Invited Review

International and comparative human resource management: an Asia-Pacific perspective

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In this paper, we review articles in the research field of international and comparative human resource management (HRM), published in *Asia Pacific Journal of Human Resources* since the journal's inception in the 1960s. Our review is based on 155 articles, including 43 conceptual, opinion, editorial, and review articles, and 112 empirical studies, and examines the trends over decades by examining four major areas: 1) characteristics of the articles; 2) research topics within the international and comparative HRM; 3) theoretical frameworks; 4) country contexts; and 5) methodologies. While there have been many valuable contributions, new challenges have emerged. Based on our analysis, we provide suggestions for future research on international and comparative HRM. We call for scholars to draw attention to context and to theoretical and methodological innovation, in order to develop research with high impact and practical relevance.

Keywords: Asia-Pacific region, comparative HRM, international HRM, literature review

Key Points
1 We review 155 international and comparative articles published in *APJHR* across five decades.
2 We identify four broad phases in international and comparative HRM scholarship in the Asia-Pacific context.
3 We emphasize the diversity and dynamism of national contexts within the Asia-Pacific region.
4 We identify important questions for HR scholars and professionals to address in the future.

Management An Asia Pacific Perspective

John Joseph Coyle,Edward J. Bardi,C. John Langley

Management An Asia Pacific Perspective:

   Management John R. Schermerhorn,2003-12-12   *Strategic International Human Resource Management* Helen L. De Cieri,Peter J. Dowling,1998 Examines strategic international human resource management in Australian multi national enterprises operating in the European Union An Asia Pacific perspective on challenges created by the social dimension of the European Union is also discussed   Accounting for Sustainability: Asia Pacific Perspectives Ki-Hoon Lee,Stefan Schaltegger,2018-01-30 This book advances the understanding of corporate sustainability and challenges and roles of sustainability accounting in the Asia Pacific region The Asia Pacific region has shown fast economic growth for several decades which is expected to continue In this context Asia has become the production engine of the global economy At the same time scientific reports reveal that some planetary boundaries are crossed for example relating to biodiversity and climate change Companies in the Asia Pacific region are therefore increasingly challenged to reduce their environmental impacts to document their social contribution and to contribute to sustainable development Key approaches to identify sustainability problems and challenges to support improvement processes and to back up sustainability contributions include accounting and reporting In contrast to the high relevance of accounting and reporting for corporate sustainability for the Asia Pacific region academic research has so far been dominated by Western researchers and pre dominantly dealt with Western and Japanese cases and approaches It is thus time to take account of Asian perspectives on accounting and reporting for sustainability in the Asia Pacific region   **Management** John R. Schermerhorn, Jr.,2005-11-21 Now available in Australia with the most up to date information about the new Work Choices legislation For orders use isbn 0470813202 The aims of the author team for the second edition of this text are the same as those that made their first edition so popular with Australasian students and lecturers to deliver an Introductory Management text that is engaging and relevant to read challenging in terms of management issues and perspectives and useful for both current and future workplace careers Management theory is presented in a visually appealing colour design with an abundance of diverse and practical Asia Pacific examples interwoven throughout There is a balanced coverage of both small to medium sized enterprises and larger multinational corporations operating throughout our region Contemporary management challenges such as workforce diversity ethics employee empowerment sustainability innovation and the ever increasing impact of technology are viewed and explored with a positive rather than overwhelming focus Its flexible framework allows allows Management topics to be taught from both a macro to micro perspective and vice versa The practical end of text Career Readiness Workbook is cross referenced to each chapter enabling students to discover the dynamics of management in the context of the career skills needed for the modern work environment In addition the Workbook s running case study on the challenges of management in a modern hospital provides a wholistic and fully integrated application of the management theory covered in all of the text chapters NEW TO THIS EDITION Revised and updated chapter theory to incorporate the latest research Revised and

