# Article information:

Family CEO successor and firm performance: The moderating role of sustainable HRM practices and corporate philanthropy - Su - Human Resource Management - Wiley Online Library  
<http://onlinelibrary-wiley-com-s.vpn.scau.edu.cn:443/doi/10.1002/hrm.22143>

# Article summary:

1. The study examines the impact of family CEO succession on firm performance.

2. Sustainable HRM practices and corporate philanthropy can moderate the relationship between family CEO succession and firm performance.

3. Family firms should prioritize sustainable HRM practices and corporate philanthropy to ensure a smooth transition of power and maintain positive firm performance.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article titled "Family CEO successor and firm performance: The moderating role of sustainable HRM practices and corporate philanthropy" by Su, published in the Human Resource Management journal, explores the relationship between family CEO succession and firm performance. The study also examines the moderating effects of sustainable HRM practices and corporate philanthropy on this relationship.

The article presents a well-structured research design that includes a thorough literature review, hypotheses development, data collection, and analysis. The findings suggest that family CEO succession has a negative impact on firm performance, but this effect is mitigated by sustainable HRM practices and corporate philanthropy.

However, there are some potential biases in the article that need to be addressed. Firstly, the study only focuses on family firms in China, which limits its generalizability to other contexts. Secondly, the article does not consider other factors that may influence firm performance such as industry characteristics or external environmental factors. This omission may lead to an incomplete understanding of the relationship between family CEO succession and firm performance.

Moreover, while the study claims that sustainable HRM practices and corporate philanthropy can moderate the negative impact of family CEO succession on firm performance, it does not provide sufficient evidence to support this claim. The article lacks a detailed explanation of how these practices can mitigate the negative effects of family CEO succession.

Additionally, there is a potential promotional bias in the article towards sustainable HRM practices and corporate philanthropy as solutions for mitigating the negative impact of family CEO succession on firm performance. While these practices may have positive effects on firm performance, their effectiveness should be evaluated objectively without any promotional bias.

In conclusion, while Su's article provides valuable insights into the relationship between family CEO succession and firm performance in Chinese family firms, it has some limitations that need to be addressed. Future research should consider other contextual factors that may influence this relationship and provide more evidence for how sustainable HRM practices and corporate philanthropy can mitigate the negative effects of family CEO succession on firm performance.

# Topics for further research:

* Factors influencing firm performance in family firms
* External environmental factors and firm performance
* Industry characteristics and firm performance
* Sustainable HRM practices and their impact on firm performance
* Corporate philanthropy and its impact on firm performance
* Succession planning in family firms and its impact on firm performance

# Report location:

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