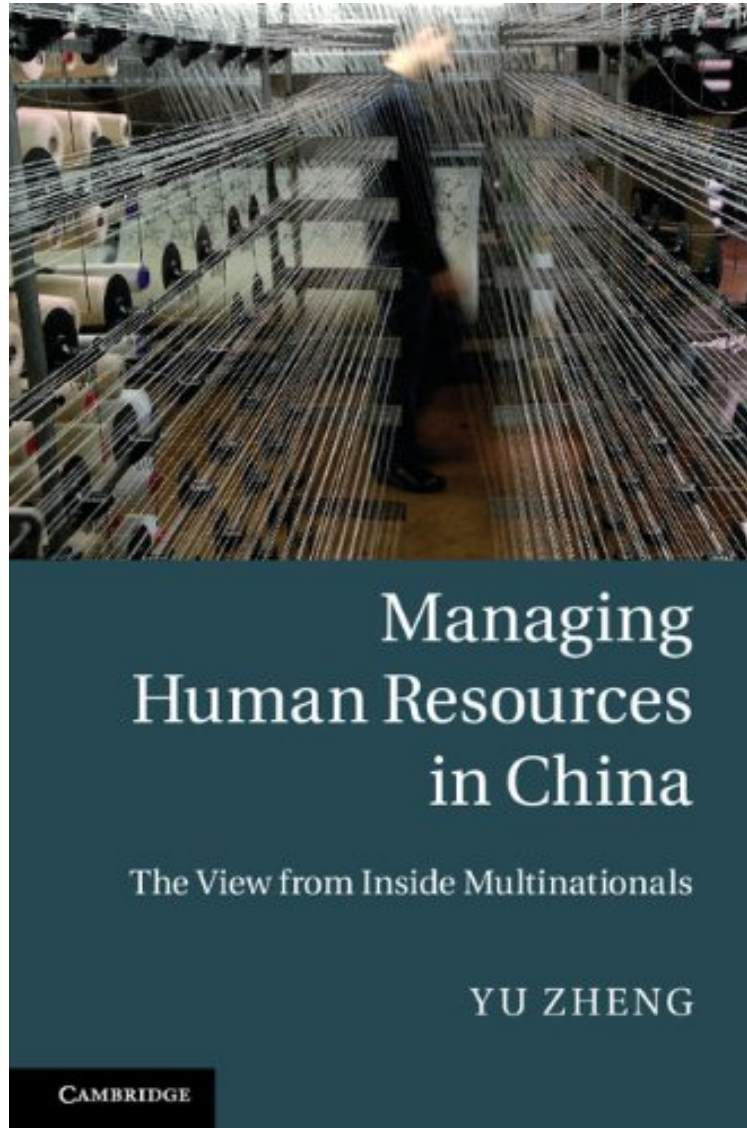


[FREE] Managing Human Resources in China: The View from Inside Multinationals

Managing Human Resources in China: The View from Inside Multinationals

Yu Zheng

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China is undergoing a dramatic transition from the old to the new as the country integrates into global product and

labour markets. *Managing Human Resources in China* examines the emergence of new and hybrid forms of employment practices within Chinese Multinational Corporations (MNCs) from the perspective of local stakeholders. These include managers, workers and government officials, who take part in strategic planning and policy implementation whilst coping with the pressure of an ever-changing environment. Working in and observing four foreign-invested manufacturing plants located in one of China's new industrial clusters, Yu Zheng offers a fresh perspective on the management of MNCs. The voices of employees have not been heard before, yet they are the critical actors in China's transformation through foreign direct investment. This book explores the pains and gains, achievements and setbacks of managing the Chinese workforce, which is ever pragmatic, increasingly assertive and constantly evolving.

'Yu Zheng has done a great job of providing us with a great deal of new information about managing human resources in China. She did an exhaustive investigation into human resource management policies and practices of several multinational companies operating successfully in China. Because many of these companies are Japanese, this helps make the book a special contribution to the field ... should be well-received.' Randall S. Schuler, Distinguished Professor, Strategic International Human Resource Management, Rutgers University

About the Author Yu Zheng is a Lecturer in Asian Business and International Human Resource Management at the School of Management, Royal Holloway, University of London. Her research interests are in international human resource management, cross-country transfer of management practices and comparative employment relations. She is currently a member of the Euro-Asia Management Studies Association.