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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.