

A review of foreign business management in China

Jing Yu Yang · Frank Ben Tipton · Jiatao Li

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Abstract This study reviews the research on foreign business management in China and analyzes 193 articles published in English in 13 academic journals between 1980 and 2008. The studies were classified based on the type of research, the main topic, and the methods employed. The studies were then mapped and their key research findings and conclusions were highlighted. A three-stage model of market transition was developed to contextualize the work, and this helps explain the shifting focuses in the literature and identify directions for future research.

Keywords Foreign business management · Market transition · Contextualization · China · Literature review

Increasing global economic integration has turned China into a leading destination for foreign direct investment (FDI) (World Investment Report, 2005). Since China opened up for foreign investment in the late 1970s, foreign business has played an important role in transmitting capital, knowledge, and management systems into China (Luo, 1999b; Shenkar & Li, 1999), and it has emerged as one of the key drivers behind China's rapid economic growth. (Buckley, Clegg, & Wang, 2002; 2007a; Wei & Liu, 2006). Being a transition economy, China presents difficult challenges for foreign investors. Foreign investors entering and operating in China

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Management In China The Experience Of Foreign Business

Rubens Pauluzzo, Bin Shen



Management In China The Experience Of Foreign Business:

Management in China Roger Strange, 1998 Looks at management attitudes in China since the recent economic reforms and what China can learn from Japan *Doing Business in China* , **Successful Business Dealings and Management with China Oil, Gas and Chemical Giants** Henry Wang, 2014-01-10 This book focuses on doing businesses successfully with China oil gas and chemicals companies with real business cases on business management and contract negotiations all under one theme Drawing on the author's extensive experiences and knowledge of the China oil gas and chemicals industries the book presents a comprehensive and practical guide to the China oil industry structure and major Chinese oil companies It analyses China's oil gas and chemicals markets and its growth into the largest oil consumption market in the world It also examines energy security concerns and mitigation strategies to diversify crude import sources The book also analyses the key domestic and international players in China including the largest state multinational and national oil companies It looks at the largest China oil gas and chemical companies and analyses their profile business strategies leaders with relevant case studies It then examines successful engagement negotiation and management with the China giants The book illustrates with business case studies on successfully negotiating and managing business relations to foster trust and promote cooperation as well as the risks and rewards Business leaders universities business schools and government agencies will appreciate the book with its in depth knowledge and analysis of the China oil gas and chemical industries together with relevant business cases *China's Offshore Investments* Dexin Yang, 2005-01-01 Scholars and researchers interested in the fields of FDI and Multinational Enterprise MNE analysis economic development and the Chinese economy will all find this book of great interest Policymakers will also find much to engage them within this book **BOOK JACKET** *International Management in China* Jan Selmer, 2002-09-11 The greatest challenge to international business today is how to manage business operations across cultural boundaries This is especially true in the case of China which has attracted a massive amount of foreign investment and international trade recently This new study examines three main themes the partnership of management through joint ventures the human resource aspects of management the management of communication co operation and negotiation The crucial issue of trustworthiness the different managerial practices in China and the West the importance of being well prepared and understanding Chinese negotiations are the major contemporary issues identified and discussed in this book *Doing Business in China* Tim Ambler, Morgen Witzel, 2004 China may soon be the biggest economy in the world This book is a practical guide to business practices market conditions negotiations organizations networks and the business environment in China It is aimed specifically at Western and non Chinese businesses and managers *Managing Human Resources in China* Yu Zheng, 2013 This book explores the emergence of new employment practices within foreign invested Chinese Multinational Corporations from an employee perspective **Doing Business in China** Morgen Witzel, 2016-12-19 China has changed dramatically since the first edition of *Doing Business in China* was published in 2000 but the second third

and now this fourth edition have kept pace with the rapid developments China is now far more international but the fundamental business culture has not altered greatly The new edition of this highly successful textbook offers Western and non Chinese businesspeople a theoretical framework for the understanding of business practices markets negotiations organizations networks and the Chinese business context Building on the strengths of the previous editions the book provides a guide to market entry managing operations and marketing in this unique social and cultural environment by including Factors that lead to business success 14 new or revised case studies including include windfarms fine wines and new consultancy businesses Discussion of marketing issues notably products pricing distribution advertising and promotion Dos and don ts when choosing business partners and negotiating Guides to further resources in local cultures to help businesses tailor their strategies to local conditions Offering a fresh look at the evolving marketplaces and their interactions with government and the army the fourth edition of *Doing Business in China* will continue to be the preferred text for

international students of Chinese business and management studies and for practitioners with an eye on China **Human Resource Management in China** Cherrie Jiuhua Zhu,2004-03-01 Enhancing our understanding of HRM in the Chinese industrial sector this book explores the emerging role of HRM in China s industrial enterprises A significant contribution to the theory of HRM this book will be essential reading for students and researchers of Business and Management HRM and Asian Business

