



## *Employment Relations in the Asia-Pacific: Changing Approaches*

By: Bamber, J.G., F. Park, C. Lee and P.K. Ross,  
(eds.)

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Reviewed By: Yasser Mattar  
THE NATIONAL UNIVERSITY OF SINGAPORE

*Employment Relations in the Asia-Pacific: Changing Approaches* is an edited volume, which studies changing employment relations (ER) in seven Asia-Pacific countries. The study is spread over thirteen chapters, with the countries in question being categorized into three levels of economic development: the industrialized market economies (IME) of Australia, Japan and New Zealand, the newly industrialized economies (NIE) of South Korea and Taiwan, and the up-and-coming economies of China and Indonesia. Four main units of analyses are given attention in this book – the nation-state, trade unions, companies and the case of APEC as a supra-state organization. An introductory chapter serves to collate and further analyze the data from the other chapters. The editorial team is composed of academics and practitioners in the field of labour relations – Greg J. Bamber, Professor and Director of the Graduate School of Management, Griffith University, Funckoo Park, President of the Korea Labour Institute, Changwon Lee, Director for Labour Policy in the Office of the President, Republic of Korea, Peter K. Ross, a PhD candidate and Associate Lecturer at the School of International Business, and Kaye Broadbent, Associate Lecturer in the School of Industrial Relations, Griffith University.

The main thrust of the book is analyzing the changes to ER in the abovementioned countries since 1945. Following the thrust of Japan, these Asian countries have seen impressive economic growth, for many, in the aftermath of colonialism. The changes to ER are also discussed in light of the recent Asian economic crisis, which arguably set in on 2 July 1997 with the devaluation of the Thai bath following the bursting of the property and stock exchange bubbles which were pumped full of transitory portfolio equity. Following the lead of Dore (1979), this book discusses the contexts for ER which are treated as reflections of the level of economic development in the various countries.

Conceptually, the book is directed by two hypotheses. The first hypothesis is that as economies move towards becoming IMEs, they would tend to adopt ER practices and institutions that are found in already established IMEs. This follows the familiar Kerrian "convergence thesis", based on the "logic of industrialism", where technology is expected to bring about a similar set of structural and cultural features. Inputting national politics as a factor, the second hypothesis is that major political changes such as significant moves towards democratization would have a consequence on national perspectives on ER.

# Employment Relations In The Asia Pacific Changing Approaches

**Funkoo Park**



## **Employment Relations In The Asia Pacific Changing Approaches:**

Employment Relations in the Asia-Pacific Funkoo Park,2000 There has been enormous economic development in the Asia Pacific region since 1945 Employment relations policies have changed rapidly in both the older industrialised market economies and in the newly industrialising economies It is particularly interesting to compare the various recovery strategies of different countries following the economic turmoil of the late 1990s The Japanese appeared to continue their pattern of life time employment In Australia and New Zealand there have been attempts to discontinue the award wage system to foster international competitiveness In South Korea companies have demanded more flexibility to make it easier to dismiss workers There has also been much change in other countries for example moves towards deregulation in China Indonesia and Taiwan This book considers human resource initiatives in the workplace and industrial relations reform from the perspectives of employers managers unions and academics in particular in Australia China Indonesia Japan South Korea New Zealand and Taiwan and in the Asia Pacific region generally Employment Relations in the Asia Pacific is essential reading for practitioners and students of industrial relations and human resource management at graduate and undergraduate levels and for specialists in international business and economics trade unions employer associations and government

*Employment Relations in the Asia-Pacific* Greg Bamber,2000 Reviews trends in labour relations in 6 countries in the Asia Pacific in the 1990s Discusses challenges facing trade unions in the near future

**Employment Relations in the Asia-Pacific Region** Peter Holland,Julian Teicher,Richard Gough,2013-09-13 This book focuses on new developments in employment in Asia The context for this discussion is provided by the processes of globalisation and the associated debate on labour standards Individual chapters focus on issues such as the role of NGOs as surrogate unions employment regulation in export processing zones social protection and the impact of political reform on the employment relationship This volume was previously published as a special issue of the journal Asia Pacific Business Review

