

International Human Resource Management in Chinese Multinationals (Routledge Contemporary China Series)



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The authors explore the degree to which Chinese multinationals have a distinctive 'Chinese' approach to human resource management, in the same way as large Japanese companies are widely regarded as having a special Japanese approach. Based on extensive original research in the subsidiaries of Chinese multinationals outside China, the book examines a wide range of issues related to this key question including the evolution of human resource management in Chinese companies, the internationalization of Chinese business, recruitment and selection, rewards and compensation, performance appraisal, strategic integration, and employee relations.

Shen and Edwards give a detailed account of the international human resource management of Chinese multinational enterprises; a topic of increasing significance in understanding global economic affairs.



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