
HANDBOOK OF ASIAN MANAGEMENT

edited by

Kwok Leung
Steven White



Springer

Handbook Of Asian Management

Thirumalaisamy P.
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Handbook Of Asian Management:

Handbook of Asian Management Kwok Leung, Steven White, 2004-04-30 Our understanding of management in Asia has not kept pace with the demands of managers and students The Handbook of Asian Management provides in depth critical reviews of central topics in strategy and organizational behavior research in Asian contexts Leading scholars take stock of what has been learned and give clear directions towards greater rigor and relevance for research in this region

Encyclopedia of Stakeholder Management Jacob D. Rendtorff, Maria Bonnafous-Boucher, 2023-02-14 This Encyclopedia provides a comprehensive overview of the most important concepts of stakeholder theory and management in business and public administration It identifies that stakeholders are essential for value creation in democratic societies

How to Get Published in the Best Management Journals David J. Ketchen Jr, Timothy Clark, Mark Wright, 2025-01-09 This revised and extended third edition of the highly successful How to Get Published in the Best Management Journals draws on a wealth of knowledge from leading scholars and journal editors to showcase the latest advice in securing publication in the world s top management journals

Understanding Management in China Malcolm Warner, 2013-11-12 China has become one of the fastest growing economies ever seen in the world in recent times In the last three decades China has transformed itself from a command economy to a market one albeit a nominally socialist one and its management systems have been reformed accordingly In the light of these changes Malcolm Warner one of the leading authorities on management in China explores the past present and future of Chinese management The first part of the work examines the history of management practices in the Middle Kingdom outlining the influence of traditional Chinese values especially the Confucian inheritance and the legacy of the imperial bureaucracy with its meritocratic examination system as well as the role of industrialization and the influx of foreign owned businesses in the late nineteenth century and the twentieth century It next goes on to consider the current state of China s management showing how a new breed of manager has evolved since the beginning of Deng Xiaoping s reforms in the late 1970s and 1980s The resulting impact of this strategy which has continued into the 1990s and the 2000s up to the present day is then examined The final part of the book concludes with reflections on how management in China is likely to develop in the near future especially on how far it will converge with global practices or to what degree an indigenous form of management with Chinese characteristics will prevail

Euro-Asian Management and Business I Brij N. Kumar, 2013-06-29 impact in terms of new opportunity and risk In Japan new markets can be in the offering as a result of expected deregulation But on the other hand greater competition in the home countries can become a threat when a host of new fast growing Japanese companies appear on the scene as they break out of oversized and inflexible corporate groups and seek their fortune independently on global markets Six years after Tiananmen China stands today as one of the worlds leading growth nations Because of this and only for this reason it is recognized and to a certain extent even respected by all countries as a partner in commerce and industry Trade ties with the

western world are stronger than ever before Japanese trade with China has been booming since 1989 peaking at roughly U S 38 billion in 1993 U S China trade has almost tripled since 1988 to 41 billion in 1993 A similar pattern is seen in China s trade with West Europe which according to Chinese figures amounted to U S 22 billion in 1993 which was 50% above the volume reached in 1992 Although in China actual investment can be way below approved investment the fact remains that some U S 20 billion have been poured into the country since 1991 and another 12 billion were absorbed in 1992

'Making Sense' of Human Resource Management in China Malcolm Warner,2013-09-13 This edited work attempts to make sense of recent developments in the field of Human Resource Management in the People s Republic of China It attempts to see how the paradoxes and contradictions engendered by contemporary Chinese society are being resolved in the enterprises and workplaces of the Middle Kingdom The book starts with an overview of the literature then follows with a selection of micro oriented concerned with topics like recruitment and retention then macro oriented empirical studies a number of the latter dealing with strategic as well as performance issues with last those comparing sets of societal cultural values It attempts a synthesis of what has emerged from recent research on the harmonious society These contributions from authors based in universities in eight countries in Australia Canada China Hong Kong Japan Taiwan United Kingdom and USA cover a wide range of research on HRM from the micro to the macro Six of them teach and or research at campuses on the Mainland Their empirical field based research covers the last half decade and presents a robust picture of both what practitioners have adopted and how researchers have tried to make sense of what they have investigated This book was based on a special issue of Intl Journal of Human Resource Management