Impact of Culture on Management of Foreign SMEs in China Rubens Pauluzzo,Bin Shen,2018-03-24 This book describes how a deeper knowledge and understanding of cultural differences represents a meaningful and useful tool for management of companies and in particular SMEs in the People s Republic of China After introductory chapters on the internationalization of SMEs and the role played by management in this process the authors explore the implications of academic discourses on culture and its dimensions for company management The influence of Chinese cultural roots and the country s current cultural environment on management is then examined with provision of guidance on response to the identified challenges A key feature of the book is the presentation of important recent fieldwork in the main economic regions of China This research further clarifies how business culture and cultural differences impact on company activities in China and casts light on various aspects of the adaptive capability of SMEs within the country highlighting the value of cultural awareness and intelligence The book will be of interest to academics and practitioners alike *Management Training and Development in China* Malcolm Warner,Keith Goodall,2009-12-04 This book with contributions by internationally known scholars from a wide range of countries examines the Chinese response to the challenges of management training and development It summarizes the current trends in management training and development and outlines the likely course of future developments

China's Managerial Revolution Malcolm Warner,1999 The reform of Chinese management has been high on the PRC government s agenda Since 1978 while China has been moving from a command economy to a socialist market economy it has had to turn its economic cadres into managers as part of its Four

Modernizations and Open Door reform policies The contributors here examine in detail the managerial revolution now taking place in China Special attention is given to ways in which the Dengist market driven model has been introduced at macro and then micro enterprise level the introduction of the contract responsibility system which has increased managers autonomy in decision making and the ways in which many of the old state dinosaur firms are being in effect privatized with enormous implications for both managers and workers The analysis centres on reform in the areas of HRM joint venture creation managerial motivation managing corporate networks and organizational learning Guanxi And Business (Third Edition) Yadong Luo,2020-04-22 Interpersonal relationship guanxi is one of the major dynamics of Chinese society Guanxi has been a pervasive part of the Chinese business world for the last few centuries It binds literally millions of Chinese firms into a social and business web In China s new fast paced business environment guanxi has become more entrenched than ever heavily influencing Chinese political landscapes social behavior and business practice This book delineates social and cultural principles and philosophies underlying guanxi dynamics along with guanxi s social norms that have been long embedded in the Chinese society Although guanxi is embedded in almost every part of social life in China companies demonstrate different needs and capacity toward guanxi cultivation Chinese firms develop guanxi as a strategic mechanism to overcome competitive and resource disadvantages by cooperating and exchanging favors with government authorities and other stakeholders This book presents an integrative framework about guanxi development according to institutional strategic and organizational factors It further articulates how foreign firms adaptively develop their own legitimate and effective guanxi in China s highly dynamic and complex environment Guanxi is really dynamic that its practices have been constantly changing and its normative and cognitive legitimacy is shifting as the social and economic structures in the society are drastically transforming For this reason this third edition of the book has added numerous new and emergent issues such as moral degradation and guanxi qualitative and quantitative review of guanxi studies and guanxi ties between organizations The Routledge Companion to International Management Education Denise Tsang,Hamid H. Kazeroony,Guy Ellis,2013-06-19 Crises and scandals in the world of international management have brought a new spotlight onto how the subject is taught studied and understood There has been a plethora of literature on international management but a lack of focus on how international management education IME can be shaped to respond to existing and future global business challenges The Routledge Companion to International Management Education gathers together contributors from academia industry and university administration involved in IME to introduce the domain of IME describe the emerging state in new geographical areas discuss the major issues and debates revolving around IME explore the linkage of technology and international management and shed light on the future of IME The diverse background of the contributors provides a global perspective that challenges the dominant Anglo American view with up to date specific insights originating from their indigenous view points which has often been neglected and inadequately covered The volume answers important questions such as Do we

need a vision in IME What is the current state of IME How has IME grown in emerging market segments What roles does technology play in its recent development The volume provides thought provoking reading for educators administrators policy makers human resources professionals and researchers It will also give future international management students a glimpse of IME from a global inside out perspective