updated chapter boxed features cases and end of chapter material Revised and updated Career Readiness Workbook at the back of the text Video cases featuring Australasian organisations Enhanced student website includes Wiley Web Q interactive quizzing for self assessment Revised and updated Internet exercises Revised and updated Management at Work articles that references journals magazines and newspapers complete with questions for each This feature is updated with additional material regularly throughout the academic year CHAPTER FEATURES Getting Connected opens each chapter with an Australasian case study linked to the chapter s main theme Further Get connected weblinks appear regularly throughout the chapter to encourage students to further research practical applications of management theory Embedded Boxes are real world examples that exemplify the importance of contemporary issues that Australasian managers must face such as Entrepreneurship Quality Globalisation High Performance Technology Diversity and Ethics These boxed features provide concise and relevant examples without interrupting the flow of the chapter theory Examples range from large multinational organizations to small local businesses and also represent the non profit sector Career Connection Sidebars in every chapter link the text material to realities and developments in the new workplace along with relevant career development questions to students Counterpoints offer a provocative viewpoint about one of the issues within each chapter and stimulate critical thinking and classroom discussion Manager s Notepads assist in developing practical applications These notepads consist of concise lists of helpful hints that describe the dos and don ts of contemporary managerial behaviour Reality Checks introduce a key fact or survey result relevant to the chapter discussion The End of Chapter material features a built in Study Guide to allow students to revise material work in tutorials and prepare for examinations It includes an extensive summary linked to the chapter learning objectives key terms short response and application questions They are then directed to the appropriate end of book Career Readiness Workbook activities for the chapter which include Research and Presentation Projects Integrative Case Study questions Exercises in Teamwork and Management Skills Assessments Finally the electronic resources for the chapter are listed which include online self testing via Wiley Web Q Management at Work articles and additional web based exercises A Case for Critical Thinking concludes each chapter tying together the management theory in a real world Australasian context complete with questions to challenge students to think critically about the chapter s main concepts *Bulletin on Asia-Pacific Perspectives* ,2001 *The Routledge Companion to Governance in the Arts World* Ruth Rentschler,Wendy Reid,Chiara Carolina Donelli,2025-04-24 This research compendium of arts governance brings expert insights from management through the humanities and social sciences to provide a comprehensive global overview of how the field is evolving as the world is in turmoil Moving beyond the traditional governance focus on boards the book is structured across a framework that provides five levels of analysis individual board directors boards arts organisations community collaborations and public policy instances around the world Contributors examine urgent contemporary issues in arts governance such as toxic leadership bad behaviour discrimination and post colonialism They present governance

definitional challenges governance struggles for organisations of different sizes and types in different regimes with different accountabilities complexities collaborations and policy environments Experts from around the world are brought together in this book to explore and illuminate the creative sector s distinct dynamics in arts governance The book is an essential scholarly resource for academics students and reflective practitioners of arts and cultural management **The Routledge Companion to Talent Management** Ibraiz Tarique,2021-08-18 The field of Talent Management has grown and advanced exponentially over the past several years as organizations large and small public and private global and domestic have realized that to gain and sustain a global competitive advantage they must manage their talents effectively Talent Management has become a major theoretical and empirical topic of intellectual curiosity from various disciplinary perspectives such as human resource management arts and entertainment management international management etc This Companion is an indispensable source that provides an authoritative in depth and comprehensive examination of emerging Talent Management topics Divided into five thematic sections that provide a unique overarching structure to organize forty one chapters written by leading and renowned international scholars this Companion assesses essential knowledge trends debates and avenues for future research in a single volume Evolution and Conceptualization of Talent Management The External Context of Talent Management The Internal Context of Talent Management Individuals Workforce and Processes of Talent Management and Outcomes of Talent Management In this way the Companion is essential reading for anyone involved in the scholarly study of Talent Management including academic researchers advanced postgraduate and graduate students and management consultants For further debate on Talent Management readers might be interested in the supplementary volume Contemporary Talent Management A Research Companion sold separately *Cooperative Strategies: Asian-Pacific perspectives* ,1997 Asia-Pacific Perspectives, Japan+. ,2006 **Perspectives of Human Resource Management in the Asia Pacific** S. R. Chatterjee,2006 Compares and contrasts HRM functions across countries in the Asia Pacific region with similar or dissimilar economic social political and industrial relations traditions and institutions Contains new material from well respected academics in each country allowing readers to appreciate the particular local influences Marketing Insights for the Asia Pacific Siew Meng Leong,Swee Hoon Ang,Chin Tiong Tan,1996 Published in conjunction with Asia Pacific Marketing Federation Marketing Insights For The Asia Pacific provides a comprehensive treatment of the nature of marketing in the Asia Pacific region This volume incorporates a variety of unique features including a collection of 25 articles from various magazines and journals a selection of readings relating to topics of vital interest to marketers in asia references to a broad range of marketing situations consumer industrial and service markets A useful complement to users of Marketing Management An Asian Perspective by Philip Kotler Swee Hoon Ang and Chin Tiong Tan Marketing Insights For The Asia Pacific includes the source articles that deal with the marketing concepts and applications introduced in the text only student marketing book specifically covering the Asia Pacific region published in conjunction with Asia Pacific Marketing Federation

