

Whither Chinese HRM?

Paradoxes, Problems and Prospects

Edited by
Antalcsilló Várkonyi



Whither Chinese Hrm Paradigms Models And Theories

Malcolm Warner



Whither Chinese Hrm Paradigms Models And Theories:

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 **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 *Special Issue:*

Whither Chinese HRM? , 2012 *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.

International Human Resource Management Paul Iles, Crystal L Zhang, 2013-04-26 International Human Resource Management is an essential book for all students and HR professionals looking to really understand international HRM. Covering the context of International HRM, HRM and National Culture, HRM in different regions and international HRM policies, this book provides thorough discussion and comprehensive consideration of all elements of international HRM. Full of contributions from experts in specific regions including North America, the Middle East and North Africa, India, Russia and China, this book will provide readers with a thorough understanding of HRM around the world. With crucial coverage of international HRM issues including cross-cultural leadership, business ethics, global talent supply and management as well as performance management of international staff, International Human Resource Management is essential reading for all those working or looking to work in HR around the world, particularly those looking to work in multinational companies. Fully supported by online resources including powerpoint slides, a lecturer guide, additional case studies and a bonus chapter on issues and new directions in International Human Resource Management as well as annotated web links and self-test questions for students.

Guanxi in Contemporary Chinese Business Jane Nolan, Chris Rowley, 2020-12-18 Does guanxi still matter in 21st-century Chinese business and management? Is it really still a culturally distinct form of social interaction impenetrable by outsiders? Or does it simply resemble the countless other elite networks embedded in business and political spheres across the globe? This book answers these questions through a combination of new empirical insight and nuanced conceptual development. Research examples include investigations of multinational enterprise corporate performance, governance structures in Chinese private firms, organisational justice in Chinese banks, entrepreneurial learning and knowledge acquisition and the gendered and sexualized nature of guanxi in the workplace. In terms of firm performance, there is still much to be gained by MNE and Chinese firms through cultivating guanxi in different domains, including the political sphere at both the local and national level. However, in terms of employee performance, there is evidence that some younger employees have a strong desire to move towards more merit-based systems and resent being judged on guanxi connections. Similarly, some women may find themselves shut out when attempting to navigate conventional guanxi relationships based on Confucian paternalism. In brief, these practices may also exclude a large pool of emerging talent. This book clearly shows that guanxi is a complex concept that holds a persistent power in Chinese societies. To understand it fully, we must acknowledge the dynamic nature of both its dark and light sides. The chapters in this book were originally published in a special issue of the Asia Pacific Business Review.

Demystifying Chinese Management Malcolm Warner, Chris Rowley, 2015-10-14 Today, with a new leadership in place, the

People's Republic of China enters a challenging new phase as an emerging economic superpower. The Chinese economy has dramatically changed over the three decades since Deng Xiaoping launched his economic reforms in 1978. It has been transformed from a command economy dominated by state-owned enterprises to a market socialist economy with a wide range of ownership forms, both public and private. In turn, its managers and management have correspondingly undergone a major sea change. This edited collection attempts to demystify Chinese management, highlighting recent research into these significant changes and their implications in a wide range of business enterprises both in China and overseas. It points to the strategic challenges and issues in terms of realizing the managerial version of the Chinese Dream. The topics covered include business schools in China, corporate social responsibility, financial services, impression management, international human resource management, international competitive strategy, choices, internationalization of firms, and the role of science parks. The book was originally published as a special issue of *Asia Pacific Business Review*. [Routledge Handbook of Chinese Business and Management](#) Jane Nolan, Zhao Shuming, Ken Kamoche, 2023-09-29. This handbook, representing the collaboration of 36 scholars, provides a multi-faceted exploration of Chinese business and management. The volume represents an inside-out perspective, offering local knowledge and experience in conjunction with an outside-in approach, presenting measured and sensitive observations from an outsider's perspective. The handbook's approach is organised around five key themes: Cultural and institutional contexts for business in China; Management including digital marketing and entrepreneurship; Work and employment covering gender and trade unions in the workplace; Human resource management and human resource development in Chinese businesses including multinational corporations in the UK; Business and economic overviews revealing the impact of guanxi relations and networks on Chinese business and management. Revealing major recent developments in Chinese business and management alongside an appreciation of the unique historical, institutional, and cultural context of Chinese business and management, this book is a must-read for scholars, students, and educators of Chinese business and theory and business in Asia. [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

