

'Making Sense' of Human Resource Management in China

Economy, Enterprises and Workers

Edited by
Malcolm Warner



Making Sense Of Human Resource Management In China Economy Enterprises And Workers

**Peter Sheldon, Sunghoon Kim, Yiqiong
Li, Malcolm Warner**



Making Sense Of Human Resource Management In China Economy Enterprises And Workers:

'Making Sense' of Human Resource Management in China Malcolm Warner, 2013-09-13 This edited work attempts to make sense of recent developments in the field of Human Resource Management in the People's Republic of China. It attempts to see how the paradoxes and contradictions engendered by contemporary Chinese society are being resolved in the enterprises and workplaces of the Middle Kingdom. The book starts with an overview of the literature then follows with a selection of micro-oriented concerned with topics like recruitment and retention then macro-oriented empirical studies a number of the latter dealing with strategic as well as performance issues with last those comparing sets of societal cultural values. It attempts a synthesis of what has emerged from recent research on the harmonious society. These contributions from authors based in universities in eight countries in Australia, Canada, China, Hong Kong, Japan, Taiwan, United Kingdom and USA cover a wide range of research on HRM from the micro to the macro. Six of them teach and/or research at campuses on the Mainland. Their empirical field-based research covers the last half decade and presents a robust picture of both what practitioners have adopted and how researchers have tried to make sense of what they have investigated. This book was based on a special issue of *Intl Journal of Human Resource Management* *China's Changing Workplace* Peter

Sheldon, Sunghoon Kim, Yiqiong Li, Malcolm Warner, 2011-04-15 This book explores the diversity and dynamism of China's workplaces and of the wider labour market experiences of its workforce. Drawing on the authors' extensive recent research it considers a diverse range of issues and types of workplaces. These changes include the continuing spread of market-oriented human resource management across public and private sector organisations, greater employment rights for workers, local diversity in regulatory control alongside the governmental priority of a harmonious society, persistent shortages of skilled labour co-existing with vast underemployment amongst the unskilled, uneven access to education and training across regions and changes in union behaviour and influence. Unlike other studies which tend to assume changes to management work and employment are relatively uniform across modernising parts of the economy, this book conveys the rich variety among contemporary China's local labour markets by looking at them and the institutions that influence them from the bottom up. It focuses on other under-explored but emerging phenomena such as family-owned firms, the role of private services businesses and the emergence of employer associations. **New Models of Human Resource Management in China and India**

Alan R. Nankervis, Fang Lee Cooke, Samir R. Chatterjee, Malcolm Warner, 2013-07-04 This book presents a comprehensive analysis of the similarities and differences of contemporary human resource management systems, processes and practices in the two increasingly important economic great powers in Asia. It covers the full range of human resource management activities including recruitment, retention, performance management, remuneration and career development, discusses changing industrial relations systems and sets the subject in its historical, social and cultural contexts. It examines newly emerging strategies and assesses the extent to which human resource management systems in the two countries are

