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Development of HRM; Partnership in HRM; HRM Practices: Key Determinants and Review
Influences on HRM Historical and Political Background; Cultural; Economic Environment; Capital - The chaebol; Labour; Globalisation; Review of HRM Practices; Employee Resourcing; Employee Rewards; Employee Development; Employee Relations; Changes Taking Place within the HR Function; Key Challenges Facing HRM; What is Likely to Happen to HR Functions?; Useful Sources; Notes; References; 4. Human Resource Management in Japan; Introduction; Historical Development in Human Resource Development; Stable Corporate Governance and Industrial Relations; Dynamics of the Internal Labor Market
Broad-based Performance Evaluation and Reward Japanese-style Flexicurity: Balance of Power, Culture and Rationality; Key Factors Determining HRM Practices and Policies; Macroeconomic and Business Changes; Shift Toward Performance-driven HRM; Remaining Importance of the Labor Market Logic; Toward a New Legal Basis of Flexicurity; Keeping and Creating Competitive Advantages in a Globalized World; Changes in Knowledge Management; Evolution of Corporate Culture: Toward a Clash of Values; Relative Decline of the Union Pillar; Key Challenges facing HRM; Adoption of Diversity Management
Necessary Reconsideration of Career Patterns New Basis for Management Legitimacy; Coping with an Ageing Society; Integration of the Atypical Workers; Clash of Work Values in a Westernized HRM System; Role and Importance of Business-HR Partnership; Key Changes in the HR Function; A Response to Career Individualization; Needs for More Sophisticated Service-Related Expertise; Changes in the Following Five Years; Responses to the Diversification of Career Patterns; Adaptation of Performance-Based Systems to the Japanese Context; The Need for Cross-Cultural Skills; Talent Management; Conclusion
Useful Websites

Sommario/riassunto

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 will extend its coverage to Cambodia, Fiji, Indonesia, and the Philippines; a new chapter will also discuss HR research challenges in the region, such as the transferability of western constructs, problems
