

COLLOQUIUM HRM IN ASIA

Distinctiveness of Asian human resource management?

Since conventional theories and concepts of HRM, were mainly developed in Western countries, this colloquium focuses on theoretical and empirical contributions from Asia to the management of human resources. Although the term 'Asia' is used in this text, the colloquium focuses on Northeast and Southeast Asia.

In more detail the colloquium attempts to explore primarily the distinctive contextual factors of contemporary HRM in Asia, as well as HRM phenomena and approaches applied by Asian firms in Asia and in non-Asian countries, by Western firms in Asia or by Asian-Western firm alliances in Asia. We have observed that within-country company variations and within-Asia country variations in HRM are getting wider. At the same time, many multinational companies operating in Asia have made efforts to globally benchmark best HRM practices. Hereby the overarching debate on HRM in Asia, whether it will converge, diverge or develop towards a hybrid form shall play a primary role as well as selected themes of contemporary HRM issues such as diversity management, international talent management and performance management.

Through this colloquium we also explore Asia-specific HRM principles and practices that can replace, modify, or supplement Western HRM theories. Hence we attempt to enlarge the scope and enrich the interpretation of HRM phenomena.

Organizers:

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