converging or diverging *Chinese Management in the 'Harmonious Society'* Malcolm Warner, Chris Rowley, 2013-10-18
 Whither Chinese management The Middle Kingdom has come a long way since the economic reforms were introduced after 1978 As ownership has opened up and has become more fragmented the state owned firms no longer dominate the scene nor does their management model Managing has also become more complex and diversified as well as more professional This book asks what the next steps are likely to be and will assess the current directions in which Chinese managers are developing as its economy slows down in the face of global uncertainty It aims to update previous works in the field covering business and management in these countries It covers a wide range of topics including banking competition employee satisfaction expatriates industrial relations HRM organization SMEs social responsibility strategic sourcing trust and so on The book also asks in which future directions management may be moving in this important part of the international economy The authors are all experts in their fields and are all based in universities and business schools in countries such as Australia and the UK among others The work is aimed at undergraduate and postgraduate students in business administration especially those on MBA programmes as well as those studying development economics management studies and related courses including lecturers in those subjects This book was published as a special issue of Asia Pacific Business Review *The Dynamics of Asian Labour Markets* John Benson, Ying Zhu, 2011-03-02 This book explores the dynamics of Asian labour markets in a cross section of eight Asian economies including Japan South Korea Taiwan Hong Kong Singapore China India Vietnam Thailand and Indonesia It considers how these markets have responded to globalisation and assesses likely future trends and developments **International Human Resource Management** Anne-Wil Harzing, Ashly Pinnington, 2014-11-25 I enthusiastically endorse the fourth edition of IHRM The editors are to be congratulated for recruiting the top rated authors in this field to contribute to this volume The chapters are up to date insightful and sometimes even provocative Students including post grads and advanced undergraduates as well as savvy practitioners will benefit from reading this volume Neal M Ashkanasy Professor of Management The University of Queensland Anne Wil Harzing and Ashly Pinnington's bestselling textbook has guided thousands of students through their International Human Resource Management studies The fourth edition retains the critical edge academic rigour and breadth of coverage which have established this book as the most authoritative text on the market The new edition by our international team of experts provides an even more stimulating journey through the core curriculum contemporary debates and emerging issues in IHRM New for the fourth edition Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge Expanded coverage of Equality and Diversity Corporate Social Responsibility and Sustainability and Cross Cultural Management in line with developments in the field New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals This text comes with access to a companion website containing web links SAGE journal articles and more *International Human Resource Management* B. Sebastian

Reiche, Anne-Wil Harzing, Helene Tenzer, 2018-10-27 Used by over 25 000 students across 130 countries this bestselling text written by leading international experts in each topic retains its critical edge academic rigour and breadth of coverage in the new fifth edition The new edition reflects the contemporary debates and emerging issues in the field of IHRM supplementing classic theories and models with recent research and international developments Divided into three parts the first section looks at the ways of thinking about IHRM theory and practice the second section deals with multinational companies and how they manage their workforce around the world the final section looks at both traditional and newer approaches to IHRM policies and practices A selection of up to date examples from across the globe are used to support the text including Uber's regulatory challenges across Europe the gig economy employment rights after Brexit health insurance for part timers in the US and EU attracting and retaining millennials the world's happiest and unhappiest countries and CSR in Hong Kong The book is complemented by free online resources for lecturers and students including PowerPoint slides additional case studies SAGE video clips with critical thinking questions free SAGE journal articles for every chapter annotated useful weblinks and suggested answers to self assessment questions Suitable reading for upper undergraduate and masters level students on IHRM modules

Consent and Control in the Authoritarian Workplace Martin Krzywdzinski, 2018-02-13 Today a large proportion of the world's states are under authoritarian governments These countries limit participation rights both in the political sphere and in the workplace At the same time they have to generate consent in the workplace in order to ensure social stability and prevent the escalation of conflicts But how do companies generate consent given that employee voice and interest representation may be limited or entirely absent Based on a review of research literature from sociology organizational psychology and behavioural economics this book develops a theory of consent generation and distinguishes three groups of consent producing mechanisms socialization incentive mechanisms and participation and interest representation It presents an empirical analysis of how these mechanisms work in Russian and Chinese automotive factories and shows how socio cultural factors and labour regulation explain the differences between both countries regarding consent and control in the workplace The book contributes to two research debates First it examines the generation of consent in the workplace a core topic of the sociology of work and organization Its particular focus is on consent generation in authoritarian societies Secondly the book contributes to the debate about the reasons for the completely different trajectories of post communist Russia and China The book provides an empirical analysis that explains the different work behaviours of employees in both countries and links the micro level of the workplace and the macro level of institutions and organizational cultures

