

Chinese Multinational Corporations' Human Resource Management

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The given case study concerns the managerial practices of Chinese multinational corporations (MNCs), particularly the ones based in Africa and Asia. The main issues in the article are centered around the reciprocal relationship between MNCs' HRM practices and local institutional actors. Namely, they refer to the impact of the legal environment on HRM practices, MNCs' ethical obligations to local communities, and the way the industry affects respective HRM strategies.

Legal Environment

A whole strand of studies behind HRM strategic practices of MNCs considers the institutional environment and national business systems features as the main driving forces determining the HRM approach. In this context, there are two types of institutional influence - the host country and the country of origin (Cooke, 2014). In addition, the MNC's country of origin is not necessarily dominant in instilling its practices (Cooke, 2014). However, it does play a critical role in the final decision regarding what source of practice MNC will adopt. Meanwhile, local managers and employees also partake in the decision-making process. Depending on the situation, they can prove to be either the supporters or the opposers of the respective HRM practices transfer from the country of origin to its subsidiary.

Thus, from an institutional perspective, MNCs' HRM practices mainly focus on the interaction between international, national, and local influences. Nevertheless, it is vital to understand that MNCs, as such, do not tend to be "passive recipients of institutional impositions" (Cooke, 2014). Instead, they should be treated as sophisticated and powerful organizational actors who opt to strengthen their market position by proactively engaging in developing the institutional environment. Specifically, such is the case in developing countries where the institutions and economy are still subject to a dynamic and complex transition process compared to the relatively high institutional stability and firm establishment of institutional norms of developed countries (Cooke, 2014). In the former case, even despite institutional constraints, MNCs' managers have the space to strategically choose and deliberately take political action.

Research On The Transnational Corporation Management Chinese

Alexius Pereira



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Corporate Governance of Chinese Multinational Corporations Runhui Lin, Jean Jinghan Chen, Li Xie, 2020-12-07 This book is the first to explore the issue of corporate governance in China's new corporations. With rapid development over the last two decades, China has seen compelling achievements in overseas investment. Specifically, an increasing number of Chinese companies have been going out to become multinational enterprises. From the practical view, corporate governance issues have been identified in the literature as one of the most important factors in determining whether these Chinese multinational enterprises succeed or not. However, existing literature provides little investigation and understanding about corporate governance of Chinese multinational enterprises. This book fills that gap and will be of value to corporate executives, scholars of China's economy, and journalists.

Research Handbook on the Globalization of Chinese Firms Craig C. Julian, Zafar U. Ahmed, Junqian Xu, 2014-04-25 This comprehensive research Handbook encompasses an expansive range of perspectives on the globalization process of Chinese firms. Eminent global scholars provide contributions on a variety of topics including industrial innovation.

Research Handbook on Transnational Corporations Alice de Jonge, Roman Tomasic, 2017-01-27 Transnational corporations (TNCs) have moved to the forefront of regulatory governance both within states and in the international arena. The *Research Handbook on Transnational Corporations* provides expert background commentary and up-to-date insights into regulatory frameworks impacting on TNCs at global, industry, and national levels. Written by global experts in their field, this unique collection of essays provides in-depth understanding of how the forces of globalisation affect the world's largest corporations and how those corporations in turn shape globalisation.

Managing Foreign Research and Development in the People's Republic of China Zheng Han, 2008-03-31 The undertaking of R & D in China by foreign organisations is explained through an analysis of the patterns of foreign investment in R & D and the motivations and challenges for undertaking R & D in China. The book provides a detailed reference source which outlines the general environment of R & D in China through governmental policies, Chinese domestic science and technology systems, and contemporary developments of intellectual property protection. The practical implications for companies intending to set up R & D in China are also discussed. Contemporary environmental circumstances of undertaking R & D in China, policies, systems, etc. Insights from the perspective of R & D managers in China, best practices, lessons learned, and case studies. Important implications for R & D activities in China.

