

Malcolm Warner

How Chinese Managers Learn

Management and Industrial
Training in China

Foreword by John Child

Studies on
the Chinese
Economy
General Editors:
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How Chinese Managers Learn

Malcolm Warner



How Chinese Managers Learn:

How Chinese Managers Learn Malcolm Warner, 2016-07-27 How do Chinese managers learn to do their job Management training has become a vital necessity for China under the economic reforms This book based on empirical study of the institutions involved is the first to examine in depth the industrial and management training in China It covers the period 1979 to 1989 during the Open Door policy operated by the government A period marked by the modernization attempts of industry *How Chinese Managers Learn* Malcolm Warner, 1992

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 *Chinese Management*, 2005 *Routledge Handbook of Chinese Business and Management* Jane Nolan, Zhao Shuming, Ken Kamoche, 2023-09-29 This handbook representing the collaboration of 36 scholars provides a multi faceted exploration of Chinese business and management The volume represents an inside out perspective offering local knowledge and experience in conjunction with an outside in approach presenting measured and sensitive observations from an outsider's perspective The handbook's approach is organised around five key themes Cultural and institutional contexts for business in China Management including digital marketing and entrepreneurship Work and employment covering gender and trade unions in the workplace Human resource management and human resource development in Chinese businesses including multinational corporations in the UK Business and economic overviews revealing the impact of guanxi relations and networks on Chinese business and management Revealing major recent developments in Chinese business and management alongside an appreciation of the unique historical institutional and cultural context of Chinese business and management this book is a must read for scholars students and educators of Chinese business and theory and business in Asia

The Management of Human Resources in Chinese Industry M. Warner, 1995-07-11 This book analyses the management of human resources in Chinese industry covering the period from 1949 to present particularly focusing on the period of economic reforms in the 1980s and early 1990s For four decades Chinese workers have enjoyed job security under the iron rice bowl employment system This arrangement is now under threat from the recent labour reforms and the emergence of a nascent labour market The study looks in detail at these developments in the North Eastern cities China's industrial heartland

Management Decision-Making in Chinese Enterprises Yuan Lu, 1997-01-12 This book is a seminal contribution to decision making theory through its study of management decision making in six Beijing state enterprises during the period 1985 to 1989 when the government adopted decentralization as the key to reforming state industries Through interviews document surveys and analysis the author provides a unique insight into not only the changes but also the complex relations among managers the Communist Party organization and planning authorities Readers will gain a richer understanding of Chinese management issues and society

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 International Human Resource Management in Chinese Multinationals Jie Shen,Vincent Edwards,2006-09-27 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 *Demystifying Chinese Management* Malcolm Warner,Chris Rowley,2015-10-14 Today with a new leadership in place the People s Republic of China enters a challenging new phase as an emerging economic superpower The Chinese economy has dramatically changed over the three decades since Deng Xiaoping launched his economic reforms in 1978 It has been transformed from a command economy dominated by state owned enterprises to a market socialist economy with a wide range of ownership forms both public and private In turn its managers and management have correspondingly undergone a major sea change This edited collection attempts to demystify Chinese management highlighting recent research into these significant changes and their implications in a wide range of business enterprises both in China and overseas It points to the strategic challenges and issues in terms of realizing the managerial version of the Chinese Dream The topics covered include business schools in China corporate social responsibility financial services impression management international human resource management international competitive strategy choices internationalization of firms and the role of science parks The book was originally published as a special issue of Asia Pacific Business Review **Business and Management Education in China** Ilan Alon,John R. McIntyre,2005 This pioneering book offers a unique constellation of essays focused on the important social and economic changes affecting educational institutions in China It provides an in depth examination of the potential and obstacles for business and management education in the world s second largest economy and most populated country This volume is an essential resource for anyone with an interest in teaching developing a new program or entering into a joint venture in China A wide range of topics such as economic transition pedagogical issues professional training and alliance formation are discussed from the standpoint of deans educators directors and consultants of educational institutions hailing from both the East and the West **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

Essential Readings in Management Learning Christopher Grey, Elena P. Antonacopoulou, 2004-10-18 This collection provides readings grouped under six key headings organizational learning and learning organizations individual learning learning and new technology critical approaches to management education pedagogical practice and globalization and management learning

