



Human Resource Management in China: New Trends and Practices

By Fang Lee Cooke

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The approach to managing human resources has changed significantly in China over the last twenty-five years as its transformation from a state planned economy to a market-oriented economy continues. By adopting a broad notion of HRM, while remaining sympathetic to the strong emphasis on relationship management in the Chinese culture, Fang Lee Cooke builds on the foundations of traditional Chinese HRM practice and brings it right up to date, including analysis of currently under-explored issues such as diversity management, talent management, new pay schemes, and performance management.

Including extensive first hand empirical data and pedagogical features such as vignettes, case studies, and further reading lists. This book will be of great use on upper level undergraduate, post graduate and MBA courses covering international/Chinese management and HRM as well as appealing to practitioners, students and scholars of Chinese Business, Asian Business and Human Resource Management.

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Editorial Review

About the Author

Fang Lee Cooke is Professor of HRM and Chinese Studies at Monash University, Australia. Her research interests are in the area of employment relations, gender studies, strategic HRM, knowledge management and innovation, outsourcing, Chinese outward FDI and employment of Chinese migrants. She is the author of *HRM, Work and Employment in China* (2005), and *Competition, Strategy and Management in China* (2008).

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