

Employment Relations and HRM in South Korea

Dong-One Kim
Johngseok Bae



Employment Relations And Hrm In South Korea Explorations In Asia Pacific Business Economics

**Johngseok Bae,Chris Rowley,Tae-Won
Sohn**



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Employment Relations and HRM in South Korea Dong-One Kim, Johnngseok Bae, 2017-07-05 South Korea is one of the rare countries that has experienced political industrial democratization and economic development simultaneously in a relatively short period. However, the full story of democratization and development processes displays two faces: positive and negative aspects to the deployment of labour human resources. This book explains these seemingly contradictory outcomes of Korean employment relations (ER) and human resource management (HRM) based upon a theoretical framework that incorporates logics of environmental constraints and strategies of actors. During three key periods of the previous century: i.e. pre 1987, 1987-1997, and post 1997, the book discusses the paradigm shift in both ER and HRM. This much needed text contains informative details on Korean ER and HRM of past and present with theoretical and practical views and of transformations and continuities. The book provides policy implications that will stimulate constructive debates regarding the mutual gains strategies for policy makers, management and employees. *Employment Relations and HRM in South Korea* Tong-wŏn Kim, Johnngseok Bae, 2004 In the era of economic stress and industry restructuring, this book discusses the paradigm shift in both ER and HRM. Emphasizing the changing role of the state and labor, the recent erosion of the traditional system and search for a new mode of employment, the book provides policy implications that can stimulate constructive debates regarding the mutual gains strategies for policy makers, management and employees. Human Resource Management in the Asia-Pacific Region Chris Rowley, 2012-10-12 HRM (human resource management) suffers from a selective tendency and an ad hoc approach which misses the historical paradoxical, often incoherent, incompatible and inconsistent nature of the subject. This text reduces this myopia by adding to our knowledge and the milieu within which it operates. **Managing Human Resources in Asia-Pacific** Arup Varma, Pawan S. Budhwar, 2013-06-26 Given the enormous economic and developmental changes being experienced by nations in the Asia Pacific region and the related movement of people between and across countries, it is critical that we better understand the HRM policies and practices of these nations. 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 systems in the area, the influence of different factors on HRM and the challenges faced by HR functions in these nations. This edition extends its coverage to Cambodia, Fiji, Indonesia and the Philippines; a new chapter discusses HR research challenges in the region such as the transferability of western constructs, problems with data collection and the emergence of MNEs from Asia Pacific. **American Book Publishing Record**, 2003 Forthcoming Books Rose Arny, 2003 The British National Bibliography Arthur James Wells, 2005 **Journal of world business** ScienceDirect (Service en ligne), 2000 *APAIS, Australian Public Affairs Information Service*, 1996 Vol for 1963 includes section Current Australian serials, a subject list International Abstracts of Human Resources, 2006 *Экономика Японии* Коллектив авторов, 2022-05-15

Yearbook of International Organizations 2014-2015 (Volume 2) Union Of International Associations, Union of International Associations, 2014-07-16 The Yearbook of International Organizations provides the most extensive coverage of non profit international organizations currently available Detailed profiles of international non governmental and intergovernmental organizations IGO collected and documented by the Union of International Associations can be found here In addition to the history aims and activities of international organizations with their events publications and contact details the volumes of the Yearbook include networks between associations biographies of key people involved and extensive statistical data Volume 2 allows users to locate organizations by the country in which secretariats or members are located

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Management in South Korea Revisited Chris Rowley, Malcolm Warner, 2016-03-17 This edited collection examines the changing contours of Korean management and business presenting recent scholarly research into this important Asian economic player As one of the original Little Dragon or Tiger economies South Korea has grown and prospered since the early years of the 1960s and is now home to several major world class multinational companies such as Hyundai and LG Samsung In turn it has developed a distinctive style of management which derives from a shared Asian heritage but is nonetheless unique to South Korea The collection covers a variety of themes topics and issues from a range of perspectives and fields in management and business studies This book was originally published as a special issue of Asia Pacific Business Review

Elgar Companion to Managing People Across the Asia-Pacific Eddy S. Ng, Jonathan E. Ramsay, K. Thirumaran, Jacob Wood, 2023-11-03 The Elgar Companion to Managing People Across the Asia Pacific provides a crucial exploration of current business and management research touching upon topics such as leadership employee motivation and politics and innovation to provide a timely examination of management in the Asia Pacific It addresses how unique cultural societal and governance factors in the Asia Pacific affect business practices

Business and Labour in Korea In Jun, Peter Sheldon, Seung-Ho Kwon, 2016-12-07 South Korea has rapidly emerged as a world economic power within which chaebols large family controlled business groups including such well known names as

Hyundai and Samsung have been the dominant economic force with a powerful influence in politics This book covering the period from the 1960s to the present traces the impact the chaebols have had on the development of South Korea s industrial relations system a system which is quite different from other industrial relations systems in East Asia It shows how although the various chaebols have had their own styles of management often determined by the outlook of the founders and by differing circumstances they came together in 1970 to form the Korea Employers Federation KEF This organisation as the book demonstrates has taken on a life of its own playing a key role in the industrial relations system which has well developed practices for avoiding conflict The book also relates the chaebols and developments in industrial relations to changing political circumstances from military dictatorships to democracy to a world where there prevailed more autonomous governments more militant unions and more pluralistic and even radical industrial relations

Industrial Relations in Korea Jooyeon Jeong,2006-11-22 A key factor in Korea s economic success is the nature of industrial relations in Korean business and industry Joo Yeon Jeong presents a comprehensive survey of the current state of industrial relations in Korea He shows how union membership has changed over recent decades and how the focus of bargaining has widened from purely financial considerations to include a much wider range of issues including principally issues related to job security In addition the book considers the role of government in shaping the legal and institutional environment and of employers who have taken a more aggressive role towards unions since the mid 1990s

The Changing Face of Korean Management Chris Rowley,Yongsun Paik,2009-05-07 Part of the successful Routledge Working in Asia series The Changing Face of Korean Management focuses on a country that is predicted by some experts to become the world s third richest by 2025 South Korea with its thriving telecommunications and automotive industries and increasing trade links with China survived the 1997 Asian Economic Crisis better than most This important textbook explores the key areas of management in this pivotal country in the region including Human Resource Management Marketing Operations Finance Strategy Overseas affiliates Small firms and entrepreneurship Women Including case studies and interviews with front line Korean managers to enable a real voice to emerge and written by native academics this is a complete analysis of the current state of management structures in South Korea It is important reading for all students of business and management interested in Asia

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