



Journal of
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華夏人力資源管理學報



Journal Of Chinese Human Resource Management

Jie Shen, Vincent Edwards



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Journal of Chinese Human Resources Management, *Human Resource Management in China Revisited* Malcolm Warner, 2020-10-28 This edited volume first considers the economic background of the recent changes in HRM in the People's Republic of China from 1978 to the present day exploring the change from a command economy to a more market led one It then goes on to look at the demise of so called iron rice bowl policy once dominated by a Soviet inspired Personnel Management model to one now characterized by possibly Japanese as well as Western influenced HRM albeit with what are widely described as Chinese characteristics Finally it concludes with a comparative analysis of the contributions in the book on China vis a vis an appraisal of these with the national HRM systems of Japan and South Korea This volume was previously published as a special issue of the International Journal of Human Resource Management

Human Resource Management in China Revisited Malcolm Warner, 2020-10-28 This edited volume first considers the economic background of the recent changes in HRM in the People's Republic of China from 1978 to the present day exploring the change from a command economy to a more market led one It then goes on to look at the demise of so called iron rice bowl policy once dominated by a Soviet inspired Personnel Management model to one now characterized by possibly Japanese as well as Western influenced HRM albeit with what are widely described as Chinese characteristics Finally it concludes with a comparative analysis of the contributions in the book on China vis a vis an appraisal of these with the national HRM systems of Japan and South Korea This volume was previously published as a special issue of the International Journal of Human Resource Management

Human Resource Management in China Fang Lee Cooke, 2013-07-03 The approach to managing human resources has changed significantly in China over the last twenty five years as its transformation from a state planned economy to a market oriented economy continues By adopting a broad notion of HRM while remaining sympathetic to the strong emphasis on relationship management in the Chinese culture Fang Lee Cooke builds on the foundations of traditional Chinese HRM practice and brings it right up to date including analysis of currently under explored issues such as diversity management talent management new pay schemes and performance management Including extensive first hand empirical data and pedagogical features such as vignettes case studies and further reading lists This book will be of great use on upper level undergraduate post graduate and MBA courses covering international Chinese management and HRM as well as appealing to practitioners students and scholars of Chinese Business Asian Business and Human Resource Management

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 Community 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.

Whither Chinese HRM? Malcolm Warner, 2014-10-14 This symposium explores Chinese people management as an academic subject looking at where it is currently going and the likely direction of its progress. After the economic reforms introduced by Deng Xiaoping in 1978, China saw the introduction of Human Resource Management (HRM). This book discusses the specific issues which are relevant to its evolution in China, in particular whether there is a dominant paradigm in the field and whether there might be a new one in the making. It looks at the possibility of a theory of Chinese management or Chinese theory of management. This comprehensive volume covers a wide range of topics including charismatic leadership, employee commitment, creativity, guanxi, job security, knowledge generation, mentorship, national identity and organizational innovation, all in the context of Chinese HRM. The contributors are experts in their respective fields of management, organizational behaviour, psychology, sociology and related disciplines and cover a wide range of themes, models and specialisms. This book was originally published as a special issue of *The International Journal of Human Resource Management*.

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.

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

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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 *Society and HRM in China* Malcolm Warner, 2013-09-13 This volume looks at the relationship between society and human resource management HRM in China In doing so it asks how representative the latter is of the former The contributors argue that there needs to be a minimum degree of consonance between these two variables if HRM is to be sufficiently underpinned by social reality It is only in a wider framework that people management in general and in China in particular can be fully understood whether through theory or through practice *Society and HRM in China* explores the changes in Chinese society over the last century and then goes on to analyse how these changes have shaped China's HRM Arguably HRM did not emerge from the void it was shaped by the societal culture from which it sprung and the economic forces influencing its institutions and organizations However there is very little academic literature about the relationship between contemporary Chinese society and its HRM which isn't extremely specific As such much of the research in this collection is not only relatively representative but also highly cross sectional The contributions are all drawn from experts in the field across the disciplines hailing from a diverse range of national origins and educational institutions They cover a wide range of topics approaches and emphases This book was originally published as a special issue of *The International Journal of Human Resource Management* **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* *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

'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

The Future of Chinese Management Malcolm Warner, 2003 This edited collection looks at the ongoing state of management reforms in the People's Republic of China how these have come about why they have taken place and where they are leading It analyses recent developments in the context of the changing Chinese economy notwithstanding entry in the World Trade Organization and the deepening of its economic and managerial reforms The contributors all international business specialists in their fields examine a wide range of business economic and managerial topics including decision making in Sino foreign JVs entry into the WTO human resource management supervisory boards and third country national expatriates The resulting discussions will be of great interest to both academics and professionals in the areas of Chinese business and management

Strategic Human Resource Management in China Min Min, Mary Bambacas, Ying Zhu, 2017-01-20 This book documents and explains how strategic human resource management SHRM and high performance work systems HPWS have been adopted among indigenous enterprises namely state owned enterprises SOEs and domestic private enterprises DPEs in China from both management and employee perspectives The book examines the mutual relationships between employees and their supervisors managers through social exchange theory It explains how and why employees develop their perceptions and relationships with their immediate supervisors managers in the working environment and the consequent effects on their attitudes and behaviour at work Given the importance of the Chinese economy in the world and the impact of its open door policy and economic and management reforms this book will provide valuable insight into China's SHRM and HPWS

HRM in China Jin Zhang Chris Rowley, 2016

Human Resource Management in China Cherrie Jiuhua Zhu, 2004-03-01 Enhancing our understanding

of HRM in the Chinese industrial sector this book explores the emerging role of HRM in China's industrial enterprises A significant contribution to the theory of HRM this book will be essential reading for students and researchers of Business and Management HRM and Asian Business **Human Resource Management Review** ,2001

Whispering the Strategies of Language: An Emotional Quest through **Journal Of Chinese Human Resource Management**

In a digitally-driven world wherever screens reign supreme and quick communication drowns out the subtleties of language, the profound strategies and psychological subtleties hidden within words often move unheard. Yet, set within the pages of **Journal Of Chinese Human Resource Management** a interesting fictional treasure pulsating with fresh thoughts, lies a fantastic quest waiting to be undertaken. Written by a talented wordsmith, this charming opus invites viewers on an introspective trip, gently unraveling the veiled truths and profound affect resonating within the very material of each word. Within the mental depths of this emotional evaluation, we can embark upon a genuine exploration of the book is core styles, dissect their fascinating writing fashion, and yield to the powerful resonance it evokes strong within the recesses of readers hearts.

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