

Managing human resources in China: the view from inside multinationals

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Abstrak

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.