Management John R. Schermerhorn, Jr.,John Campling,David Poole,Retha Wiesner,2003-08-08 The Australasian adaptation of the best selling US management text by John Schermerhorn brings together a core text skill building workbook a comprehensive Web site with additional interactive case studies skills assessments career tools and teaching resourcesdrawn from the author s award winning classroom Together the book and the assets that surround it show students how to Get Connected as they discover the dynamics of management in the context of a challenging and new work environment They will learn about the responsibilities of a manager and what this means for their future career through many practical examples that are interwoven with core concepts and theories They will appreciate the clear concise and engaging writing style that has made this text successful year after year And they will benefit from the solid foundation of research covered as well as the high quality of examples presented This comprehensive yet concise text will suit the increasing number of management units utilising experiential methods in their teaching of management FEATURES Thorough adaptation of theory and cases to suit students studying in Australasia The Career Readiness Workbook includes the Career Advancement Portfolio Cross Functional Integrated Sarina Russo Case Exercises for Teamwork Management Skills Assessments and Research and Presentation Projects Opening case study Planning Ahead Each chapter opens with two very helpful sections Planning Ahead presents a set of study questions that provide students with the desired learning objectives of the chapter This is followed by a brief Opening Vignette offering a timely real world example that highlights the chapter themes Embedded Boxes exemplify the importance of the issues managers must face These in depth examples are embedded in the general text discussion for each chapter The boxes provide concise and relevant examples without interrupting the flow of the material The examples range from large multinational organizations to small local businesses and also represent the non profit sector The boxes illustrate themes of ethics and social responsibility globalisation diversity and technology Career Connection Sidebars in every chapter link the text material to realities and developments in the new workplace These sidebars pose questions to the reader that are relevant to their career development and professionalism The Counterpoint feature in every chapter offers a provocative viewpoint about one of the issues within the chapter and stimulates critical thinking and classroom discussion Manager s Notepads assist in developing practical applications These notepads consist of concise lists of helpful hints that describe the dos and don ts of managerial behaviour Reality Check and Get Connected features are short high interest features located in the chapter margins Chapter Study Guide The end of chapter material provides a built in study guide for the students to prepare for examinations Following an extensive summary linked to the chapter learning objectives students can test their understanding of the chapter content through short response and application questions They are then directed to the career readiness activities for the chapter which include research and presentation projects integrative case study questions exercises in teamwork and management skills assessments Finally the electronic resources for the chapter are listed which include online self testing additional cases and a wealth of