Global R&D in China Yifei Sun, Max von Zedtwitz, Denis Simon, 2013-09-13 The volume focuses on the issue of globalization of research and development (R & D) in China. China has become the number one choice of R & D for multinational corporations (MNCs) according to a recent survey. Many of the largest MNCs in the world, such as Microsoft, GE, GM, HP, Motorola, and Lucent, among hundreds of others, have established R & D facilities. The phenomenon has become a hot issue among policy debates in many countries regarding job outsourcing, national and regional competitiveness, and China. This book examines the issue of foreign R & D, particularly those from MNCs in China, the drivers, missions, locations,

management challenges policies and implications for China's innovation system This book was previously published as a special issue of the Asian Pacific Business Review

Transnational Corporations and Local Innovation Jose Cassiolato, Graziela Zucoloto, Dinesh Abrol, Xielin Liu, 2020-11-29 This series of books brings together results of an intensive research programme on aspects of the national systems of innovation NSI in the five BRICS countries Brazil Russia India China and South Africa It provides a comprehensive and comparative examination of the challenges and opportunities faced by these dynamic and emerging economies In discussing the impact of innovation with respect to economic geopolitical socio cultural institutional and technological systems it reveals the possibilities of new development paradigms for equitable and sustainable growth This volume explores the relationship between transnational corporations TNCs and NSI across BRICS economies The essays highlight the role of foreign direct investment FDI the evolution of TNCs and examine local factors such as government policies human resources market structures and technological capabilities that affect collaborative efforts with indigenous firms towards innovation and development The authors approach the thesis of technological globalisation with some caution refuting the idea that research and development R D activities have been inexorably internationalised Original and detailed data together with expert analyses on wide ranging issues make this book an invaluable resource for researchers and scholars in economics development studies and political science in addition to policy makers and development practitioners interested in the BRICS countries

China's Emerging Global Businesses Y. Zhang, 2003-05-15 China is well known as the largest recipient of foreign direct investment among developing countries Little is known so far of the fact that China has become quietly one of the most significant third world investors in the global economy This book traces the evolutionary path of China's outward investment activities and examines the political economy of the rapid rise of China's global businesses in the context of the economic reforms since 1978 The analysis of changing policy regimes for China's outward investment is complemented by detailed investigations of the rise and operation of three pioneering Chinese multinationals to illustrate this new thrust of China's engagement with the global economy China's global reach examined in this study explores issues concerning China's creative responses to globalisation and the processes through which China has become a globalised state The first ever book length study of China's global investment activities this book fills a significant gap in the literature on China's economic transformation and the rise of multinational corporations from developing countries

Proceedings Of The International Conference On Chinese Enterprise Research 2007 Xiao Fang Fu, Anthony Soon Chye Teo, Teng-kee Tan, 2008-11-12 The International Conference on Chinese Enterprise Research ICCER is an annual event organized by the Lien Chinese Enterprise Research Centre Nanyang Technological University Held on 13 and 14 December 2007 at Nanyang Technological University and the Singapore Chinese Chamber of Commerce Industry respectively the succeeding ICCER enjoyed immense support from local and international Management scholars boosting the scale and academic standing of the conference The conference invited famous keynote

speakers including Professor Zhang Weiying Dean of Guanghua School of Management Peking University and Professor Zhao Renwei former director of the Institute of Economy Chinese Academy of Social Science At the same time attendance also included heads of Nanjing University Sun Yat Sen University Northwest University and Sichuan University s Management and Economics schools together with research directors and professors of the finest educational institutions In addition to academic presentations a panel of prominent economists such as Professor Tan Khoo Giap from Nanyang Technological University Mr Xu Li General Manager of Industrial and Commercial Bank of China Singapore and Mr Jack Niu Deputy Group Chief Credit Officer Standard Chartered Bank also deliberated on the topic Internationalization of Banks in China The keynote speeches together with a collection of 25 excellent research papers from the conference are presented to the readers in this proceedings

The Rise of Transnational Corporations from Emerging Markets Karl P. Sauvant, 2009-01-01 Having undertaken billions of FDI in many continents and nations between Argentina and the PRC I consider Dr Sauvant s book an eye opener a new page showing us a new super highway The OFDI volume of emerging markets today surpassing the entire FDI volume of not even 20 years back is a signal of success of the free market economy It signals also the end of privileges for the Europeans It reflects entrepreneurship at its best on the part of the fast developing nations of Asia It shows that free access to know how and capital has permitted Asia to catch up at an unprecedented speed Contrary to often repeated but wrong opinions the poor of the world have benefited the most by globalization A market place of unimaginable potential is under construction in the first half of the 21st century accelerated by FDI This book should find many readers particularly among the political leaders of today and tomorrow Carl H Hahn Chairman Emeritus of Volkswagen AG This comprehensive analysis deals with the range of issues raised by the rise of transnational corporations from emerging markets This insightful book shows that foreign direct investment FDI from emerging markets has grown from negligible amounts in the early 1980s to 210 billion in 2007 with the stock of investment now being well over 1 trillion This reflects the rise of firms from these economies to become important players in the world FDI market The contributors to this book comprehensively analyze the rise of emerging market TNCs the salient features of the transnational activities of these firms the relationship of outward FDI and the competitiveness of the firms involved their impact on host and home countries and implications for the international law and policy system The subject of this study is both topical and important and poses a number of challenges that will require considerable policy attention in the future It will appeal to academics interested in FDI as well as emerging markets Karl P Sauvant has gathered together a group of leading academics that makes this an informative and valuable read for anyone interested in the subject including academics students at all levels and private sector entities as well as government officials dealing with outward FDI