Cross-Cultural Management Mai Nguyen-Phuong-Mai,2019-09-02 Cross Cultural Management With Insights from Brain Science explores a broad range of topics on the impact of culture in international business and vice versa and the impact of businesses and individuals in shaping a culture It provides critical and in depth information on globalization global glocal leadership cross cultural marketing and cross cultural negotiation It also discusses many other topics that are not typically found in the mainstream management textbooks such as diversity management bias management cross cultural motivation strategies and change management While most literature in the field is dominated by the static paradigm that is culture is fixed nation equates to culture and values are binary this book takes a different approach It regards national values as a first best guess and balances it with an introduction of the dynamic paradigm This school of thought posits that culture is not static context is the software of the mind opposing values coexist change is constant and individuals can develop a multicultural mind A unique feature of this book is the contribution of an interdisciplinary approach It s the first textbook of cross cultural management that incorporates latest findings from the emerging discipline of cultural neuroscience and evolutionary biology in the discussion Such a holistic approach is meant to help readers gain a deeper and broader understanding of the subjects

Understanding Culture Robert S. Wyer,Chi-yue Chiu,Ying-yi Hong,2013-05-13 This volume contains contributions from 24 internationally known scholars covering a broad

spectrum of interests in cross cultural theory and research This breadth is reflected in the diversity of the topics covered in the volume which include theoretical approaches to cross cultural research the dimensions of national cultures and their measurement ecological and economic foundations of culture cognitive perceptual and emotional manifestations of culture and bicultural and intercultural processes In addition to the individual chapters the volume contains a dialog among 14 experts in the field on a number of issues of concern in cross cultural research including the relation of psychological studies of culture to national development and national policies the relationship between macro structures of a society and shared cognitions the integration of structural and process models into a coherent theory of culture how personal experiences and cultural traditions give rise to intra cultural variation whether culture can be validly measured by self reports the new challenges that confront cultural psychology and whether psychology should strive to eliminate culture as an explanatory variable

Confucian HRM in Greater China Malcolm Warner, 2014-01-02 This volume sets out in search of what we call Confucian HRM in Greater China and beyond It covers theory and practice not only in the People s Republic of China but also in the Overseas Chinese Nanyang Diaspora namely in Hong Kong and Taiwan among others It will seek to understand how far traditional Chinese culture and values continue to influence the degree to which the human resource management HRM as adopted in those cultural contexts has been implemented Confucian HRM in Greater China includes a wide range of concepts such as Confucian HRM employee participation family firms guanxi learning and job satisfaction local labour markets performance based pay training policies and women s roles in employment A wide range of international contributors provide the reader with diverse theories methodologies and perspectives arguing that the continuity of traditional Chinese values is indeed still empirically observable in the contemporary practice of people management in Greater China The contributors are all experts in their fields who teach and research on HRM in many faculties throughout the world This book was originally published as a special issue of The International Journal of Human Resource Management

Culture and Organizational Behaviour Jai B. P. Sinha, 2009-01-06 Culture and Organizational Behaviour is a textbook for management studies that highlights the effect of the confluence of Western and Indian cultural influences It adheres to the syllabi of the organizational behaviour courses followed in most major universities and management institutes The book presents basic knowledge of organizational behaviour as developed in the West adds to these the latest global research findings and situates them in the Indian cultural perspective It also highlights the issues that emanate from the interface of the Indian culture and organizational behaviour Key Features Contains updated case studies from Indian organizations Focuses on current and emerging strategies in organizational structures leadership power and politics Covers topics like balancing work and other responsibilities power and politics and conflict and negotiation which though extremely crucial to organizational behaviour have perhaps not got due attention in the existing literature Presents the relatively unexplored effects of Indian culture on organizational behaviour Provides a platform where both theoretical and practical issues can be

