

Invited Review

International and comparative human resource management: an Asia-Pacific perspective

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In this paper, we review articles in the research field of international and comparative human resource management (HRM), published in *Asia Pacific Journal of Human Resources* since the journal's inception in the 1960s. Our review is based on 155 articles, including 43 conceptual, opinion, editorial, and review articles, and 112 empirical studies, and examines the trends over decades by examining four major areas: 1) characteristics of the articles; 2) research topics within the international and comparative HRM; 3) theoretical frameworks; 4) country contexts; and 5) methodologies. While there have been many valuable contributions, new challenges have emerged. Based on our analysis, we provide suggestions for future research on international and comparative HRM. We call for scholars to draw attention to context and to theoretical and methodological innovation, in order to develop research with high impact and practical relevance.

Keywords: Asia-Pacific region, comparative HRM, international HRM, literature review

Key Points

- 1 We review 155 international and comparative articles published in *APJHR* across five decades.
- 2 We identify four broad phases in international and comparative HRM scholarship in the Asia-Pacific context.
- 3 We emphasize the diversity and dynamism of national contexts within the Asia-Pacific region.
- 4 We identify important questions for HR scholars and professionals to address in the future.

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Management An Asia Pacific Perspective

Andrew Delios



Management An Asia Pacific Perspective:

Management John R. Schermerhorn, 2003-12-12 **International Business** Andrew Delios, 2012-12-10 International Business An Asia Pacific Perspective Second Edition provides a unique exploration of the topic of international business. It examines decisions relevant to managers in internationalizing and multinational firms operating in the Asia Pacific region. Its uniqueness stems from the cutting edge conceptual material that underlies the decision making frameworks in the text and in the numerous Asian company examples and illustrations. Users of this text examine such essential topics as the measurement and analysis of the cultural, political and economic dimensions of the international environment, the formation of internationalization strategies including entry mode choice and strategic alliances, the analysis of the competitive implications of multinational firms and business groups, multinational subsidiary and expatriate management and the management of ethical issues.

Accounting for Sustainability: Asia Pacific Perspectives Ki-Hoon Lee, Stefan Schaltegger, 2018-01-30 This book advances the understanding of corporate sustainability and challenges and roles of sustainability accounting in the Asia Pacific region. The Asia Pacific region has shown fast economic growth for several decades which is expected to continue. In this context, Asia has become the production engine of the global economy. At the same time, scientific reports reveal that some planetary boundaries are crossed, for example relating to biodiversity and climate change. Companies in the Asia Pacific region are therefore increasingly challenged to reduce their environmental impacts, to document their social contribution and to contribute to sustainable development. Key approaches to identify sustainability problems and challenges to support improvement processes and to back up sustainability contributions include accounting and reporting. In contrast to the high relevance of accounting and reporting for corporate sustainability for the Asia Pacific region, academic research has so far been dominated by Western researchers and predominantly dealt with Western and Japanese cases and approaches. It is thus time to take account of Asian perspectives on accounting and reporting for sustainability in the Asia Pacific region.

Asia-Pacific Perspectives on Teacher Self-Efficacy Susanne Garvis, Donna Pendergast, 2016-07-15 In this book, the editors have been able to provide a snapshot of current research being undertaken in the Asia Pacific region in regards to teacher self-efficacy beliefs. This includes specific focuses on inclusive teaching, professionalism, subject domains, collective efficacy as well as specific contexts of early childhood education and care, primary schools, education special needs schools and teacher education. This allows the reader to begin to develop an understanding about the complexity of teacher self-efficacy as well as the development and relationship between self-efficacy and other theoretical constructs and concepts. The book begins with an overall summary of research in the Asia Pacific region before moving to a specific focus on research in different countries. All of the chapters also provide hope to the reader about the possibilities of understanding and supporting teachers and schools' beliefs to enhance teacher behaviour. Through the implementation of teacher self-efficacy beliefs into educational contexts, teacher education programmes and professional

development programmes there is strong hope that the outcomes of education systems in supporting all students in their learning can be achieved By allowing teachers to develop their own sources of efficacy and supporting these through all stages of career development all children can be supported in their own learning

Sustainable Development:

Asia-Pacific Perspectives Pak Sum Low, 2022-01-13 The Asia Pacific region has been experiencing rapid development in the past 30 years and issues relating to sustainable development will become increasingly important in the coming decades This comprehensive overview presents sustainable development from the perspectives of Asia and the Pacific with contributions from more than 70 leading international experts The first part focuses on the theories and practices of sustainable development including national and regional perspectives as well as international policies and law concerning climate change The second part highlights the challenges and opportunities of sustainable development and poverty reduction amid the changing ecological social cultural economic and political environment in this region These include issues such as the importance of science for sustainable development and related areas including sustainable energy stratospheric ozone depletion climate change land use change biodiversity and disaster risk reduction The volume is an invaluable reference for all researchers and policy makers with an interest in sustainable development

Asia-Pacific Perspectives on

Intercultural Psychology Wendy Wen Li, Darrin Hodgetts, Koong Hean Foo, 2018-09-07 Today's world is more interconnected and interdependent than ever before Within the context of globalisation and the associated increased contact between diverse groups of people the psychology of culture is more relevant than ever Asia Pacific Perspectives on Intercultural Psychology brings together leading researchers from 11 countries to show

Bulletin on Asia-Pacific

Perspectives, 2004 **International Marketing: An Asia-Pacific Perspective** Richard Fletcher, Heather Crawford, 2013-08-28 International Marketing 6e is written from a wholly Australasian perspective and covers issues unique to local marketers and managers looking towards the Asia Pacific region the European Union and beyond It presents a wide range of contemporary issues faced by subsidiaries of multinational enterprises MNEs as well as small and medium scale enterprises SMEs mainly exporters which make up the vast bulk of firms involved in international business in the Australasian region International Marketing 6e clearly demonstrates the links between the different stages of international marketing connecting analysis with planning planning with strategy and strategy with implementation Key concepts are brought to life with comprehensively updated statistics recent illustrations and a variety of real world examples and case studies

Rethinking Displacement:

Asia Pacific Perspectives Kuntala Lahiri-Dutt, 2016-04-08 This book responds to the need to explore the multitude of interconnected factors causing displacements that compel people to move within their homelands or traverse various borders in the contemporary world that is characterised by extensive and rapid movements of people It addresses this need by bringing together historical and contemporary accounts and critical examinations of the displaced by articulating the commonalities in their lived experiences It accomplishes the task of charting a new path in displacement studies by offering a

number of studies from interdisciplinary and diverse methodological approaches comprising ethnographic and qualitative research and literary interpretations to emphasise that although the forms and conditions of mobility are highly divergent individual experiences of displacement and placelessness offer a critical challenge to the artificial categorisations of people's movements. Each chapter adds insights into the different configurations of displacement and placement and offers fresh interpretations of migration and dislocation in today's rapidly changing world. The contributors critically examine a variety of displacement processes and experiences in the context of war, tourism, neoliberal policies of development and the impact of various agro-forestry policies. They focus on a range of countries enabling a thorough comparative analysis in terms of scope and range of examples and methods of analysis. This book makes an original contribution to the growing body of literature on displacement and will appeal to a wide readership including advanced undergraduates and graduate students and professors in disciplines such as human geography, development studies, sociology and anthropology, regional studies and comparative impact assessment.

Asian Yearbook of International Law, Volume 22 (2016) Seokwoo Lee, Hee Eun Lee, 2019-09-02
Launched in 1991, the Asian Yearbook of International Law is a major internationally refereed yearbook dedicated to international legal issues as seen primarily from an Asian perspective. It is published under the auspices of the Foundation for the Development of International Law in Asia (DILA) in collaboration with DILA Korea, the Secretariat of DILA in South Korea. When it was launched, the Yearbook was the first publication of its kind, edited by a team of leading international law scholars from across Asia. It provides a forum for the publication of articles in the field of international law and other Asian international legal topics. The objectives of the Yearbook are two-fold: first, to promote research, study and writing in the field of international law in Asia; and second, to provide an intellectual platform for the discussion and dissemination of Asian views and practices on contemporary international legal issues. Each volume of the Yearbook contains articles and shorter notes, a section on Asian state practice, an overview of the Asian states' participation in multilateral treaties and succinct analysis of recent international legal developments in Asia, a bibliography that provides information on books, articles, notes and other materials dealing with international law in Asia, as well as book reviews. This publication is important for anyone working on international law and in Asian studies.

Research in Personnel and Human Resources Management M. Ronald Buckley, Anthony R. Wheeler, John E. Baur, Jonathon R. B. Halbesleben, 2023-09-07
This book contains an Open Access chapter. Contributions include an analysis of professional touching behaviour, ideas about the state of science in HRM processes that occur in expatriate turnover, suggestions concerning the state of human resource process research, and an Open Access chapter on work-life flexibility issues.