**International and Comparative Employment Relations** Greg J. Bamber,Russell D Lansbury,Nick Wailes,2004-03-27 Earlier editions of this text have become the standard reference for a worldwide readership of practitioners in governments companies and unions and students This revised edition analyzes employment relations in the UK USA Canada Australia Italy France Germany Sweden Japan and Korea

**Economic Reform and Employment Relations in Vietnam** Ngan Thuy Collins,2009-09-10 The transformation of the Vietnamese economy from socialist planning to a market economy has led to Vietnam having one of the fastest economic growth rates in the world and to also to Vietnam engaging much more with the international economy joining the World Trade Organisation in 2006 This book fills a significant gap by surveying the economic reforms in Vietnam where most studies have concentrated on other young tiger economies In particular it discusses the transformation of employment relations which have been a key part of the reforms and a necessary pre condition to WTO membership It examines the nature of employment reforms analyses the motivation behind new policy initiatives and examines the detail of reforms in a

range of business enterprises reporting on extensive original research Throughout it shows how several key forces have interacted globalisation government political interests national cultural norms market managerial ideology and the special characteristics of particular firms to produce a particular Vietnamese brand of post communist market economy Overall this book illuminates the how employment relation practices are formed in transitional economies and more broadly the economic and political transformation of socialist economies in the context of the global market

**The Management of Human Resources in the Asia Pacific Region** Chris Rowley, John Benson, 2004 Explosive economic and social changes in the Asia Pacific region have meant that much of what we know about the area is outdated This book addresses this and looks at the human resource period with detailed analysis discussion and predictions for the future Focusing on the areas of China Hong Kong Japan Korea the Philippines Singapore Taiwan and Thailand the book explores the reasons behind changes and whether they indicate movement of convergence or divergence the key issues for management and the implications for theory development This is the latest research available on this subject A must for managers researchers and those teaching undergraduate or postgraduate courses as well as those interested in international business sociology and employee relations

*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

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*Theoretical Perspectives on Work and the Employment Relationship* Bruce E. Kaufman, Industrial Relations Research Association, 2004 Developing a strong theoretical base for research and practice in industrial relations and human resource management has to date remained a largely unfulfilled challenge This text presents contributions from 15 scholars developing their perspectives on work and the employment relationship

*Human Resource Management: Durai, Pravin, 2010* Human Resource Management presents multifaceted and all inclusive information that will be useful to students of human resource management as well as practising human resource managers Using a highly readable style and real life examples from India

*Historical Dictionary of Organized Labor* J. C. Docherty, 2004-02-03 Thoroughly updated this essential reference source introduces scholars to the

study of organized labor on the international as well as national level Contains 400 entries describing the labor movements in countries around the world and the important people organizations ideas and political parties involved in organized labor Includes a summary list of past and present international labor leaders lists of global union federations and the affiliated organizations of major national labor federations and analytical lists of the membership of the International Confederation of Free Trade Unions      **Global Industrial Relations** Michael J. Morley, Patrick Gunnigle, David Collings, 2006-11-22 Breaking new ground and drawing on contributions from the leading academics in the field this volume in the Global HRM Series specifically focuses on industrial relations      **Culture and Management in Asia** Malcolm Warner, 2014-03-05 Local culture has long been recognised as a critically important factor in shaping management styles in different Asian countries This book provides a comprehensive overview of culture and management in major East and Southeast Asian economies Each chapter provides a survey of the country's history culture and economy going on to examine management in the country together with management education and how management is currently changing The book will provide an invaluable introduction for students of international management for those studying management within East and Southeast Asia and for businessmen trading with the region      Routledge Handbook of Human Resource Management in Asia Fang Lee Cooke, Sunghoon Kim, 2017-09-11 Human Resource Management HRM is fundamentally shaped by institutional and cultural factors such as the different political environments and social philosophies of particular countries and regions By examining the various organizational aspects of business life and systems of people management in Asia the study of HRM across the continent can therefore give us a greater understanding of Asian societies as well as the contemporary world of work more generally This handbook provides an up to date and intellectually engaging overview of HRM in the Asian context Distinctive in its comprehensive coverage of traditional as well as emerging topics of HRM it analyzes important themes such as the regulatory framework for work and employment religiosity family business and gender Using a comparative approach it also effectively highlights the unique features of each country's attitudes towards HRM Covering a range of themes and case studies sections include Institutional and cultural contexts Labour regulation and industrial relations Thematic and functional HRM HRM in selected Asian countries such as China Japan Vietnam India and Singapore Written in a highly accessible style this book will be useful to students and scholars of Human Resource Management Asian Business Economics and Sociology Chapter 15 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license      **The ^AOxford Handbook of Contextual Approaches to Human Resource Management** Dr. Emma Parry, Dr. Michael J. Morley, Dr. Chris Brewster, 2021-05-25 The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities      **East Asia and the Trials of Neo-Liberalism** Kevin

