

Edited by

**Malcolm Warner**

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**Changing Workplace  
Relations in the Chinese  
Economy**

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# Changing Workplace Relations In The Chinese Economy

**Clifford Lane**



## **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

*The Future of Chinese Management* Malcolm Warner, 2004-11-23 The papers that comprise this study examine the ongoing state of management reforms in the People's Republic of China The contributors explain how and why these reforms came about and where they are heading

**Comparative Employment Relations in the Global Economy** Carola Frege, John Kelly, 2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social Policy

**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 *Building Capitalism with China's*

*Characteristics* Gregory T. Chin, 2003 *Chinese Sociology and Anthropology*, 2004 **The Everyday Impact of Economic Reform in China** Ying Zhu, Michael Webber, John Benson, 2010-05-11 Examining the impact of economic reform on everyday life in China this book explores how changes in the employment relationship have affected the enterprise performance the quality of working life and the livelihood strategies for individual households and families in China

**Global Integration and Challenges for Industrial Relations and Human Resource Management in the Twenty-first Century** International Industrial Relations Association. World Congress, 2002 *Employment Relations in a Changing Global Economy* Shih-Wei Pan, 1998 *International Labour Review*, 1930 **The Chinese Economy**, 2008

*Unemployment, Poverty and Gender in Urban China* Sarah Cook, Susie Jolly, 2001 *Changing Labour Policies and Organization of Work in China* Ying Zhu, Michael Webber, John Benson, 2020-12-29 The transformation of China's economy from a centrally planned to a market oriented system has had a profound impact on management systems and practices at the firm level particularly changes to the organization of work One of the consequences of this is increasing social disparity reflected through inequality of employees income and employment conditions This book based on extensive original research including interviews and questionnaire surveys in different regions of China explores the exact nature of these changes and their effects It examines state owned enterprises foreign owned enterprises and domestic private enterprises discusses the extent to which employees are satisfied with their employment conditions and whether they think their employment conditions are fair and outlines how managers and employees in China expect conditions to change in future *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 **IIRA Bulletin**, 2000 *Issues & Studies*, 2003 *China Review International*, 2001 *Changing Employment Relations in Asian Pacific Countries* Joseph S. Lee, Anil Verma, 1996 The principal argument behind this set of papers is that a key element of the sustained economic growth of the Asian little tigers is their human resource policies Without appropriate human resource policies that combine the best public and private efforts it would have been impossible for these countries to have achieved such growth These papers also argue that countries that adopt a low wage policy are able to attract foreign investment initially but are unable to sustain their growth Conversely countries that adopt an investment approach to skill formation investing in training and retraining can increase their value added production hence the profitability of employers Employers are then able to pay higher wages and thus raise the living standards of workers It is

by this continued investment in human resources that these countries can achieve sustained growth Inside cover

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