addressed by managers researchers students and teachers alike **Whither South East Asian Management?** Chris Rowley, Malcolm Warner, 2013-09-13 This book examines the directions in which various structures and processes of management and business are moving in South East Asia covering Indonesia Malaysia Thailand and Vietnam It aims to update previous works in the field covering management and business in these countries It goes on to deal with a wide variety of themes and issues functional and practice areas sectors and organisational types Many key sectors are also covered such as finance retailing telecoms etc The types of organisations covered range from multinational companies to state owned enterprises The contributors cover current and ongoing developments of these themes particularly in the context of globalization The book also addresses the future directions management may be moving in this important part of the international economy The authors are all experts in their fields and are all based in universities and business schools in the region within the respective countries involved The work is aimed at undergraduate and postgraduate students in business administration especially those on MBA programmes development economics management studies and related fields as well as lecturers in those subjects and researchers in the field This book was published as a special issue of Asia Pacific Business Review Cross-Cultural Management Taran Patel, 2013-12-17 The internationalization of business via the process of globalization has brought issues of culture to the forefront of management thinking Although culture is by no means a new area of study in business schools it remains frustratingly elusive and misunderstood This textbook gives business students or future managers an understanding of the multitude of frameworks available to them to make sense of the cultural contexts they will encounter in their managerial careers Starting from a general introduction to culture and its role in businesses Taran Patel encourages readers to shed a critical eye on the commonly accepted frameworks She compels readers to ask three questions Can I only make sense of the variety of cultures around me by categorizing people into static categories based on their geo ethnic identities Is it valid to make sense of people's behaviours by categorizing them as French Indian German or American What other ways are there to make sense of people and their behaviours Students studying from this textbook will benefit from a variety of conceptual tools that can be used to navigate the world of culture and its intersection with business and management Taran Patel's unique textbook will be core reading for students of cross cultural management intercultural communication and essential reading for all those studying or researching international business and management Counter-Cultural Paradigmatic Leadership Gary K. G. Choong, 2011-06-03 In Counter Cultural Paradigmatic Leadership Gary Choong challenges the reader to consider the mind set motive and manner of leadership in any Asian setting that is suffused with contemporary practices of paternalistic authority It provides a counter cultural paradigm shift for the Christian leader who desires to honor God with mind and heart based on a biblical moral foundation and to lead with character biblical core values and a commitment to further the cause of Christ The counter cultural paradigms and practices of integrity humility and empowerment address the ills of contemporary paternalistic authority such

as didactic leadership guarding and building of reputation protection of dominance autocratic control nepotism cronyism ambivalence lack of accountability overstaying one's effectiveness and underestimating one's subordinates This counter cultural paradigmatic Christian leadership deals first with the Christian leader's character and spiritual formation over a lifetime second it seeks to influence and impact team members toward biblical coherence and congruence in discipleship team ministry and leadership development third it encourages the leader to consider ways to address organizational behavioral dysfunctions and hence organizational coherence congruence and effectiveness particularly with a view toward leadership succession and organizational significance

The Changing Face of Vietnamese Management Chris Rowley, Quang Truong, 2009-09-23 Vietnam has emerged from long periods of colonialization wars and ideological conflicts to become an important economic force within Asia and a promising destination for international business ventures The latest book in the popular Working in Asia series The Changing Face of Vietnamese Management draws on the experiences of local Vietnamese experts to offer a unique perspective on the opportunities challenges and issues facing managers and organizations operating in this fascinating emerging market The book Contextualizes political economic and social traditions Discusses Vietnam's competitiveness within the global economy Analyzes key functional areas including HRM marketing finance and strategy Examines key issues and new developments in management and business This key text includes illustrative case studies and vignettes to provide broad coverage and content that would serve the needs of students and managers alike

Case Studies In Japanese Management Parissa Haghirian, Philippe Gagnon, 2011-09-30 This book provides a new opportunity for corporate strategy analysis within a Japanese context It is the first academic textbook to be published in English which regroups case studies to emphasize key concepts in Japanese management Where previous literature has set a separate focus on cultural managerial and strategic variables a holistic look is now taken at their influence on effective decision making Over 11 detailed cases depict issues in entering the Japanese market strategic issues when managing in Japan marketing management crisis management cross cultural encounters and future technologies The sophistication and depth of these studies along with their teaching notes provide the basis for pragmatic analysis The mysticism surrounding Japanese culture seems magnified by the success of Japanese companies abroad and the shortcomings of many MNEs that entered Japan ineffectively Studying the empirical implications of these issues is a helpful exercise to develop more acute management reflexes in a Japanese setting The book's carefully laid out cases will benefit business and humanities students who are researching Japan as well as professionals who work within this sphere

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 Influence of Culture on Human Resource Management Processes and Practices Dianna L.

