

## **Human Resource Management practices configurations in family firms**

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### **Abstract**

*The paper aims at investigating configurations of human resource management (HRM) practices in family firms. Four bundles of HRM practices (HRMP - labeled the Administrative, Shared, Integrated, and Professional bundle) are advanced and explored in a sample of 849 family firms. Support for the proposed HRMP configurations has been verified in the data. Next, the paper explores relationships with HRMP functional goals and organizational performances in family firms. The study verifies the assumption of equifinality of the four HRMP configurations as the combined effect of the HRMP on organizational performances of family firms, albeit these configurations reveal different functional goals. Then, we discuss implications, limitations, and further steps for research.*