Confucian HRM in Greater China Malcolm Warner, 2014-01-02 This volume sets out in search of what we call Confucian HRM in Greater China and beyond It covers theory and practice not only in the People's Republic of China but also in the Overseas Chinese Nanyang Diaspora namely in Hong Kong and Taiwan among others It will seek to understand how far traditional Chinese culture and values continue to influence the degree to which the human resource management HRM

as adopted in those cultural contexts has been implemented Confucian HRM in Greater China includes a wide range of concepts such as Confucian HRM employee participation family firms guanxi learning and job satisfaction local labour markets performance based pay training policies and women's roles in employment A wide range of international contributors provide the reader with diverse theories methodologies and perspectives arguing that the continuity of traditional Chinese values is indeed still empirically observable in the contemporary practice of people management in Greater China The contributors are all experts in their fields who teach and research on HRM in many faculties throughout the world This book was originally published as a special issue of The International Journal of Human Resource Management

Economic Reform and Employment Relations in Vietnam Ngan Thuy Collins, 2009-09-10 This book surveys Vietnam's economic reforms since the start of the transition from socialist planning to market economy and in particular their impact on employment relations the transformation of which has been a key part of reforms and a necessary pre condition to Vietnam's entry to the WTO in 2006

China's Trade Unions and Management N. Hong, M. Warner, 1998-05-27 This book examines the role of trade unions vis vis management in the People's Republic of China from 1949 to the present day It deals with the evolution reform and consolidation of the Chinese labour movement and particularly the role of the main arm of Chinese organized labour the All China Federation of Trade Unions ACFTU at both the apex and grass roots levels It not only covers the recent history of Chinese trade unions but also assesses their strategy and structure and membership as well as their legal context After this it goes on to consider their role vis vis management in both the State owned as well as the foreign funded sectors Last it compares their activities with organized labour in three Overseas Chinese societies namely Hong Kong Singapore and Taiwan

The Management of Human Resources in Chinese Industry M.

Warner, 1995-07-11 This book analyses the management of human resources in Chinese industry covering the period from 1949 to present particularly focusing on the period of economic reforms in the 1980s and early 1990s For four decades Chinese workers have enjoyed job security under the iron rice bowl employment system This arrangement is now under threat from the recent labour reforms and the emergence of a nascent labour market The study looks in detail at these developments in the North Eastern cities China's industrial heartland

Business Leadership Development in China

Shuang Ren, Robert Wood, Ying Zhu, 2015-03-24 This book argues that China's businesses and hence China's future economic development face a huge crisis in that there is a considerable leadership gap in China with a shortage of competent business leaders at a time when new leadership skills are required urgently as China's businesses evolve rapidly and engage ever more with the global economy Moreover the book argues training is an undervalued and often marginalised activity in Chinese companies The book outlines the nature of this problem and goes on to demonstrate that there is a new breed of manager emerging in China aware of the need to upgrade management skills moving away from skills appropriate in traditional industrial firms and emphasising more flexibility positive engagement with workers and competence in the market

economy The book includes an evaluation of different management approaches in China reports on extensive original research including interviews with practising managers and sets out how self development in widespread deep and important

The Routledge Companion to Reward Management Stephen J. Perkins, 2018-11-14 The Routledge Companion to Reward Management provides a prestige reference work and a state of the art compilation mapping out contemporary developments and debates on rewarding people in employment and how they relate to business corporate governance and management Reward management stands at the interdisciplinary interface between economics industrial relations and HRM industrial psychology and organisational sociology and increasingly corporate governance incorporating debates around equity and fairness in and around the employment relationship and wider capital labour relations In recent years trade union decline and widening differentials between those employed at the top of organisations have generated critical commentary in the popular media which can negatively impact on social cohesion Theoretically underpinned but practically oriented this Companion will synthesise these trends and controversies around issues while tracing conceptual and empirical provenance currency and future prospects It will be an invaluable resource for student and researchers in reward management corporate governance management and HRM seeking convenient access to an area which is highly complex and controversial in application

