# HONG KONG CASES IN HUMAN RESOURCES MANAGEMENT

COMPILED AND EDITED BY
THE MANAGEMENT DEVELOPMENT CENTRE OF HONG KONG

# Hong Kong Cases Human Resources Management Development Series

Andy W. Chan,Wilson W. S. Chow,Patricia Fosh,Ed Snape,Robert Westwood

**Hong Kong Cases Human Resources Management Development Series:**

   *Hong Kong Cases in Human Resources Management* ,1998 Until recently few case books have been written about human resources management in Hong Kong To address this situation the Case Clearing House of Hong Kong has encouraged local authors to write cases based on true to life Hong Kong situations In this volume eighteen cases are selected from the library of the Case Clearing House Areas covered include introduction to human resources management human resources planning staffing orientation and placement management and development compensation and benefits employee management and occupational safety Managers in the human resources related industry will find the situations presented in the book similar to those they face in their work and will be able to learn from the discussions of the cases presented Students will find the cases a valuable means of developing their understanding of human resources practice in Hong Kong The book will also benefit trainers who will be able to make use of the cases on training programmes     **Business English and Communication** Moira Sambey,1999 The book begins with the basics of communication and sentence structure in English and leads the reader step by step through to the formal report writing and public speaking with the aim of improving the reader s speaking listening reading and writing skills essential in today s global business world The book is designed for intermediate level students and readers and those at the advanced level who wish to give a final polish to their skills It is suitable both for classroom use and self study adopting a hand on approach to learning Language learning is a living process through the many exercises and tasks in the book the reader will have ample opportunity to practice and learn the art of communication     *Hong Kong Management and Labour* Andy W. Chan,Wilson W. S. Chow,Patricia Fosh,Ed Snape,Robert Westwood,2012-10-12 Hong Kong Management and Labour argues in a series of previously unpublished completely up to date contributions that economic and social change has been ongoing in Hong Kong for many years and political change is perhaps less important for labour and management in the region This book is written bearing in mind the concerns of policy makers and managers particularly human resource managers and those interested in labour relations trade unions labour markets and law and comparative management     Managing Human Resources in Asia-Pacific Pawan S. Budhwar,2004 This book presents an HRM scenario in a number of south east Asian and Pacific Rim countries highlighting the growth of the HR function in these countries their dominant HRM systems and the challenges faced     *Ibss: Economics: 2001* Compiled by the British Library of Political and Economic Science,2002-12 IBSS is the essential tool for librarians university departments research institutions and any public or private institution whose work requires access to up to date and comprehensive knowledge of the social sciences     **Innovative to the Core** Juan Antonio Fernandez,Emily M. David,Shaohui (Sophie) Chen,2022-11-07 Based on extensive interviews with industry leaders Innovative to the Core Stories from China and the World describes the components of innovative cultures including both national culture and organizational culture and how they compare to the China model     **Professional Practices of Human Resource Management in Hong Kong** Anna

P.Y. Tsui,K.T. Lai,2009-08-01 Faced with external and internal challenges such as globalization social changes and responsiveness to customers technological development cost containment and structural changes organizations now experience increasing levels of competition Evidence has shown a positive relationship between HR practices and business performance outcomes such as increased profitability and productivity Indeed HRM practices influence employee skills through the acquisition and development of human capital Also the use of well designed performance management systems and pay for performance incentives are important motivations in the workplace Written by HR professionals consultants legal experts and academics with decades of professional experience this volume covers the full spectrum of HRM practices in relation to their strategic contributions to organizations In a hands on and lively fashion it provides up to date HRM knowledge and skills with practical guidelines The purpose of the book is to enhance people management and gain competitive advantage in the fast moving business environment **The Global Human Resource Management Casebook** Liza Castro Christiansen,Michal Biron,Pawan Budhwar,Brian Harney,2017-08-04 This casebook is a collection of international teaching cases focusing on contemporary human resource management issues Each case centers primarily on one country and illustrates a significant challenge faced by managers and HR practitioners helping students to understand how the issues they learn about in class play out in the real world The cases emphasize the national and cultural contexts of HR management providing readers with a global understanding of employee motivation reward systems recruitment and selection career development and more In this edition the editors and authors have made significant updates to reflect recent developments in the field and cover a broader range of countries in Eastern Europe and Africa The authors also delve into new industries like food service clothing manufacturing and transportation as well as IT and academia Recommendations for further reading and relevant videos provide readers with practical insights into the modern HRM field With more than 30 cases followed by questions and tasks to encourage reflection this is a valuable companion for any student of human resource management _Psychology of Aid_ Stuart Carr,Mac MacLachlan,Eilish McAuliffe,2005-06-23 This book provides an original psychological approach to development studies focusing on the social aspects of aid and its motivational foundations **Gower Handbook of Leadership and Management Development** Richard Thorpe,2016-04-22 On few occasions in the history of modern management have leadership skills been in such sharp focus as they are now The ability to direct often very large and diverse organizations to make sense of the complex and turbulent markets and environments in which you operate and to adapt and learn seems at an all time premium The premise behind the fifth edition of this influential Handbook is that leadership management and organizational development are all parts of the same process enhancing the capacity of organizations whatever their size and the people within them to achieve their purpose To this end the editors have brought together a who s who of current writers on leadership and development and created the definitive single volume guide to the subject The perspectives that the text provides to leadership learning and development embrace the

