly fierce competition faced by enterprises. How to obtain competitive advantages in a changing environment has become a question that many entrepreneurs, managers, and researchers are pondering (Zhao et al., 2019). I hope that readers will gain something from reading the contents of this issue and also look forward to more academic achievements in the field of human resource management, thereby promoting the development of human resource management to be more complete.

Conflict of interest: The author declares no conflict of interest.

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