The Multinational Corporation in China Stephen Todd Rudman, 2009-02-09 The Multinational Corporation in China Controlling Interests addresses the question of how multinational corporations control and coordinate their worldwide affiliates with a fascinating inside story on contemporary China Focuses on dynamic

management control processes by four large US multinational corporations of their China operations Based on the author's own research including personal interviews with senior managers and discussions with consultants lawyers and government officials Reviews internal as well as publicly available company documents and books newspapers and periodicals dealing with relevant industries and with China Enables readers to understand how multinational corporations are managed Facilitates the development of a coherent theory of management control

Corporate Environmentalism in China and Taiwan T. Tsai, 2001-12-17 China and Taiwan are two of the fastest growing economies of the newly industrialized countries Much of their growth has come from multinational companies partly it has often been assumed because the region provides a pollution haven which the multinationals would not enjoy elsewhere Corporate Environmentalism in China and Taiwan tests this hypothesis with detailed empirical research Focusing on the chemical sector the author compares the policies and behaviour of three multinational corporations with three large local firms The research shows that in fact the multinational companies have outperformed local companies in the phenomenon of greening

China and the Global Economy in the 21st Century John Sae, 2012-06-12 As China continues to ride out the global economic crisis while still retaining year on year GDP growth it is increasingly important to understand how this new economic giant with its communist capitalist model operates its economic and business environments This book is designed to scientifically examine the contextual variables that foster sustainably dynamic economic growth in China In particular the contributors provide an incisive analysis of the contextual bases underlying such a dramatic rising economic power and the immense implications for enterprises and countries involved in dealing with China Drawing on the latest studies and cutting edge research findings this book analyses FDI project management internationalisation the continued role of state owned enterprises and doing business in China As such it will be essential reading for all students of Chinese business and economics as well as businesses seeking to develop a critical understanding of the driving global economic force which is China

Handbook of Research on International Entrepreneurship Leo Paul Dana, 2004 Dana's Handbook is an essential read for international entrepreneurship scholars as well as policymakers and practitioners concerned with the dynamics associated with the international entrepreneurship process Succinct reviews of the literature and useful summary tables relating to key themes and studies are presented by a number of contributors Paul Westhead International Small Business Journal This is a formidable and weighty tome More important than sheer quantity is consideration of the quality and here the broad spread yet eclectic choice of the research papers is most enlightening The contributing authors have collectively condensed much of the knowledge garnered from the past five years of this global field into one handy sourcebook The end result is indeed a fresh recognition if recognition still needs to be made of the major importance of this new global growth phenomenon of international entrepreneurship Mark Haydon International Journal of Entrepreneurship and Innovation The Handbook is a nearly comprehensive reference work to the field that will be useful to scholars new to the area as well as those already engaged in it I was impressed by the

diversity of the authors The Handbook is an excellent broad reference to the field Ben Oviatt Journal of International Business Studies Over the last few years there has been an increased interest in research on the internationalization of new ventures and the global challenges facing growing young businesses The Handbook of Research on International Entrepreneurship has collected and synthesized the contributions of leading researchers in an effort to define and categorize the unique contributions and state of the art of this emerging field It provides a comprehensive multi disciplinary treatment that advances the frontiers of knowledge regarding the fundamental concepts methods and theories of international entrepreneurship The Handbook should serve as both an authoritative and comprehensive reference work for researchers and a state of the art compilation of new insights for educational leaders Ari Ginsberg New York University Stern School of Business US Entrepreneurship and international business have remained separate subjects for far too long The study of international entrepreneurship thrives on the cross fertilisation of ideas between these fields It is one of the most dynamic research areas in economics and management The contributors to this Handbook are the pioneers in the field and this volume provides a definitive survey of their work Mark Casson University of Reading UK These notable researchers share a common dedication to rigorous methodologies and vigorous research Together in this volume the researchers have assembled and presented a cross section of tested methods and innovative approaches These contributions are an inspiration to younger researchers and this bids fair to set the tone and level of intellectual rigour and vigour for future research in the emerging field of international entrepreneurship From the preface by Bob Kirk University of Canterbury New Zealand This unique reference book provides an array of diverse perspectives on international entrepreneurship a new and emerging field of research that blends concepts and methodologies from more traditional social sciences The Handbook includes chapters written by top researchers of economics and sociology as well as academic leaders in the fields of entrepreneurship and international business State of the art contributions provide up to date literature reviews making this book essential for the researcher of entrepreneurship and the internationalisation of entrepreneurs