formal and the informal cultures and case examples from organizations of all kinds and offers readers a rigorous readable and where appropriate ground breaking book In the 14 years since the fourth edition of this classic book very much has changed But the need for this Handbook is as strong as ever and the Fifth Edition of Gower Handbook of Leadership and Management Development is set to become a definitive read for senior managers and those who develop them and an essential reader for the management students aspiring to become the next generation of leaders **Global Talent Management** Hugh Scullion,David Collings,2011-04-27 The issue of global talent management has become an important area for multinational enterprises and researchers for a number of reasons First there is a growing recognition of the key role played by globally competent managerial talent in the success of the MNE Second MNEs are facing severe problems in recruiting and retaining the necessary managerial talent for their global operations Third competition between employers has become more generic and has shifted from the country level to the regional and global levels *Managing Human Resources in Asia-Pacific* Arup Varma,Pawan S. Budhwar,2013-06-26 Given the enormous economic and developmental changes being experienced by nations in the Asia Pacific region and the related movement of people between and across countries it is critical that we better understand the HRM policies and practices of these nations The latest instalment in the Global HRM series Managing Human Resources in Asia Pacific 2E presents the HRM situations in a number of South East Asian and Pacific Rim countries highlighting the growth of the personnel and HR function the dominant HRM system s in the area the influence of different factors on HRM and the challenges faced by HR functions in these nations This edition extends its coverage to Cambodia Fiji Indonesia and the Philippines a new chapter discusses HR research challenges in the region such as the transferability of western constructs problems with data collection and the emergence of MNEs from Asia Pacific **Fostering Organizational Sustainability With Positive Psychology** Baykal, Elif,2024-02-19 The pursuit of sustainability has taken center stage across industries on a global scale However many organizations find themselves grappling with the challenge of translating sustainability ideals into practical long lasting success Traditional structures and approaches often fall short leaving organizations struggling to adapt to rapidly changing circumstances and uncertain futures The need for a comprehensive holistic solution to sustainable business practices has never been more pressing Fostering Organizational Sustainability With Positive Psychology addresses the critical gap in the sustainability discourse by showcasing how positive psychology and positive organizational behavior can serve as the linchpin to achieving sustainability in organizations This book provides a roadmap for establishing these principles as the cornerstone of your sustainable business strategy International HRM Terence Jackson,2002-05-29 The book takes a cross cultural approach to the study and practice of human resource management by examining the contributions of different cultures in interaction and discussing academic issues within the context of actual companies and real cultures Each chapter provides real life cases together with sample questions that will help readers to draw conclusions from the cases Each chapter ends with a section

on various management implications together with a section providing useful pointers for students further research International HRM will be recommended reading on courses in international management international human resource management and cross cultural management for advanced undergraduates postgraduates and MBA students