United States Engagement in the Asia Pacific: Perspectives from Asia Yoichiro Sato, See Seng Tan, 2015-07-15
This study brings together Asian and Asia-based experts of international relations and U.S. foreign policy to present diverse Asian views about preferred modes of U.S. engagement in the region and compare their views with U.S. interests in the region, a prerequisite exercise to truly multilateral regional security governance. With the rise

of Chinese power in absolute and relative terms over the next decades as a key driving factor of the international relations in the Asia Pacific the United States has announced its Rebalance to Asia previously referred as Pivot to Asia strategy Asian responses perceptions and even interpretations of the U S strategy have been diverse Misconceptions of the U S strategy can be attributed to the built in contradictions among its objectives deliberate ambiguities left by the architects of the strategy mismatch between the stated strategy and actual policy implementations during the last three years and subjective reading by the Asian countries through the lens of their own interests This book will illuminate the diversity of Asian responses and perceptions and analyze the underlying reasons of the diversity The overarching framework of analysis for this book is the very dilemma of alliances abandonment and entrapment which hedging aims at evading Abandonment fear is primarily of the junior partner of an alliance that its senior partner may not come to its aid in crisis Meanwhile entrapment fear works both ways The United States may drag its allies into its conflict against a third party but U S allies may also drag the United States into their regional conflicts in which the United States has no direct or significant stake The Asian choices of their strategic responses to the U S Rebalancing will be described and analyzed through the lens of the perceived balance between the abandonment and entrapment fears as well as other historical and domestic factors unique to each Asian country The reading of the U S strategy by Asian countries is a subjective matter and their interests likely influence their analysis and consequently strategies It is not the aim of this volume to establish well defined cause and effect chain between the U S strategy and Asian strategies but thick descriptions have enabled some chapter authors to identify reciprocal relations between the two While China's growth is the most important driver of the changing strategic landscape in the Asia Pacific and the new U S strategy the new U S strategy inevitably influence the Chinese strategy which in turn triggers a chain reaction of strategic revisions in Asian countries This book is essential reading for scholars in Asian politics U S foreign policy international relations as well as for policy makers

United States Engagement in the Asia Pacific:

Perspectives from Asia - Student Edition Sato, Yoichiro, Tan, See Seng, 2015-07-30 Note this is an abridged version of the book with references removed The complete edition is also available on this website This study brings together Asian and Asia based experts of international relations and U S foreign policy to present diverse Asian views about preferred modes of U S engagement in the region and compare their views with U S interests in the region a prerequisite exercise to truly multilateral regional security governance With the rise of Chinese power in absolute and relative terms over the next decades as a key driving factor of the international relations in the Asia Pacific the United States has announced its Rebalance to Asia previously referred as Pivot to Asia strategy Asian responses perceptions and even interpretations of the U S strategy have been diverse Misconceptions of the U S strategy can be attributed to the built in contradictions among its objectives deliberate ambiguities left by the architects of the strategy mismatch between the stated strategy and actual policy implementations during the last three years and subjective reading by the Asian countries through the lens of their own

interests This book will illuminate the diversity of Asian responses and perceptions and analyze the underlying reasons of the diversity The overarching framework of analysis for this book is the very dilemma of alliances abandonment and entrapment which hedging aims at evading Abandonment fear is primarily of the junior partner of an alliance that its senior partner may not come to its aid in crisis Meanwhile entrapment fear works both ways The United States may drag its allies into its conflict against a third party but U S allies may also drag the United States into their regional conflicts in which the United States has no direct or significant stake The Asian choices of their strategic responses to the U S Rebalancing will be described and analyzed through the lens of the perceived balance between the abandonment and entrapment fears as well as other historical and domestic factors unique to each Asian country The reading of the U S strategy by Asian countries is a subjective matter and their interests likely influence their analysis and consequently strategies It is not the aim of this volume to establish well defined cause and effect chain between the U S strategy and Asian strategies but thick descriptions have enabled some chapter authors to identify reciprocal relations between the two While China s growth is the most important driver of the changing strategic landscape in the Asia Pacific and the new U S strategy the new U S strategy inevitably influence the Chinese strategy which in turn triggers a chain reaction of strategic revisions in Asian countries This book is essential reading for scholars in Asian politics U S foreign policy international relations as well as for policy makers

