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Compensation and performance; Cross-cultural conflict; Expatriates; Conclusion; References

5 Management and staffing at a start-up regional airlines companyIntroduction; Literature review; The organisation; The problems; The solution; The structure; Conclusion; References;

6Human resource problems during a merger and acquisition; Introduction; Literature review; The organisation; The problems;

Mergers and takeovers; Student recruitment issues; Expatriate leadership; Industrial relations issues; Conclusion; References; 7The compensation system reform of the multi-purpose workgroup in a heat-treatment workshop; Introduction; The organisation; The problems; The solution

The implementationConclusion; 8The balanced scorecard in the Credit Card Association of China; Introduction; Literature review; The organisation; Company mission and responsibilities; The problems; To

boost the inter-departmental communication - the horizontal committee system; To align corporate goals with departmental activities - the balanced scorecard; The establishment of a strategy map; Five criteria to evaluate the effectiveness of the measures; Six criteria for screening initiatives; Sample matching grid of initiatives; Conclusion; Appendix: The organisational structure of CCAC

References9Staff turnover in a pharmaceutical and healthcare company; Introduction; Literature review; The organisation; The problems; The solution; The results; Conclusion; References; 10Staff retention in the hotel industry; Introduction; Literature review; The organisation; The

problems; Remuneration and motivation; Culture within the hotel; Promotion and retention; Staff turnover; Other incentives; Conclusion; References; 11Human resource problems in a high-tech business incubator; Introduction; Literature review; The organisation; The

problems; The solution; Conclusion; References

12Staff retention, motivation and commitment at the China Electrical Components organisation

Sommario/riassunto

Aimed at people interested in management and Human Resources in China, this book is a collection of original and researched case studies on a variety of HR issues occurring in Chinese organisations, both privately-owned and part of multi-national enterprises, and how these issues are resolved by management. The impacts of the solutions in the organisations are also discussed. Preceded by a brief review of the Chinese and Western literature on this problem, the case is then presented and concluded by an analysis of the situations and solutions implemented. Based on original resea