**International Human Resource Management** Dennis Briscoe,Randall Schuler,Ibraiz Tarique,2012-04-27 Thoroughly updated and expanded the fourth edition of International Human Resource Management Policies and Practices for Multinational Enterprises now includes learning objectives discussion questions end of chapter cases and two end of book integrative cases It has been designed to lead readers through all of the key topics in a highly engaging and approachable way This book focuses on International Human Resource Management within multi national enterprises MNEs and covers topics including the development of IHRM MNE and country culture strategic IHRM organizational structure and design international joint ventures and cross border mergers and acquisitions labor standards ethics and codes of conduct global talent management selection and management of international assignees training and management development compensation and benefits health and safety and crisis management international HRIS international Human Resource Management departments and professionals Uncovering precisely why International Human Resource Management is important for success in international business and how International Human Resource Management policies and practices function within the multinational enterprise this comprehensive textbook provides an outstanding foundation for understanding the theory and practice of International Human Resource Management This book is essential reading for all students lecturers and International Human Resource Management professionals     Educating Managers for Business and Government Samuel Paul,John C. Ickis,Jacob Levitsky,1989-01-01 Managers in both the private and public sectors are increasingly recognized as critical in the use of scarce resources for national development There is no unanimity of opinion however regarding the models or approaches to management education that are most appropriate in different environmental settings Traditionally management education has been dominated by the need to train executives for large scale enterprises But the 1980s has seen a global trend toward the deconcentration of business The future development of the indigenous business sector in the developing world depends heavily on the emergence of small and medium scale entrepreneurs The roles of public administrators with respect to regulatory and developmental activities enterprise are also changing This trend is evident not only in market oriented countries but also in socialist countries and many developing countries This volume encompasses management education for each of these groups the managers and future managers of large scale enterprises entrepreneurs and small business people and public administrators Its purpose is to review worldwide trends and developments in management education for information about curriculum design research and teaching methodology and institutional policies and administration Experience is drawn from recognized universities educational organizations civil service institutes and corporations in several major countries and regions of the world A number of tables and figure appear

in this volume along with references A seminar participants list also is included Author DB *Small Business Management and Entrepreneurship in Hong Kong* Ali F. Farhoomand,2005-01-01 The case studies are topically diverse and span a range of managerial functions and sectors This casebook is an anthology of 28 cases from the series The cases are written with a strong management perspective to offer a practical and interesting look at how successful entrepreneur managers in Hong Kong systematically generate innovations in the shape of successful new products services processes and technologies when faced with various organizational and environmental challenges They constitute a comprehensive self contained course of study each case can also be considered on its own Routledge Handbook of Human Resource Management in Asia Fang Lee Cooke,Sunghoon Kim,2017-09-11 Human Resource Management HRM is fundamentally shaped by institutional and cultural factors such as the different political environments and social philosophies of particular countries and regions By examining the various organizational aspects of business life and systems of people management in Asia the study of HRM across the continent can therefore give us a greater understanding of Asian societies as well as the contemporary world of work more generally This handbook provides an up to date and intellectually engaging overview of HRM in the Asian context Distinctive in its comprehensive coverage of traditional as well as emerging topics of HRM it analyzes important themes such as the regulatory framework for work and employment religiosity family business and gender Using a comparative approach it also effectively highlights the unique features of each country s attitudes towards HRM Covering a range of themes and case studies sections include Institutional and cultural contexts Labour regulation and industrial relations Thematic and functional HRM HRM in selected Asian countries such as China Japan Vietnam India and Singapore Written in a highly accessible style this book will be useful to students and scholars of Human Resource Management Asian Business Economics and Sociology Chapter 15 of this book is freely available as a downloadable Open Access PDF at http www taylorfrancis com under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license *Strategic Human Resource Management and Development* Richard Regis,2008 Strategic Human Resource Management has been a topic familiar to many But this book approaches the same topic in a current global economy with so many Indian business houses venturing into acquiring global giants and establishing themselves atop of the world of business in our growing economy This means that with electronic communication making the world into a global village and virtual organizations and learning having made the distinction between place and space not a matter of importance strategies to be adapted by the HR professionals should be totally new That is where this book is having a new approach to SHRM It is interspersed with contemporary Indian cases and experience to fall back on to illustrate the different strategies HR has to play as a business partner Issues in employee privacy in case of virtual organizations have been vividly dealt with Gone are the days of the fire fighting role of HR professionals They are required to play a vital role being part of the business strategy not only at the domestic arena but also in the global business Challenges involved in building multicultural organizations cross border

merger and acquisition and repatriation and outsourcing are topics that are significant in the local as well as the global human resource management which are discussed extensively The book explains career planning and development and compensation packages in the context of competencies and balanced scorecard When speed and alacrity are demanded of all the employees to stay ahead of competition the employees are required to put in extended hours and work in a stressful environment Hence the new era HR professional has to resort to developmental activities through mentoring coaching counseling stress management and emotional balance The book is divided into five parts Apart from the stories narrated within the text of the book and some exercises there is a separate section of cases at the end of the book to augment the concepts narrated in each part It would not only fully meet the requirements of MBA students but would also give new direction to the practicing HR professionals     <u>Resources in Education</u> ,2000-10

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