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The impact of Chinese cultural values on human resource policies and practices within transnational corporations in China

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Research On The Transnational Corporation Management Chinese

M. Warner



Research On The Transnational Corporation Management Chinese:

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.

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.

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 (IC CER) 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 IC CER 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 Khue 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 Internationalization Of Technological Innovation For Chinese Enterprises Jin

Chen,2019-10-18 Based on a new perspective this book explores the theory of internationalization of technological innovation in four aspects namely strategy organization resource allocation and environment and analyzes the development rules and key points of management in the internationalization of technological innovation for Chinese firms On the basis of theoretical and empirical studies this book proposes an evolutionary model of the internationalization of technological innovation It is hoped that the proposed model will be of value to the advancement of the internationalization of technological innovation for the Chinese firms and will contribute to the enrichment and improvement of the theories in technological innovation

State-Owned Multinationals Alvaro Cuervo-Cazurra,2017-10-24 This book provides a deep understanding of state owned multinationals SOMNCs and their role in global business SOMNCs have emerged as a force to contend with in global competition and their study connects several fields such as economics political economy international business and global strategy This prestigious collection of articles presents insights into the interaction between government ownership and internationalization and aims to provoke new research approaches and insights on the topic The book includes some of the key contributions to our understanding of these firms and new commentaries explaining how to analyze them This book is essential reading for academics and consultants looking to gain a clearer understanding of SOMNCs and how to research them

Rethinking Chinese Transnational Enterprises Leo Douw,Cen Huang,David Ip,2013-10-11 Affinity to the

Chinese culture personalized social networks and a firm control of ownership and management have often been considered the key ingredients for the success of many diaspora Chinese transnational enterprises in South China and Southeast Asia In view of the recent Asian crisis and the rapid changes imposed by globalization scholars are increasingly concerned whether these family owned Chinese transnational enterprises would survive the challenges in the new millennium

The Determinants of Chinese Outward Direct Investment Hinrich Voss,2011-01-01 The rapid international expansion of Chinese enterprises since the 1990s has attracted considerable attention in scholarly and policy circles This book sheds fresh light on the phenomenon by explaining its determinants using the analytical lens of international business theory The author

focuses in particular on how Chinese firms interact with the institutional environment both at home and abroad Drawing upon evidence and analysis from official statistics Hinrich Voss concludes that the institutional change and market imperfections in China combined with host country effects and the mediating role of trans border social and business networks are key facilitators of the rise of Chinese multinationals This book provides the most up to date analysis of the determinants of Chinese outward foreign direct investments and will appeal to academics with an interest in international business and management as well as those researching China specifically and Asian business more broadly Postgraduate students in international business Asian business studies and international relations will find this book invaluable as will practitioners dealing with Chinese multinational enterprises 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

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 **Handbook of**

Research on Asian Business Henry Wai-Chung Yeung, 2007 This volume is excellent Students who are interested in Asian business should read it and will find the comprehensive bibliography offered by the different contributors very helpful In light of the recent global financial crises it is time to re examine the Asian miracles as well as the Western models of business organizations and regulations This volume offers great insights not just on Asian business but also on Western economies and business It is also time to adopt an integrative approach recommended by Yeung through comparative research of businesses and economies in different institutions and cultures Yifei Sun Economic Geography An absolute must have for college library reference shelves filled cover to cover with keen analyses that any businessperson seeking to make inroads in an Asian market needs to study at length Midwest Book Review This book serves as an important guide to the many fascinating research questions about Asian business waiting to be addressed The study of Asian business has reached equality in importance to the study of business in Europe and North America Researchers who study any of these regions have an incentive to follow the study of business in the other regions if for no other reason than that many global firms from each region operate in all regions now Nonetheless the more important reason for knowledge transfer among researchers of each region is that these exchanges can only advance everyone's research Henry Yeung and the contributors are to be thanked for setting out a rich agenda for research on Asian business that will elevate this study to equality with research elsewhere in the world Eurasian Geography and Economics This book is extremely comprehensive and well researched It will be of particular interest to scholars in the fields of international business development studies economic geography regional studies as well as international and national policymakers Science Technology Society The rise of Asia as an important region for global business has been widely recognized as one of the most significant economic phenomena in the new millennium This accessible and comprehensive Handbook brings together state of the art reviews of Asian business in an expansive range of areas including business organizations strategic management marketing state business relations business and development business policy issues It is argued that whilst academic studies on Asian business have been in existence for over two decades there is relatively little systematic integration of our knowledge and research on Asian business The contributors drawn from a variety of disciplines within the social sciences aim to redress the balance with their lively cutting edge discussion Serving as a timely overview of more than two decades of scholarly research this Handbook will be an essential resource for academics students and researchers interested in Asian business

