

Invited Review

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

Helen De Cieri  Monash University, Australia, helen.decier@monash.edu

Karin Sanders University of New South Wales, Australia

Caihui (Veronica) Lin The University of Queensland, Australia

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.

Correspondence: Professor Helen De Cieri, Monash Business School, Monash University, 900 Dandenong Road, Caulfield East, Vic. 3145, Australia; e-mail: helen.decier@monash.edu
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Management An Asia Pacific Perspective 2e

Hwy-chang Moon



Management An Asia Pacific Perspective 2e:

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 pre dominantly 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 *Cruise Ship Tourism, 2nd Edition* Ross Dowling, Clare Weeden, 2017-01-25 Completely updated and revised Cruise Ship Tourism 2nd Edition covers the economic social and environmental impacts of cruising combining the latest knowledge and research to provide a comprehensive account of the subject Despite the industry growing rapidly there is a substantial gap in the related literature and this book addresses the key issues for researchers students and industry professionals A valuable one stop shop for those interested in cruise ships and maritime tourism this new edition from major names in the field is also an invaluable resource for anyone concerned more widely with tourism and business development **Culture and Management in Asia** Malcolm Warner, 2003 This work provides a comprehensive overview of culture and management in the major East and Southeast Asian economies with each chapter providing a survey of the country s history culture and economy Towards a "second Generation" in Environmental Laws in the Asian and Pacific Region Lin Heng Lye, Maria Socorro Z. Manguiat, 2003 Laws in the twentieth century were based on economic growth and development This new century calls for the reassessment of all laws from an environmental perspective in consideration of such looming environmental concerns as global warming degradation of biodiversity and pollution This book captures some provoking thoughts raised during a symposium on second generation environmental laws held in Japan in 2002 The wide range of articles will promote greater understanding of what has been achieved with the first generation of environmental laws what is needed for the second generation and how to bridge the two *A Research Agenda for Human Resource Management* Paul Sparrow, Cary L. Cooper, 2017-10-27 The book s expert contributors provide short and succinct reviews of 12 key topics in strategic HRM including HR strategy and structure talent management selection assessment and retention employee engagement workplace well being leadership HR analytics productivity innovation and globalisation Each chapter identifies the strengths and gaps

in our knowledge maps out the important intellectual boundaries for their field and outlines current and future research agendas and how these should inform practice In examining these strategic topics the authors point to the key interfaces between the field of HRM and cognate disciplines and enables researchers and practitioners to understand the models and theories that help tie this agenda together **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 *International Human Resource Management* Ibraiz Tarique,Dennis R.

Briscoe,Randall S. Schuler,2015-08-11 Thoroughly updated and expanded the fifth edition of International Human Resource Management focuses on international human resource management IHRM within multinational enterprises MNEs The book has been designed to lead readers through all of the key topics of IHRM in a highly engaging and approachable way In addition to the key topics and rich pedagogy students have come to expect chapters have been updated including an expanded chapter on Comparative and National Culture Uncovering precisely why IHRM is important for success in international business and how IHRM policies and practices function within the multinational enterprise this comprehensive textbook provides an outstanding foundation for understanding the theory and practice of IHRM It is essential reading for all students instructors and IHRM professionals Instructor resources can be found at http://routledgetextbooks.com/textbooks/_author/globalhrm **Bulletin on Asia-Pacific Perspectives** ,2003 [Green Web-II: Standards and Perspectives from the IUCN](#) Bhandari, Medani P.,2018-08-15 In dealing with the IUCN one must bear in mind that there never has been and undoubtedly never will be any other organization even remotely resembling it Its peculiarities subtleties and complexities are sometimes mind boggling Nicholson 1990 in Holdgate 1999 ix Green Web II investigates IUCN s role in global biodiversity conservation policy as well as in national program development in India Pakistan Nepal and Bangladesh It explores how nature protection priorities and approaches are promoted or addressed by IUCN an international organization and how environment conservation policies are created and maintained in states with different capacities of South Asia It also evaluates IUCN s competency in bio diversity climate change nature conservation and environmental policy formulation at

