

1. Record Nr.	UNINA9910162816303321
Autore	Min Min <1968-, >
Titolo	Strategic human resource management in China : a multiple perspective // Min Min, Mary Bambacas and Ying Zhu
Pubbl/distr/stampa	New York : , : Routledge, , [2017]
ISBN	1-315-53681-1 1-134-99668-3 1-134-99675-6
Edizione	[First edition.]
Descrizione fisica	1 online resource (165 pages) : illustrations, tables
Collana	Routledge Frontiers of Business Management ; 6
Altri autori (Persone)	BambacasMary ZhuYing <1956->
Disciplina	658.300951
Soggetti	Strategic planning - China Personnel management - China
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters and index.
Nota di contenuto	1. Introduction : globalization, strategic HRM and China -- 2. Evolution of SHRM/HPWS and social exchange theory -- 3. SHRM/HPWS in China and case study profiles -- 4. Implementation of SHRM/HPWS in SOEs and DPEs -- 5. The mediating role of trust : survey results -- 6. Conclusion: on-going challenges.
Sommario/riassunto	This book documents and explains how strategic human resource management (SHRM) and high performance work systems (HPWS) have been adopted among the indigenous enterprises, namely state-owned enterprises (SOEs) and domestic private enterprises (DPEs) in China, from both management and employee perspectives. The book examines the mutual relationships between employees and their supervisors/managers through social exchange theory. It explains how and why employees develop their perceptions and relationships with their immediate supervisors/managers in the working environment, and the consequent effects on their attitudes and behaviour at work.