interactive activities Each chapter finishes with a case for critical thinking It describes situations faced by organisations and their managers in a range of contexts and concludes with a list of questions for the student to answer ABOUT THE AUTHORS John R Schermerhorn Jr PhD MBA distinction BS is professor of management in the College of Business at Ohio University where he teaches graduate and undergraduate courses in management He is dedicated to serving the needs of practising managers in all types of organisations and has written comprehensively on management to help others bridge the gaps between theory and practice John has extensive international experience and serves as a guest speaker at colleges and universities lecturing on developments in higher education for business and management as well as on instructional approaches and innovations John is the author of the US edition of this textbook Management seventh edition and senior co author of Managing Organizational Behaviour seventh edition Introducing Management and Basic Organizational Behaviour second edition John Campling BA Hons MA MIR PhD Cambridge is a senior lecturer in management and the director of the Master of Business Administration program at the School of Business James Cook University Cairns John has lectured researched and published extensively on human resource management industrial relations and organisational change in Australia Europe and North America He is the co author of Bargained Out Negotiating Without Unions in Australia and his current research focuses on sustainable business strategies innovation and the management of technology David Poole BS MBA MEdAdmin PhD is senior lecturer in management within the School of Management at the University of Western Sydney His research interests include public sector management university management organisational behaviour and business strategy David s research has been published in journals such as Management Today Leading and Managing Higher Education and the International Journal of Public Sector Management During 2001 he served as Visiting Professor of Management at Utah State University David has also taught in the MBA programs of the Macquarie Graduate School of Management MGSM Australian Graduate School of Management AGSM and Sydney Graduate School of Management SGSM Retha Wiesner is associate professor in the Faculty of Business and head of the Department of Management and Organisational Behaviour at the University of Southern Queensland Before entering academia in 1989 she gained extensive human resource management and organisational behaviour experience as an industrial psychologist and HR manager Retha has taught human resource management and organisational behaviour courses in Australia and overseas and is still actively involved as a consultant to many Australian organisations She has published extensively in Australia and overseas and is the co author of Management Organisational Behaviour Her current research interests include a major national and international study on employee management practices and organisational change in small and medium sized enterprises Supplements Instructors Resource Guide Test Bank PowerPoint Art files Videos Video Guide Management at Work Outcome Assessment Framework The Author s Classroom Computerised Test Bank Web site WebCT   Asia-Pacific Perspectives, Japan Plus ,2005-05   **Project Management Research** Beverly Pasian,Michael Young,2016-02-08 This book is the first in a series of

volumes focused on publishing the latest thinking and findings from project management research It concentrates on the Asia Pacific perspective and draws from conference papers presented at the International Project Management Association IPMA World Congress held in Brisbane Australia in 2011 as well as the Australian Institute of Project Management national conference held in Melbourne Australia in 2012 Contributors to this book consist of both academics and practitioners and represent the latest developments in Australia the Netherlands Russia the United Kingdom and the United States of America The essays brought together here focus on the themes of project management maturity governance programme and portfolio management and methods tools and techniques The book concludes with two papers that explore the future implications for the project management profession   Asian Journal of Marketing ,1997   *International Business* Andrew Delios,2012-12-10 International Business An Asia Pacific Perspective Second Edition provides a unique exploration of the topic of international business It examines decisions relevant to managers in internationalizing and multinational firms operating in the Asia Pacific region Its uniqueness stems from the cutting edge conceptual material that underlies the decision making frameworks in the text and in the numerous Asian company examples and illustrations Users of this text examine such essential topics as the measurement and analysis of the cultural political and economic dimensions of the international environment the formation of internationalization strategies including entry mode choice and strategic alliances the analysis of the competitive implications of multinational firms and business groups multinational subsidiary and expatriate management and the management of ethical issues   **Information Resources Management** ,2010-01-01 This work is a comprehensive four volume reference addressing major issues trends and areas for advancement in information management research containing chapters investigating human factors in IT management as well as IT governance outsourcing and diffusion Provided by publisher   *The Economic Development of Vietnam in an Asian Pacific Perspective* Tran Van Tho,1990   **Leadership in the Asia Pacific** Chris Rowley,David Ulrich,2016-05-06 This book examines the vital nature of the subject of leadership in Asia and looks in particular at the processes and practices within the Asia Pacific region It describes how leadership processes differ across various regions and teaches managers how to better employ these processes in order to improve the success of their organisations The work moves beyond looking only at Western ideas and explores further leadership perspectives based on differing cultural foundations It considers the influences of Confucianism Daoism Mohism and Legalism and also reflects the character of different leadership styles such as paternalistic benevolent transactional and transformational styles as well as authentic and entrepreneurial approaches Throughout the text a wide range of international contributors adopt an array of leadership and other theories cases sectors and methods to discuss leadership in Asia This book was originally published as a special issue of the Asia Pacific Business Review   **The Management of Business Logistics** John Joseph Coyle,Edward J. Bardi,C. John Langley,1992

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