Hewison, Richard Robison, 2013-09-13 A much needed examination of the impact of neo liberalism in East Asia in the years since the 1997 to 1998 Asian Economic Crisis These leading contributors tackle the nature of neo liberalism and the forces and institutions driving it With fresh case studies of Indonesia Thailand South Korea Malaysia China and Vietnam showing how domestic elites are critical to the ways in which the neo liberal agenda is manifested modified and rejected They also engage with the key question of why there has been a dramatic restructuring of state and economic power with some elements of domestic elites having been decimated others reinventing themselves while important new elements have been constituted This book was previously published as a special issue of the leading Journal of Development Studies

*Management in Transitional Economies* Malcolm Warner, 2005 This is a comparative study examining the past present and future of management in the transitional economies of East and Central Europe Russia the People's Republic of China and Vietnam

**The Impact of Globalisation on Employment Relations: A Comparison of the Automobile and Banking Industries** Roger Blanpain, Russell D. Lansbury, Yöng-böm Pak, 2002-07-31 Although no one disputes that employment relations worldwide have been greatly affected by globalisation no clear consensus has emerged on the nature and significance of this impact The seven contributions to this symposium pursue a comparative approach suggesting that direct analysis of employment relations in distinct industries in two comparably sized economies since the advent of globalisation leads to a more precise understanding of the interaction of globalisation and employment relations and sets a pattern for other studies to follow The economies studied in the symposium are Australia and Korea and the industries are automobile and auto parts manufacturing and retail banking In both countries labour unions play a key role in the way in which employers and governments react to political and economic pressures Among the particular topics discussed by the contributors are the following effects of the 1997 financial crisis in Korea the extent to which the automobile industry in one country Korea depends on parts and raw material from another country Australia cross border cooperation between unions the growing trend toward enterprise bargaining conciliation and arbitration of industrial disputes and the role of government sponsored industrial relations commissions The contributing authors are all industrial relations authorities in Australia or Korea The in depth analysis they offer in these very specific areas will be of value to labour lawyers and industrial relations scholars everywhere for the light it sheds on this crucial aspect of contemporary social and economic development

*The Multi-Dimensions of Industrial Relations in the Asian Knowledge-Based Economies* Sununta Siengthai, John Lawler, Chris Rowley, Hiromasa Suzuki, 2010-06-10 This collection of work by leading scholars investigates the impact of the globalization process on some selected Asian economies and societies With particular focus on the role of institutional factors such as labour unions or workers associations case studies are presented on labour management relations at the workplace that have evolved to cope with globalization The cases describe labour institutions in the society as a social force that acts as a catalyst for societal democracy and for industrial democracy at the workplace These cases provide descriptions of the changes in the

management's stance and approaches towards labour unions in the selected countries as well as at the organizational level over the last three decades when much of the industrialization process has occurred in Asia. A case study approach which enhances analytical and problem solving skills of students. A focus on the impact of globalization process in the East and Southeast Asia which is becoming more significant in the new economy. Prepared by local Asian research scholars. *Law and Labour Market Regulation in East Asia* Sean Cooney, Tim Lindsey, Richard Mitchell, Zhu Ying, 2003-08-29. This edited collection examines the labour laws of seven industrializing East Asian societies: China, Indonesia, Malaysia, South Korea, Taiwan, the Philippines, and Vietnam, and discusses the variation in their impact across the whole region. Leading scholars from each country consider both laws pertaining to working conditions and industrial relations and those that regulate the labour market as a whole. Legislation concerning migrant labour, gender equality, employment creation, and skills formation is also examined. Adopting their own distinct theoretical perspectives, the authors trace the historical development of labour regulation and reveal that most countries in the region now have quite extensive frameworks. This book will be particularly useful to people interested in the place of labour law and law in general in contemporary East Asian societies.

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