



Managing Human Resources in China

The View from Inside Multinationals

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CAMBRIDGE

Managing Human Resources In China The View From Inside Multinationals

L. Yuan



Managing Human Resources In China The View From Inside Multinationals:

Managing Human Resources in China Yu Zheng, 2013 This book explores the emergence of new employment practices within foreign invested Chinese Multinational Corporations from an employee perspective *Asian Inward and Outward FDI* C. Alvstam, H. Dolles, P. Strom, 2015-12-25 *Asian Inward and Outward FDI* brings together both works from researchers in international business and economic geography The book is aimed for both scholars with interest in macro and micro economic impact of new flows of FDI *Understanding Management in China* Malcolm Warner, 2013-11-12 China has become one of the fastest growing economies ever seen in the world in recent times In the last three decades China has transformed itself from a command economy to a market one albeit a nominally socialist one and its management systems have been reformed accordingly In the light of these changes Malcolm Warner one of the leading authorities on management in China explores the past present and future of Chinese management The first part of the work examines the history of management practices in the Middle Kingdom outlining the influence of traditional Chinese values especially the Confucian inheritance and the legacy of the imperial bureaucracy with its meritocratic examination system as well as the role of industrialization and the influx of foreign owned businesses in the late nineteenth century and the twentieth century It next goes on to consider the current state of China's management showing how a new breed of manager has evolved since the beginning of Deng Xiaoping's reforms in the late 1970s and 1980s The resulting impact of this strategy which has continued into the 1990s and the 2000s up to the present day is then examined The final part of the book concludes with reflections on how management in China is likely to develop in the near future especially on how far it will converge with global practices or to what degree an indigenous form of management with Chinese characteristics will prevail **Labor Relations and Human Resource Management in China** Connie Zheng, 2019-05-20 This book takes a strategic approach and provides a comprehensive review of books and papers about human resource management HRM and labor relations management in China especially since China's accession to the World Trade Organization WTO in 2001 In particular the book evaluates the development of HRM under China's changing institutional environment particularly since President Xi Jinping has taken dominant control of the Chinese Communist Party CCP from 2010 onwards The book provides a historical snapshot of how HRM has been rooted in China and its rhetorical impact on China's national economic development continuing enterprise reform and sustaining individual creativity and innovation It discusses and analyzes HRM and spirituality in the context of a rising aspiration of achieving the Chinese Dream as conceptualized by President Xi Jinping **International Human Resource Management** Anne-Wil Harzing, Ashley 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

Research Handbook on Line Managers Keith Townsend, Anna Bos-Nehles, Kaifeng Jiang, 2022-11-11 This timely Research Handbook brings together 24 chapters with a wide range of different theoretical perspectives empirical research and innovative thought provoking ideas relating to an area of organisation and management that has been neglected for many decades line managers *Routledge Handbook of Human Resource Management in Asia* Fang Lee Cooke, Sunghoon Kim, 2017-09-11 Human Resource Management HRM is fundamentally shaped by institutional and cultural factors such as the different political environments and social philosophies of particular countries and regions By examining the various organizational aspects of business life and systems of people management in Asia the study of HRM across the continent can therefore give us a greater understanding of Asian societies as well as the contemporary world of work more generally This handbook provides an up to date and intellectually engaging overview of HRM in the Asian context Distinctive in its comprehensive coverage of traditional as well as emerging topics of HRM it analyzes important themes such as the regulatory framework for work and employment religiosity family business and gender Using a comparative approach it also effectively highlights the unique features of each country's attitudes towards HRM Covering a range of themes and case studies sections include Institutional and cultural contexts Labour regulation and industrial relations Thematic and functional HRM HRM in selected Asian countries such as China Japan Vietnam India and Singapore Written in a highly accessible style this book will be useful to students and scholars of Human Resource Management Asian Business Economics and Sociology Chapter 15 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license *Research Anthology on Human Resource Practices for the Modern Workforce* Management Association, Information Resources, 2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is

important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians

The Global Challenge Vladimir Pucik,Paul Evans,Ingmar Bjorkman,Shad Morris,2024-05-03 Formerly published by Chicago Business Press now published by Sage Since strategy organizational capabilities and people management are increasingly intertwined in multinational firms The Global Challenge takes a general management perspective on the issues associated with international human resources Each chapter in this book is a stand alone guide to a particular aspect of international human resource management HRM from the history and overview of international human resource management in the first chapter to the functional implications for human resource professionals in the last from building multinational coordination to managing the human side of cross border acquisitions The authors build on the traditional agenda of international human resource management how to respond to cultural and institutional differences manage cross border mobility and develop global leaders This new edition contains the latest advances from research and practice

Chinese Organizations in Sub-Saharan Africa Terence Jackson,Lynette Louw,Dev K. Boojihawon,2020-11-09 Trade between China and Africa is increasing year on year while the West increasingly debates the nature and implications of China s presence Yet little research exists at the organizational and community levels While western press reporting is overwhelmingly negative African governments mostly welcome the Chinese presence But what happens at the management level How are Chinese organizations run What are they bringing to communities What is their impact on the local job market How do they manage staff How are they working with local firms This book seeks to provide a theoretical framework for understanding Chinese organizations and management in Africa and to explore how their interventions are playing out at the organizational and community levels in sub Saharan Africa Based on rigorous empirical research exploring emerging themes in specific African countries this book develops implications for management knowledge education and training provision and policy formulation Importantly it seeks to inform future scholarship on China s management impact in the world generally on Africa s future development and on international and cross cultural management scholarship Primarily aimed at scholars of international management with an interest in China and or in China in Africa this important book will also be of great interest to those working in the area of development studies international politics and international relations

