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| Autore | TRIMANI, Marco |
| Titolo | Guida ai vini d'Italia / Marco Trimani |
| Pubbl/distr/stampa | Roma : Editori riuniti, 1984 |
| ISBN | 88-359-2780-3 |
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| Autore | Davies Doug |
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| ISBN | 1-78063-222-3 |
| Edizione | [1st edition] |
| Descrizione fisica | 1 online resource (227 p.) |
| Collana | Chandos Asian Studies Series: Contemporary Issues and Trends |
| Altri autori (Persone) | LiangWei (University lecturer) YuhuaXie XinyanZhang |
| Disciplina | 658.300951 |
| Soggetti | Personnel management Personnel management - China |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |

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| Note generali | Description based upon print version of record. |
| Nota di bibliografia | Includes bibliographical references at the end of each chapters and index. |
| Nota di contenuto | <p>Cover; Human Resources Management in China: Cases in HR practice; Copyright; Contents; About the authors; Acknowledgements; List of figures and tables; 1Introduction; Method used; Literature review; Issues discussed in the studies; 2Succession planning in the Chinese subsidiary of a multinational enterprise; Introduction; Literature review; The organisation; The vision; OEO in China; Demographics; Succession planning; Candidate selection; Learning needs; Programme results; The competencies; Measurement of the competencies; What was learnt?; Conclusion; References</p> <p>3 Staffing issues in a furniture exporting organisation in NingboIntroduction; Literature review; The organisation; The problems; Staff satisfaction; Supply problems; Recruitment of staff; Alternative supplier and delivery problems; Conclusion; References; 4Human resource problems at the US Vehicles motor factory in central China; Introduction; Literature review; The organisation; The problems; Resolution of the problems - conflict management; Training; Compensation and performance; Cross-cultural conflict; Expatriates; Conclusion; References</p> <p>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</p> <p>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</p> <p>12Staff retention, motivation and commitment at the China Electrical Components organisation</p> |
| 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