global regional and country level This study is the first detailed scholarly study on the IUCN as an organization as well as on its efforts in biodiversity conservation This book adds to our knowledge firstly by contributing to a small but growing body of work on the sociology of international organizations IOs especially International Governmental Organizations IGOs have long been the subject of mostly political science Secondly it applies a fuller sociological imagination to the study of IOs by critically exploring one of the largest and most active nature conservation organizations in the world Thirdly it also explores how the IUCN actually goes about building protectoral programs with individual member nations Additionally the book explores the recent development of the green economy GE concepts into IUCN s program planning today The green economy initiative applies a people first approach Although the concept is relatively new this research explores the theoretical development of a green economy and illustrates how this theory is applied in IUCN s program planning to program implementation Technical topics discussed in the book include Motivation of Environment Conservation How personal efforts make difference Role of International Environment Conservation Organizations Political Economy of Organizations Network theory Institutional theory Stakeholder theory Governance theory Governance performances and Competitiveness Popularity indices Knowledge creation and diffusion Conservation commons

Global Business Strategy: Asian Perspective (Second Edition) Hwyl-chang Moon, 2022-01-07 As the second edition of Global Business Strategy this book provides novel insights on how a firm can formulate a successful approach toward its global business from both the Western and Asian perspectives In this respect the book s overall goal is to bridge the gap between these two different viewpoints This second edition includes more recent business theories techniques and cases within the field of global business strategy Specifically it includes new theories and techniques like creating shared value CSV the global value chain platform strategy and business ecosystem They are shown to be important tools for enhancing competitiveness and maintaining sustainability among firms in today s rapidly changing international business environment This is very much evident today given the critical challenges arising from the trade tensions between the United States and China emerging technologies such as artificial intelligence and digital transformation and the unprecedented disruptions brought on by the coronavirus pandemic We hope that this book will serve as a useful companion for students business practitioners policymakers and the more general readers interested in issues related to competitiveness and business

Global Leadership 2e Joyce Osland, Allan Bird, Gary R. Oddou, Martha L. Maznevski, Michael Stevens, Günter K. Stahl, 2013-05-07 Global leadership has been frequently heralded by writers and executives as the key to sustained competitive advantage on the part of organizations In addition it is clear that the possession of leadership qualities and the display of leader behavior are requirements for individuals attempting to progress in their careers It is important for aspiring managers to learn about the nature of effective global leadership and how they can develop their own competencies in this area This textbook provides an important overview of this key emerging area within business and management Offering a view into the nature of global leadership and the competencies necessary

for aspiring managers to succeed Global Leadership is essential reading for students of leadership organizational theory strategic management human resource management and for anyone working and managing in the global arena Now in its second edition it draws from recent research to both contemporize timeless topics and address today's relevant topics from corporate social responsibility to cultural competencies to current technology

API Textbook of Medicine (Volume I & II) YP Munjal, Yash Pal Munjal, 2015-08-30 This is the tenth edition of the authoritative API Textbook of Medicine completely revised updated and expanded with 28 brand new chapters The textbook is comprised of two volumes divided into 29 sections Beginning with an introduction to the practice of medicine and a disease profile and epidemiology of communicable and non communicable diseases each subsequent section covers a separate medical specialty The second section on Clinical Approach to Key Manifestation has been expanded with six new chapters including the appropriate selection of imaging modalities Other new topics in this edition include advanced cardiac life support system life style changes in the management of diabetes diabetes in the elderly prevention of cardiovascular disease acute and chronic pancreatitis and tumours of the liver Chapters on chronic and sleep related pulmonary disorders have been completely re written to highlight their increased prevalence and a new chapter on pulmonary rehabilitation has been added An entirely new section on the Future of Medicine including regenerative medicine nanotechnology and nanomedicine robotic surgery and an introduction to space medicine brings the API Textbook of Medicine to its conclusion With 1090 full colour images and illustrations spanning over 3000 pages this all encompassing textbook is a comprehensive guide to the practice of medicine brought fully up to date for physicians surgeons and post graduate medical students Key Points New edition of this comprehensive two volume textbook Fully revised updated and expanded with 28 new chapters New section on the future of medicine 1090 full colour images and illustrations Previous edition published 2012