Stone,Eugene F. Stone-Romero,2008 It is clear that organizations are becoming more culturally diverse and a better understanding of multiculturalism and its impact on organizations is needed This book with contributions from expert academics is designed to motivate both the further development of models concerned with the influence of cultural diversity on several Human Resource Management processes and practices and the design and conduct of empirical research on the same topic It primarily focuses on processes and practices that occur at three general phases the pre hire phase the selection phase and the post hire phase An improved understanding of the roles that culture plays in such processes and practices should contribute to both the efficiency and effectiveness of organizations and the performance and well being of their members This edited book is appropriate for undergraduate and graduate students in industrial and organizational psychology human resource management sociology of work and cultural diversity within organizations It can provide a central resource in classes on organizational psychology strategic human resource management and global issues in human resource management Professionals and practitioners who increasingly interact with organizational issues at the global level will find this book essential to their work *Leading in High Growth Asia* Dean Tjosvold,Kwok Leung,2004 Management

scholars from ten Asia Pacific countries explore aspects of the role leadership plays in business growth and describe best practices as developed from research Among the topics are understanding leadership in diverse cultures leadership strategies and relationship competence development and leadership in Taiwanese enterprises **Advances in Relational Economics** Jacob Dahl Rendtorff,Lukas Belser,Jessica Geraldo Schwengber,2025-01-04 This book explores how economic and social values are created through dynamic non linear interactions within cooperative networks Emphasizing the importance of relations and networks in value creation the book discusses critical issues such as the relational nature of the firm relational management and leadership as well as relational philosophy This includes topics such as network models stakeholder management relational contracts cooperative economics as well as philosophical questions related to relational

ontology epistemology and methodology inter alia Written by leading scholars the contributions highlight the need for new business models and governance mechanisms that integrate resources across different economic and social systems advocating for a relational approach to economic theory In turn the book argues for a network based integrative view of businesses suggesting that economic success is increasingly dependent on the ability to navigate and foster complex relationships within a globalized context Rich in theoretical and empirical insights this book is essential reading for academics policymakers and business leaders interested in the future of economic thought and practice It provides a comprehensive overview of the relational paradigm The book is an invitation to join the conversation on how relational perspectives can transform our understanding of economics governance and organizational dynamics

Intercultural Competence in Organizations Alex Matveev, 2016-11-18 This book addresses one of the most critical issues facing global business leaders and the multicultural workforce how to work and relate effectively in the intercultural contexts The author presents business professionals practitioners and academics with the Collaborative Intercultural Competence Model Based on solid theoretical assumptions and real intercultural experiences this model is to help professionals work more effectively across and within cultures This book expands the traditional presentation of existing knowledge by providing a unified discussion of intercultural communication and its conceptual foundations The book offers readers with a contemporary insight into the intercultural competence phenomenon and highlights the basis for its experience based inquiry assessment and development A distinctive feature of Intercultural Competence in Organizations is its comprehensive coverage of the intercultural competence framework from both communication and organizational behavior perspectives This book does not cover traditional areas of international business international management global management strategy and policy and cross cultural comparative management but focuses on theoretical foundations of intercultural competence and intercultural competence research and practice The author describes the complex nature of intercultural competence in a straightforward format which helps professionals practitioners and students to envision a variety of intercultural situations in which they may behave competently Thus the conceptual acumen of this title is to understand the premises of intercultural competence embrace its theoretical assumptions see its practical applicability and advance individual intercultural competence Featuring examples and skill development exercises this book will be appealing to professionals practitioners students academics and policy makers in the field of international business management and communication Dr Matveev challenges his readers to develop their intercultural competence so as to make themselves more effective more humane and more socially skilled in a world that increasingly involves extensive contact across various groups of people from the Foreword by Richard W Brislin University of Hawaii Dr Matveev creates an awareness of intercultural competence by exposing the reader to the theoretical concepts and practical tools Business people and academics will use this book to recognize and leverage the benefits of cultural diversity Berthold Mukuahima Director of Human Capital Ohlthaver List Group Namibia Dr Matveev reveals how

intercultural competence of professional multicultural teams helps in achieving corporate competitive advantage and longevity in a challenging globalized world This book is very useful for managers scholars and students who want to elevate the efficacy of intercultural relationship in their professional and personal lives Sre ko ebron Management Board Member Sava Reinsurance Company Slovenia div

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