Organization and Management in China, 1979-1990 Oded Shenkar,1991

Guanxi And Business (2nd Edition) Yadong Luo,2007-02-27 Guanxi or interpersonal relationships is one of the major dynamics of Chinese society A pervasive part of the Chinese business world for the last few centuries it binds literally millions of Chinese firms into a social and business web Any business in this society including local firms and foreign investors and marketers inevitably faces guanxi dynamics In China s new fast paced business environment guanxi has been more entrenched than ever heavily influencing Chinese social behavior and business practice However as in other emerging economies corruption in China is becoming more rampant which makes guanxi and corruption often intermingled As such business executives need to place greater caution today in the practice and process of guanxi development and utilization Due to the growing academic and practical interest in guanxi this second edition provides a timely update to the systematic and vigorous exploration of the various social economic cultural and business issues relating to the complex concept and practice of guanxi

Rethinking the Case Study in International Business and Management Research Rebecca Marschan-Piekkari,Catherine Welch,2011-01-01 This important and original book places the case study in international business research in its historical context critically evaluates current case study practices in the field and proposes a more pluralistic future for case research within international business and international management research While the case study is the most popular qualitative research strategy in the field only a narrow selection of possible approaches is currently used IB and IM researchers typically rely on a case study approach that could be characterized as qualitative positivism The editors and contributors look beyond this disciplinary convention and encourage greater pluralism in IB and IM case research Their key argument is that increased awareness of prevailing disciplinary conventions and their limitations increases the potential for methodological innovation and versatility in case research The contributions provide critical novel and innovative perspectives on the case study in IB and IM research The book offers inspiration to case authors and an authoritative methodological reference for those publishing and reviewing case research It will also be highly regarded by postgraduate and doctoral students in IB and IM as well as both qualitative and quantitative researchers in the field

Understanding Management in China Malcolm Warner,2013-11-12 China has become one of the fastest growing economies ever seen in the world in recent times In the last three decades China has transformed itself from a command economy to a market one albeit a nominally socialist one and its management systems have been reformed accordingly In the light of these changes Malcolm Warner one of the leading authorities on management in China explores the past present and future of Chinese management The first part of the work examines the history of management practices in the Middle

Kingdom outlining the influence of traditional Chinese values especially the Confucian inheritance and the legacy of the imperial bureaucracy with its meritocratic examination system as well as the role of industrialization and the influx of foreign owned businesses in the late nineteenth century and the twentieth century It next goes on to consider the current state of China s management showing how a new breed of manager has evolved since the beginning of Deng Xiaoping s reforms in the late 1970s and 1980s The resulting impact of this strategy which has continued into the 1990s and the 2000s up to the present day is then examined The final part of the book concludes with reflections on how management in China is likely to develop in the near future especially on how far it will converge with global practices or to what degree an indigenous form of management with Chinese characteristics will prevail Foreign Direct Investment, China and the World Economy P. Buckley, 2009-11-29 China has become such an important element of the global economy that its influence cannot be ignored in almost any field of endeavour The phenomenal impact of FDI in China and its largely trade related consequences has been well documented and now there is a significant literature on the phenomenon of outward investment from China too This book is an in depth study of the international business relationships of China covering both inward and outward foreign direct investment its impact and related theoretical and policy issues This volume of highly renowned author Peter Buckley s collected papers from 2005 8 continues his interest in the theory of international business Section I and policies towards foreign direct investment FDI Section IV but has a major concentration on China both as regards outward foreign direct investment OFDI from China Section II and FDI in China Section III Multinational Enterprises and Emerging Economies Klaus E. Meyer, 2020-03-28 Guided by the overarching question how and why does the emerging economy context matter for business this collection brings together key contributions of Klaus Meyer on multinational enterprises MNEs competing in and originating from emerging economies The book also explores how outward investment strategies contribute to building internationally competitive MNEs

Adopting the Track of Term: An Psychological Symphony within **Management In China The Experience Of Foreign Business**

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