

Changing Workplace Relations in the Chinese Economy

Edited by
Malcolm Warner



Changing Workplace Relations In The Chinese Economy

Judd E. Hollander



Changing Workplace Relations In The Chinese Economy:

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

Changing Workplace Relations in the Chinese Economy, 1999

China's Changing Workplace Peter Sheldon, Sunghoon Kim, Yiqiong Li, Malcolm Warner, 2011-04-15 This book explores the diversity and dynamism of China's workplaces and of the wider labour market experiences of its workforce Drawing on the authors extensive recent research it considers a diverse range of issues and types of workplaces These changes include the continuing spread of market oriented human resource management across public and private sector organisations greater employment rights for workers local diversity in regulatory control alongside the governmental priority of a harmonious society persistent shortages of skilled labour co existing with vast underemployment amongst the unskilled uneven access to education and training across regions and changes in union behaviour and influence Unlike other studies which tend to assume changes to management work and employment are relatively uniform across modernising parts of the economy this book conveys the rich variety among contemporary China's local labour markets by looking at them and the institutions that influence them from the bottom up It focuses on other under explored but emerging phenomena such as family owned firms the role of private services businesses and the emergence of employer associations

The Future of Chinese Management Malcolm Warner, 2003 This edited collection looks at the ongoing state of management reforms in the People's Republic of China how these have come about why they have taken place and where they are leading It analyses recent developments in the context of the changing Chinese economy notwithstanding entry in the World Trade Organization and the deepening of its economic and managerial reforms The contributors all international business specialists in their fields examine a wide range of business economic and managerial topics including decision making in Sino foreign JVs entry into the WTO human resource management supervisory boards and third country national expatriates The resulting discussions will be of great interest to both academics and professionals in the areas of Chinese business and management

Trade Unions in China Tim Pringle, 2011-03-09 The transition from a command economy to a capitalist market economy has entirely altered the industrial landscape in which Chinese trade unions have to operate This book focuses on how the All China Federation of Trade Unions ACFTU is reforming under

current conditions and demonstrates that labour unrest is the principal driving force behind trade union reform in China. Presenting case studies where reform has been largely inspired by the pressure of worker activism from below, the book examines three crucial areas of trade union activity: collective bargaining, labour rights and trade union direct elections against the background of China's turbulent industrial relations history. As well as exploring the principal direction of trade union reform, which has been to channel disputes into juridical forms of dispute resolution sponsored by the State, the book also highlights key examples of more innovative experiments in trade union work. These represent a clear break with past practice and crucially have been recognised by both the union and Party leaderships as models for future trade union policy and practice. The book provides both a timely reference point and highlights the road to effective trade union solidarity.

Employment Relations in a Changing Global Economy Shih-Wei Pan, 1998 Changing Work and Employment Relations in a Globalizing Asia International Industrial Relations Association. Asian Regional Congress, 2002. Decent work is the ultimate goal but it has to start off with the existence of employment. There can be no work without employment; there can be no work without jobs. In the circle of things, sound industrial relations remains to be fundamental. *Workplace Governance and Worker Participation in China's Transitional Economy*, 2005 Industrial Relations in China Bill Taylor, Kai Chang, Qi Li, 2003. This enlightening book provides the first systematic introduction to and exploration of the emerging system of industrial relations in China and draws on the authors' extensive research and direct involvement in the developments taking place. The authors argue that there are both unifying and fragmenting elements to the ongoing development of industrial relations but overall it is one in which the state continues to maintain a major and direct influence. Divisions between workers and managers may be escalating with increased open conflicts but this book reveals that the picture is far more complex and contradictory than to assume that the solution is convergence with western style industrial relations systems. They conclude that industrial relations institutions and processes still act within a political context and with the guiding hand of the Chinese Communist Party. *Industrial Relations in China* draws on up-to-date material and will ensure the book's appeal to industrial relations and Chinese scholars. It will also appeal to a wider audience of Asian labour and development studies scholars.

Changing the Face of the Urban Economy Carrie Liu Currier, 2004 **Building Capitalism with China's Characteristics** Gregory T. Chin, 2003 The Unmaking of the Chinese Proletariat William James Hurst, 2005 **Global Integration and Challenges for Industrial Relations and Human Resource Management in the Twenty-first Century** International Industrial Relations Association. World Congress, 2002 Chinese Sociology and Anthropology, 2004 *Issues & Studies*, 2003 The Chinese Economy, 2008 **Public administration**, 2002 **China Review International**, 2001 *Unemployment, Poverty and Gender in Urban China* Sarah Cook, Susie Jolly, 2001 **Report on the Industrial and Economic Situation of China** Great Britain. Department of Overseas Trade, 1924

The Enigmatic Realm of **Changing Workplace Relations In The Chinese Economy**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **Changing Workplace Relations In The Chinese Economy** a literary masterpiece penned with a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting effect on the hearts and minds of those who partake in its reading experience.

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