Learning and Innovation of Chinese Firms Jacky Hong, Shenxue Li, 2023-01-30 This edited volume explores the learning and innovation of Chinese firms In particular it examines the difficulties and obstacles affecting the technological collaboration between Chinese firms and foreign partners as well as some of the key organizational and institutional challenges of innovation facing Chinese firms Despite enjoying rapid economic growth in previous decades learning and innovation of Chinese firms has received relatively limited attention among management and international business scholars in the past However some significant changes in the Chinese institutional environment have occurred in recent years On one hand the Chinese central government has devised a number of policy initiatives to promote and support innovative activities in China ranging from the Mass Entrepreneurship and Innovation by All to the latest Made in China 2025 On the other hand we have witnessed an increasing number of indigenous Chinese firms e.g. Alibaba Baidu Tencent Huawei and DJI adopting business model innovation with global inputs and impacts in different business sectors namely electronic commerce telecommunication network equipment social media mobile payment and drones In view of these recent developments we aim to further our understanding about the learning and innovation processes of Chinese firms in this edited volume

Managing Across Cultures Mohamed Branine, 2011-03-17 Managing across Cultures introduces the concepts policies and practices of managing resources in different socioeconomic political and cultural contexts It is structured on a country by country basis to allow a closer and more rigorous examination of the factors that influence labour market trends organization and employment policies and practices in specific countries The book includes dedicated chapters on emerging

economies in Asia Africa the Middle East and Latin America provides an understanding of the theoretical underpinnings and the practical implications of different national approaches to management in a clear and coherent style packed with case studies and examples from a wide range of geographical contexts contains learning features such as learning objectives tasks summaries suggestions for further reading and revision questions *Management Issues in China: Volume 1* David H. Brown, Robin Porter, 2018-10-26 This book first published in 1996 examines the problems associated with the management of change particularly those brought about by the rapid pace of economic development in China in the reform period since 1979 China's managers were challenged as never before as the country integrated itself into the world economy introduced new technology and decentralized control over its industries This book discusses their successes and failures in chapters by specialists in Chinese management practice *Handbook of Chinese Management* Check-Teck Foo, 2023-08-01 This handbook explores the theme of managing inside China and consists of chapters that communicate the major managerial concepts within the context of Mainland China Its key emphasis is to clearly highlight the differences in the art of managing in China vs the West while acknowledging that these differences may be narrowing as a result of globalization Chapters in the book elaborate on how management is affected as China experiences rapid change while some aspects of Chinese culture remain unchanged and steeped in tradition The book goes further in exploring this complexity by juxtaposing China's orientation towards interpersonal relations or guanxi with the government's emphasis on law which is now becoming more rule based than before Business Management academics and practitioners will gain useful insight into Chinese management practices and their contrast to established Western ones when they use the Handbook of Chinese Management as a reference

Globalization of Leadership Development Jingjing Wang, 2014-08-08 It is generally understood that some effective leadership behaviors of Chinese managers differ from those of Western managers It has also been debated controversially whether Chinese learners can benefit from Western learning approaches Taking these two aspects into consideration Jingjing Wang examines whether a global leadership development program from Western countries has as much impact on Chinese managers as on Western managers She conducts the empirical study within one global corporation originating from Germany and the data were collected from Germany and China Based on the core results of the study implications for the globalization of leadership development are discussed *Management in China During the Age of Reform* John Child, 1996-11-13 A

comprehensive and survey of management in China in the period of economic reform first published in 1994 **China's Trade Unions and Management** N. Hong, M. Warner, 1998-05-27 This book examines the role of trade unions vis vis management in the People's Republic of China from 1949 to the present day It deals with the evolution reform and consolidation of the Chinese labour movement and particularly the role of the main arm of Chinese organized labour the All China Federation of Trade Unions ACFTU at both the apex and grass roots levels It not only covers the recent history of Chinese trade unions but also assesses their strategy and structure and membership as well as their legal context After this it

goes on to consider their role vis vis management in both the State owned as well as the foreign funded sectors Last it compares their activities with organized labour in three Overseas Chinese societies namely Hong Kong Singapore and Taiwan

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