Foreign Direct Investment, Governance, and the Environment in China J. Zhang, 2014-01-01 This book links the environment and corruption with China's large inflows of foreign direct investment FDI It investigates the effects of economic development and foreign investment on pollution in China the effects of corruption and governance quality on FDI location choice in China

FDI in China Xiaojuan Jiang, 2004 By the early 21st century the FDI Foreign Direct Investment sector had carved out a major niche in the Chinese economy and exerted a remarkable impact on the nation's economic growth industrial restructuring and its degree of integration with the global economy The major role of the FDI sector manifests itself in many aspects such as serving as a source of funds improving investment efficiency boosting output introducing advanced technology and research capacities ameliorating the industrial structure expanding exports upgrading the export commodity mix and promoting economic restructuring All these are described and analysed in great detail in this book The last few chapters of the book

feature the author's prognostications of the key areas where FDI is to be solicited and the salient features of what China will do in this respect FDI will continue its massive flow into the Chinese manufacturing industry and play an active role in turning China into a global manufacturing centre for a number of industries The FDI inflow in the service industry will surge in a sustained fashion thereby raising its efficiency and improving the services offered In the last section **Retail**

Internationalization in China L. Qixun Siebers, 2011-07-19 As potentially the largest retail market China has attracted a great number of foreign retail operations Based on case study research this book provides valuable insights international retailers need for success in China The newly developed theoretical model helps to extend the body of knowledge on firm internationalization *The Chinese Belt and Road Initiative* Filip De Beule, Philippe De Lombaerde, Haiyan

Zhang, 2024-10-18 China faces significant hurdles in implementing its Belt and Road Initiative Since its launch a decade ago the BRI has become a crucial component of Chinese external economic relations It has the potential to alter the economic and political landscape of Asia but also Europe As such the Belt and Road initiative have placed China at the heart of geopolitics in the Eurasian region but also globally Therefore China faces significant hurdles in implementing these initiatives with many countries and organizations around the world becoming increasingly weary of China's BRI and geopolitical strategy This book examines these issues of the BRI and analyzes the impact of the BRI on Chinese involvement in Asia and Europe It sheds light on the strategic responses of host country governments and regional economic organizations as well as the reactions of Chinese and other multinational companies and ultimately the Chinese government This book will appeal to scholars researchers and practitioners of International Business and Policy particularly those interested in the BRI and China's geo-economic influence The chapters in this book were originally published as a special issue of Asia Pacific Business Review Regional Inequality in Transitional China Felix Haifeng Liao, Yehua Dennis Wei, Li

Huang, 2020-09-17 This book investigates uneven regional development in China with particular focus on the cases of Guangdong and Zhejiang provinces which have been at the forefront of debate since Chinese economic reform Rapid economic growth since the opening up of China has been accompanied by significant disparities in the regional distribution of income this book represents one of the most recent studies to present a picture of this inequality Built upon a multi scale and multi mechanism framework it provides systematic examination of both the patterns and mechanisms of regional development and inequality in provincial China emphasizing the effects of economic transition Approaching from a geographical perspective its authors consider the interplay between the local the state and the global forces in shaping the landscape of regional inequality in China Extensive empirical findings will prove useful to those researching other developing countries within the frontier of globalization and economic transition *Regional Inequality in Transitional China* will appeal to scholars and students of geography economics and Chinese studies more broadly *Transnational Corporations and Business Networks* Henry Wai-Chung Yeung, 2002-09-11 Detailed focus on business in Hong Kong timely and newsworthy

Great interest at the moment in Chinese business **State Collaboration and Development Strategies in China** Alexius Pereira, 2003-09-02 This book looks at Singapore and China to examine governmental collaboration on a foreign direct investment oriented strategy Focusing on the unique collaborative venture the Suzhou Industrial Park project the author explores the economic political and social relationships between Singapore and China throughout the course of the scheme as well as discussing why certain strategies were adopted how they were implemented and their outcomes

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