Internationalization of Emerging Economies and Firms M. Marinov,S. Marinova,2011-11-30 Explores the impact of country and firm specific factors the role of institutions and governments the strive for compensation of initial disadvantages and the struggle in finding ways to counterbalance late coming into the international arena in the process of internationalization Proceedings in Finance and Risk Perspectives '12 , **The Oxford Handbook of International Business** Alan M. Rugman,2009-01-15 As globalization explodes so has international business scholarship This second edition of the Oxford Handbook of International Business synthesises all the relevant literature of the last 40 years in 28 original chapters by the world s most distinguished scholars Reflecting the changes and development in the field since the first edition this new edition has a changed structure all the chapters have been updated to take account of the latest scholarship and five new chapters freshly written The Handbook is divided into six major sections providing comprehensive coverage of the following areas History and Theory of the Multinational Enterprise The Political and Regulatory Environment Strategy and International Management Managing the MNE Area Studies Methodological Issues These state of the art literature reviews will be invaluable references for students in business schools social sciences law and area studies *The Routledge Companion to Talent Management* Ibraiz Tarique,2021-08-18 The field of Talent Management has grown and advanced exponentially over the past several years as organizations large and small public and private global and domestic have realized that to gain and sustain a global competitive advantage they must manage their talents effectively Talent Management has become a major theoretical and empirical topic of intellectual curiosity from various disciplinary

perspectives such as human resource management arts and entertainment management international management etc This Companion is an indispensable source that provides an authoritative in depth and comprehensive examination of emerging Talent Management topics Divided into five thematic sections that provide a unique overarching structure to organize forty one chapters written by leading and renowned international scholars this Companion assesses essential knowledge trends debates and avenues for future research in a single volume Evolution and Conceptualization of Talent Management The External Context of Talent Management The Internal Context of Talent Management Individuals Workforce and Processes of Talent Management and Outcomes of Talent Management In this way the Companion is essential reading for anyone involved in the scholarly study of Talent Management including academic researchers advanced postgraduate and graduate students and management consultants For further debate on Talent Management readers might be interested in the supplementary volume Contemporary Talent Management A Research Companion sold separately

Strategic International Human Resource Management Helen L. De Cieri, Peter J. Dowling, 1998 Examines strategic international human resource management in Australian multi national enterprises operating in the European Union An Asia Pacific perspective on challenges created by the social dimension of the European Union is also discussed

Managing Information Technology Resources in Organizations in the Next Millennium Information Resources Management Association. International Conference, 1999-01-01 Managing Information Technology Resources in Organizations in the Next Millennium contains more than 200 unique perspectives on numerous timely issues of managing information technology in organizations around the world This book featuring the latest research and applied IT practices is a valuable source in support of teaching and research agendas

Contemporary Business Research in the Islamic World John Fraedrich, Marina Pirtskalava, Tornike Khoshtaria, Hasan Terzi, Mehmet Bayirli, Baker Al Serhan, 2024-09-22 This proceedings volume presents a cutting edge exploration of Islamic marketing delving into the details of Muslim consumer behavior and Halal business practices while offering invaluable strategies for navigating the dynamic world of commerce in Islam oriented regions Featuring selected chapters from the 14th Global Islamic Marketing Conference it provides a comprehensive overview of research and insights into Islamic business practices focusing on innovative marketing strategies Readers can expect to find detailed analyses and practical guidance on topics such as the impact of neurotransmitters on Islamic research the influence of religiosity on Muslim consumers adoption of cryptocurrency and how perceived price quality and trust affect purchase intentions for Halal products The volume also explores whether Halal hotels in Malaysia align with green practices factors driving customer behavior in online banking and the digitalization of Halal food supply chains through blockchain Further chapters investigate customer loyalty in Islamic traditional markets the factors influencing brand love in Moroccan football and the impact of sustainability and corporate governance in Bangladeshi microfinance institutions Discussions include the economic implications of incomes of married women in Islamic contexts and models for the key drivers of Islamic insurance Readers

will also find comparative studies on challenges in online sales contracts within Islamic and Jordanian legal frameworks and insights into the role of e trust in the success of virtual organizations through knowledge sharing The volume addresses contemporary issues such as consumer empowerment and privacy the challenges and opportunities for Islamic microfinance during COVID 19 and self regulating social media behaviors among Muslim consumers It also explores the integration of AI driven chatbots in Halal marketing communication and the concept of faith centric consumerism offering a research agenda for Halal brand attitudes This proceedings volume is an invaluable resource for academics and researchers seeking to deepen their understanding of these specialized topics and for business consultants looking for effective strategies to engage with markets in Islam oriented regions It provides both a theoretical framework and practical insights making it a vital reference for anyone interested in the rapidly evolving fields of Islamic business marketing and economics

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