Resources in Education, 2000

Globalizing Human Resource Management Paul Sparrow, Chris Brewster, Chul Chung, 2016-08-05 This new edition of Globalizing Human Resource Management examines the strategic and global issues of HRM by showing how organizations address the tradeoffs between global integration and local responsiveness Sparrow Brewster and Chung discuss varying methods of globalized talent management and employer branding and conclude with a multi dimensional approach to HRM The second edition includes Updated analyses of talent management employer branding and outsourcing of HRM Broader geographic focus including a new focus on Asian firms and other emerging markets Exploration of the impact of strategic management thinking on HR as well as the latest research in other areas such as operations marketing and economic geography Complementing traditional international HRM texts this is an ideal book for any student interested in the actual strategic logics being pursued by the HR function today

The Global Human Resource Management Casebook Liza Castro Christiansen, Michal Biron, Pawan Budhwar, Brian Harney, 2017-08-04 This casebook is a collection of international teaching cases focusing on contemporary human resource management issues Each case centers primarily on one country and illustrates a significant challenge faced

by managers and HR practitioners helping students to understand how the issues they learn about in class play out in the real world The cases emphasize the national and cultural contexts of HR management providing readers with a global understanding of employee motivation reward systems recruitment and selection career development and more In this edition the editors and authors have made significant updates to reflect recent developments in the field and cover a broader range of countries in Eastern Europe and Africa The authors also delve into new industries like food service clothing manufacturing and transportation as well as IT and academia Recommendations for further reading and relevant videos provide readers with practical insights into the modern HRM field With more than 30 cases followed by questions and tasks to encourage reflection this is a valuable companion for any student of human resource management Asian Management Matters: Regional Relevance And Global Impact Chung-ming Lau, Kenneth K S Law, K David Tse, Chi-sum Wong, 2000-07-24

With the increasing globalisation of business Asia has much to teach and to learn in the areas of management theory research and education The relevance and impact of Asian business practices are scrutinized in this volume which presents chapters written by international scholars on issues such as strategic management organisational behavior the performance of multinationals foreign investments and human resource management Advances in these areas within an Asian context can make a global contribution to the research on management theory This volume consists of the principal contributions from the inaugural conference of the Asia Academy of Management and will be of interest to business practitioners academics and students interested in Asian management **2024-25 NTA /UGC-NET/JRF Sociology Solved Papers** YCT Expert Team , 2024 25 NTA UGC NET JRF Sociology Solved Papers 384 795 E This book contains previous year s solved papers from 2011 to 2023 **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 **Current Issues in Asian Tourism: Volume II** C. Michael Hall, Chris Cooper, 2021-04-06 Current Issues in Asian Tourism Volume II draws together a collection of papers from Current Issues in Asian Tourism CIAT CIAT was launched by the editors of Current Issues in Tourism in response to the growing number of papers about tourism in

Asia received by the journal and the increasing number of authors from Asian countries This volume focuses on three aspects of Asian tourism Firstly the section on marketing consumption and demand for Asian tourism includes papers on mega events creative experiences World Heritage Sites and pollution Secondly a group of papers focus on sustainable Asian tourism destinations including papers on investment climate change energy and local food Finally there are two chapters on Asian tourism research methods including the use of photography and qualitative methods The papers in this book were originally published in Current Issues in Asian Tourism *Handbook of Tourism and Quality-of-Life Research II* Muzaffer Uysal, M. Joseph Sirgy, 2023-09-23 The second volume of this handbook develops on and extends the discussion in the successful first volume published in 2012 This is a timely addition to the literature drawing on the momentum that quality of life QOL research in tourism has gained in the 21st century and on the boom in the tourism industry itself It focuses on four areas of growth in QOL research in the recent past 1 travelers tourists 2 host communities 3 service providers and 4 the role of technology The handbook helps management of tourism firms and policy makers develop specific policies and programs to ensure the most positive impact of tourism on tourists host communities and service providers The comprehensive coverage of topics in this handbook makes it a state of the art reference Academics interested in QOL research in travel and tourism tourism practitioners interested in applying the science of QOL in the tourism industry as well as policy makers involved in regulating the industry will view the handbook as indispensable source of recent research

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