Advanced Human Resource Management Sajia Ferdous, 2025-03-03 Advanced Human Resource Management provides comprehensive practical guidance on understanding and implementing key strategies across various HR functions This essential textbook for postgraduate and final year undergraduate students of HRM covers an expansive discussion on contemporary contexts theories and strategies for the various HR functions From topics such as talent and performance management to managing diversity and maintaining sustainability the book engages with how to apply different HR management approaches within organizations to achieve sustained competitive advantage Features include Analysis of the impact of HR strategies at the micro meso and macro levels of the organization Considerations of legal and policy implications of HR practices for ensuring compliance Evaluation of the effectiveness of HRM strategies across different organizational settings including large and small organizations as well as public and private sectors Self assessment quiz questions relevant case law and real world examples

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

Asian Business and Management Harukiyo Hasegawa, Michael A. Witt, 2019-08-28 The third edition of this core textbook edited and contributed to by recognised international authorities on the subject outlines the critical contextual and theoretical issues of business and management in Asia and offers a fresh topical analysis of management in the major Asian nations Featuring an accessible two part structure and updated with the latest research the book will enable students to assess Asian management systems

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Macro Talent Management in Emerging and Emergent Markets Vlad Vaiman,Paul Sparrow,Randall Schuler,David G. Collings,2018-07-04 Macro Talent Management in Emerging and Emergent Markets is the first book to focus specifically on country level activities that are aimed at attracting developing mobilizing and retaining top talent for economic success in emerging or emergent markets The book serves as a guide that orients the reader toward activities that increase their country s global competitiveness attractiveness and economic development through strategic talent management This book brings together leading experts from around the world to address such issues as cross border flows of talent diaspora mobility knowledge flows global labour markets and policies The book is structured in three parts Part I covers emerging markets Part II emergent markets and Part III pan national themes such as migration and clusters Bringing together research from the fields of human resource management international business economic geography comparative international development and political economy this is a definitive comprehensive treatment of the topic aimed at advanced students and practitioners

Human Resource Strategies in China Alma M. Whiteley,Sara Cheung,Shi Quan Zhang,2000 This book blends theory with the experiences and practices of successful Foreign Invested Enterprises in China in the face of an unprecedented change in the management of people Current theories from Western HRM literature are represented to illustrate the future challenges and issues involved Chinese culture and values are considered as well as China s economic background Chapters cover major aspects of HRM including recruitment and selection training management development performance appraisal compensation management style and culture issues Each chapter contains a conceptual explanation and the findings of studies of what is actually happening in China Finally a model and methodology for students and practitioners to follow is presented The authors bring both academic and practitioner perspectives to these issues which are illustrated empirically by 33 in depth case studies The book will appeal to students at undergraduate or graduate level studying the human resource discipline Practitioners and those preparing to manage people in China will find the chapters on the selected elements of the HRM function invaluable

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

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 *Human Resource Management Practices in Chinese Organisations* ,2014

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 [Green Human Resource Management in Chinese Enterprises](#) Jie Shen,Jenny Dumont,Xin Deng,2019-11-28 This book explores how Chinese enterprises implement green human resource management green HRM and how it affects employee green and non green work behaviors through multiple underlying mechanisms and depends on individual green values and perceived organizational support The authors provide useful insight into green HRM practices and policies that are adopted by firms why firms have chosen to adopt them and how green HRM influences employee green and non green workplace behaviors To achieve this the book applies several theories to develop a testable research framework which has been empirically tested by utilizing qualitative and quantitative research methods This book will appeal to anyone interested in learning more about green HRM practices and the social and psychological processes through which green HRM influences employee workplace behaviors and has significant implications for using HRM to implement organizational green initiatives

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