Strategies of Multinational Corporations and Social Regulations Xavier Richet, Violaine Delteil, Patrick Dieuaide, 2014-03-18 This contributed volume seeks to provide a unique window on the globalization process by analyzing the dynamics of Foreign Direct Investment FDI in Europe and Asia as well as its influence on the renewal of public policies and regulations both transnational and local It discusses the link between the trans nationalization of productive and business systems and the renewal of local regulations in the light of concerns over competitiveness and attractiveness as well as new social tensions Multinational corporations MNCs as key

actors of globalization are central for understanding the new interactions between the global regional and local dimensions as well as for highlighting the challenges of regulation both at transnational level and within national boundaries Research approaches along two broad lines are presented First a theoretical and empirical approach that examines links between the strategies of multinationals and local public policy in order to contribute to a better understanding of the institutional dynamics of social regulation Second a comparative approach that compares regional spaces with particular attention to Europe on the one hand and to the two great emerging powers China and India on the other

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

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

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

Changing Workplace Relations in the Chinese Economy M. Warner, 2000-05-31 Changing Workplace Relations in the Chinese Economy attempts to deal with how China's economic reforms have undermined the iron rice bowl system which since the 1950s has

provided both lifetime employment and cradle to the grave welfare for many workers particularly those in state owned enterprises It starts by examining the background of these reforms and how they have changed workplace relations in the Chinese economy it will also look at key themes relating to the role of trade unions and the management of human resources in both state owned and joint venture firms finally a number of illustrative case studies involving industrial relations and human resource management are set out A set of contributors drawn from a wide range of disciplines and nationalities who are expert in these fields have contributed chapters to the volume Cross-Cultural Design Pei-Luen Patrick

Rau,2023-07-08 This three volume set of CCD 2023 constitutes the refereed proceedings of the 25th International Conference on Cross Cultural Design CCD 2023 held as Part of the 24th International Conference HCI International 2023 which took place in July 2023 in Copenhagen Denmark The total of 1578 papers and 396 posters included in the HCII 2023 proceedings volumes was carefully reviewed and selected from 7472 submissions The papers of CCD 2023 Part I address topics related to service and product design for cultural innovation design for social change and development sustainable design methods and practices and cross cultural perspectives on design and consumer behavior *Chinese International Investments* Ilan Alon,Marc Fetscherin,2015-12-17 This book provides authoritative academic and professional insights into the strategies of Chinese Foreign Direct Investments in Europe Asia Africa and the Americas Distinguished authors from across the world will make a contribution to the growing literature on OFDI outward foreign direct investment from China

The Operations of Chinese Infrastructure Multinationals in Africa Yuxuan Tang,2021-08-26 The book aims to analyse and evaluate the strategic positioning of China s participation in terms of firm level performance in the generation of infrastructure capacity in African countries Africa counts among its development challenges a major bottleneck of infrastructure capacity and shortage of investable capital China s long period of high growth generates the strengths to secure availability of energy from Africa by enhancing infrastructure provision for the region To achieve this complementary macro level development beyond the traditional dimension of infrastructure provision ODA Chinese IMNEs become the vital players on the intersection of these processes Thus this research makes practical and analytical contributions to international business studies and development issues by making concrete the analysis of bilateral development processes from a macro context to a micro level framework e g focusing on ICT and construction sectors then fitting this into the real world story Infrastructure itself is a key element for potential investment and development processes Therefore how IMNEs achieve not only exist simply in a way of a commercial oriented investment but also in their implications for development and political related issues Routledge Library Editions: Business and Economics in Asia Various,2021-07-14 This set examines a vast range of topics covering all experiences of business and economics from across Asia Dealing with early banking systems in China the industrialisation of Korea and Taiwan the evolution of Japanese business practices economic development protectionist policies industrial investment trade tourism and a host of other topics the books collected here form a vital

reference resource across a wide subject area

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