Innovation, Growth, and Succession in Asian Family Enterprises Hung-bin Ding, Hsi-Mei Chung, Andy Yu, Phillip H. Phan, 2021-03-26 The scope and depth of family business research have been quickly expanding in the last two decades The editors and contributors to this book present eight recent studies examining the impact of external or internal family conditions on the innovation growth and succession of family firms in Asia

Computer Science in Industrial Application Yanglv Ling, 2015-07-28 CSIA 2014 focusses on improvements in computer science in industrial application The contributions are grouped into five main sections 1 Computer and Information Technology 2 Business management E commerce and Tourism This section covers mainly basic theory and general method of economic management businesses and market economy nbs

Digitalization and Management Innovation Antonio J. Tallón-Ballesteros, Paola Santana-Morales, 2023-02-15 The digital era has brought about important changes that continue to affect all our lives Efficient management and storage of digital information has become crucial as has the ability to access that information quickly and efficiently and priorities are to allow for the saving of digital data in many different ways and to avoid the loss of information in the event of a malfunction This book presents the 65 papers presented at DMI2022 the first in the new annual conference series Digitalization and Management Innovation DMI held as a hybrid event in Beijing China on 26 November 2022 A total of 190 submissions were received for the conference and the papers presented here were selected after careful and conscientious review bearing in mind the breadth and depth of the research topics falling within the scope of digital and management innovation and resulting in an acceptance rate of 34% Topics covered include digital transformation supply chains business models and block chain enterprises banking and sustainability as well as policy in artificial intelligence the

gig economy the post epidemic era green supply citizenship behavior human resource management human relationships agriculture and environmental matters Presenting original ideas and results of general significance and supported by clear reasoning and compelling evidence and methods the book will be of interest to all those whose work involves the management of digital data The Routledge Companion to International Human Resource Management David Collings, Geoffrey Wood, Paula M. Caligiuri, 2014-11-13 International human resource management IHRM is a key area of research in the sphere of international business and management Described as a field in its infancy in the 1980s IHRM has quickly advanced through adolescence and into maturity Today it is a vibrant and diverse discipline which boasts a large and active body of researchers across the globe This volume examines cutting edge themes with the input of contributions from both established and emerging scholars The Routledge Companion to International Human Resource Management gives a state of the art overview of the key themes topics and debates in the discipline with valuable insights into directions for future research Drawing on a large and respected international contributor base and with its focus on mature and emerging markets this book is an essential resource for researchers students and IHRM professionals alike **Factory Towns of South China** 工厂镇 Stefan Al, 2012-05-01 Most consumer products come primarily from the Pearl River Delta the factory of the world with the largest industrial region on earth The delta has attracted millions of poor rural residents to settle in factory towns in hopes for a better life Factory Towns of South China opens a window on these walled compounds exposing the gritty establishments crowded dormitories and monotonous labor carried out by workers Some function as self contained cities with their own fire brigade hospital bank TV station and as many as half a million workers living within the compounds Other factories are scattered in larger villages to mask their existence and evade governmental crackdowns on the production of fake consumer goods and illegal casino machines Contributors include David Bray Minnie Chan Jia Ching Chen Paul Chu Hoi Shan Eli Friedman Claudia Juhre Laurence Liauw Paul Lin Ting Shi Casey Wang Rex Wong and Chun Yang Stefan Al is director of the Urban Design Program at the University of Hong Kong International Human Resource Management in Chinese Multinationals Jie Shen, Vincent Edwards, 2006-09-27 The authors explore the degree to which Chinese multinationals have a distinctive Chinese approach to human resource management in the same way as large Japanese companies are widely regarded as having a special Japanese approach Based on extensive original research in the subsidiaries of Chinese multinationals outside China the book examines a wide range of issues related to this key question including the evolution of human resource management in Chinese companies the internationalization of Chinese business recruitment and selection rewards and compensation performance appraisal strategic integration and employee relations Shen and Edwards give a detailed account of the international human resource management of Chinese multinational enterprises a topic of increasing significance in understanding global economic affairs

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