Traditional Chinese Thinking on HRM Practices L. Yuan,2013-11-15 Suggests important ramifications for both Western and Eastern Human Resources Practices and is the first research of its kind to empirically investigate the effect of Chinese core values

which originated from Chinese traditional thinking on HRM practices in China Human Resource Management 'with Chinese Characteristics' Malcolm Warner, 2013-09-13 Five years into World Trade Organization membership how is China's system of people management adapting to the changing world This edited book provides an up to date state of the art overview of current theory and practice of human resource management with Chinese characteristics The latter is a phrase used to refer to the specific cultural institutional and social setting in which such management structures and processes are to be found in the Middle Kingdom As the People's Republic of China becomes inexorably linked to the international economy and increasingly faces the challenges of globalization its enterprises and their managers have to adapt to pressures to conform to external human resources and employment norms whilst at the same time conforming to internal labour laws and socio political demands The tension between these two sets of factors provides an arena in which human resource managers as well as workers have to cope perform and survive The papers included in this collection are all based on empirical on site research by specialists in the field They deal with such HRM related topics as expatriates family demands human capital joint ventures labour disputes organizational commitment psychological contracts social networks work behaviour and the like The authors of the papers covered in the book come from a variety of backgrounds and university affiliations in Australia Canada Finland Hong Kong Japan People's Republic of China United Kingdom and United States of America '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 **Managing Chinese-African Business Interactions** Claude-Hélène Mayer, Lynette Louw, Christian Martin Boness, 2019-09-27 This book provides deep insights into intercultural collaboration among business partners employees managers and entrepreneurs in Chinese African professional interactions It presents cultural and theoretical knowledge on Chinese and African management leadership and philosophy Chinese and African scholars and professionals share their insights into how to address intercultural management challenges proactively and

successfully The cases provide insights into a wide variety of industries and offer actual scenarios studied in governmental parastatal and private Chinese owned organizations in twelve African countries This book will benefit a broad readership including scholars in employment relations and business management as well as African and Chinese collaborators in academia government NGOs and industry

The SAGE Handbook of Contemporary Cross-Cultural Management Betina Szkudlarek, Laurence Romani, Dan V. Caprar, Joyce S. Osland, 2020-05-25 This Handbook presents a comprehensive and contemporary compendium of the field of cross cultural management CCM In recognition of current trends regarding migration political ethnocentrism and increasing nationalism the chapters in this volume not only cover the traditional domains of CCM such as expatriation global virtual teamwork and leadership but also examine emerging topics such as bi multi culturalism migration religion and more all considered from a global perspective The result is a Handbook that acknowledges and builds on a variety of research traditions from mainstream to critical updates existing knowledge in relation to current challenges and sets the direction for future research and developments making this an invaluable resource for researchers in the field and across related areas of international business management and intercultural relations Part 1 Multiple Research Paradigms for the Study of Culture Part 2 Research Methods in Cross Cultural Management Part 3 Cross Cultural Management and Intersecting Fields of Study Part 4 Individuals and Teams in Cross Cultural Management Part 5 Global mobility and Cross Cultural Management Part 6 Developing Intercultural Competence

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

Asia Pacific Human Resource Management and Organisational Effectiveness Alan Nankervis, Chris Rowley, Noorziah Salleh, 2016-06-24 Asia Pacific Human Resource Management and Organisational Effectiveness Impacts on Practice explores the concepts and applications of strategic human resource management SHRM theory on the roles and practices of human resource professionals employed in organizations across the Asia Pacific region It blends new conceptual frameworks with empirical evidence case illustrations and company examples from a variety of countries in the region exploring the economic political socio cultural demographic and professional dimensions of the topic Country studies for example Vietnam Thailand Malaysia China India Korea and

Australia are included examining the relationships between SHRM and talent management knowledge workers quality of work and human capital management in the Asian region Presents the first book to explore the link between HRM and organizational effectiveness Provides new empirical and case study research on relevant issues regarding strategic human resource management Offers a blend of experienced global HRM scholars with enthusiastic regional academics Includes an amalgam of conceptual and practical approaches to the topic Remaking Management Chris Smith,Brendan McSweeney,Robert Fitzgerald,2008-05-08 Debates about the consequences for work practices posed by the rapidly growing transnationalisation of business have become increasingly central to management studies sociology political science geography and other disciplines Remaking Management brings together a range of international contributors from different sub disciplines in management to examine current theories of change or continuity of work practices in the context of fashionable claims about unstoppable globalisation or unmoveable national business systems It provides theoretical and empirical challenges to both of these explanations Rejecting an overemphasis on inevitable convergence or enduring divergence the book reveals a mix of international national and organisational level influences on workplace practice This is a rich and wide ranging resource for graduate students and academics concerned with how organisations are responding to an increasingly complex commercial environment **INTERNATIONAL HUMAN RESOURCE MANAGEMENT** Dr. Rekha Patil,2019-10-14 IHRM can be characterized as set of exercises pointed overseeing authoritative HR at global level to accomplish hierarchical destinations and accomplish upper hand over contenders at national and worldwide level IHRM incorporates common HRM capacities for example enrollment determination preparing and advancement execution examination and expulsion done at universal level and extra exercises for example worldwide aptitudes the board exile the executives etc All the more correctly HRM centers around the board of individuals inside organizations underscoring on approaches and frameworks To put it plainly HRM is the way toward enrolling choosing workers giving legitimate direction and acceptance bestowing appropriate preparing and creating abilities *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

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