

Changing Patterns of Human Resource Management in Contemporary China

Praveen Choudhary
Department of Management
Vivekananda Global University, Jaipur
Email ID: registrar@vgu.ac.in

ABSTRACT: *This thesis explores the problems facing China's highly dynamic human resource management (HRM) following its accession to the WTO, and hence the ramifications for further reform of government policy and HRM activities at the enterprise level. The paper concludes that existing HR activities vary between firms with distinct management, segment of the market, place and history. The course of future improvements may depend on the extent of external forces' intervention as well as the internal strategies embraced to survive by Chinese companies. After the People's Republic of China (hereinafter referred to as China) officially signed invited to follow the World Trade Organization (WTO) in December 2001, underneath the governance of the outgoing Prime Minister, Zhu Rongji, and the retired President of the State, Jiang Zemin, not only within China but also internationally, both praise and critique have arisen from various stakeholders. The effect of WTO membership on workplace relations in China has been one of the critical areas of discussion on a wide range of issues: enforcement of international labour standards; the collective bargaining; working conditions; wage-price considerations in relation to production costs and export competitiveness in global markets; social security and social inequality; 'productivity' versus'.*

KEYWORDS: *China, Contemporary world, Human Resource, Management, Strategies, WTO.*

INTRODUCTION

No clear blueprint for future changes in employment relations has been given. With China's accession to the WTO, the complex domestic job relations mechanism has gained a foreign dimension. The international governing bodies, such as the ILO and the WTO, and other organizations, such as the International Confederation of Free Trade Unions, have been under threat (ICFTU). They discussed the issues of civil rights, the position of trade unions and labor standards, including the All-China Federation of Trade Unions (ACFTU) with more than 100 million members, the 'Massive Army of Labor,' and raised wider questions about China's human rights, social security and democratic change.[1]

It is therefore important for both the international community and the Chinese people to seek a more educated outlook on the current situation and the potential role of the Chinese economy in the global economic environment, as well as on China's future economic and political reforms. Taking these considerations into account, the core focus of this paper attempts to explain the status of China's existing employment ties in relation to the above-mentioned global issue and the interests and activities of enterprise-level HRM in reaction to the recent WTO accession. Therefore, this analysis helps one to discuss certain theoretical and methodological problems, including the question of integration, the issue of transition and effects, and the repercussions of strategy.

is paper is organized as follows: the analytical viewpoint on globalization and discussions on the labor market, wages and HRM are reviewed in Section 2. Section 3 offers background material on external and internal influences impacting policies and regulations of the country.

In order to see the spectrum of difficulties and HRM activities that could be correlated with WTO accession, Section 4 provides a variety of main case studies of differing ownership, location, scale, industry, business and history. The conclusions of the case studies are addressed in Section 5 and the need for change is established. Finally, by highlighting existing challenges and potential future paths of China's economic participation and its own future course of change, we conclude the article.[2]

DISCUSSION

Taking into account the HRM data discovered in the interviews (summarized in Table 2 and mentioned above) concerning the various types of undertakings under review, it is now possible to present the following results relating to the hypotheses outlined earlier. We hypothesized that ownership would influence HRM practices in terms of ownership, and the greater the degree of international ownership, the more likely it would be to follow structured HR practices with less SOEs and DPEs. It seems that the higher the extent of international ownership, the more likely it is that structured HR procedures will be implemented. However, one former SOE, after it was turned into a JSE, has caught up in recent years. Adopting standardized HR procedures is definitely still tied to other variables.

We also expected that a significant element will be distance. The will the number of staff working in businesses, the more likely it will be to adopt structured HR procedures. Among the sampled companies, this hypothesis seems less important. Scale, at least in this analysis, may be a significant factor contributing to management implementing more standardized HRM activities. However, in terms of shaping management processes, other considerations are more powerful and that makes the size factor less significant here. E1 is the largest organization in the survey, for instance, but it only lists certain structured HRM activities.

The business orientation hypothesis, namely that 'externally market-oriented firms are more likely to follow structured HR activities,' is partially endorsed, especially during the pre-WTO era period of export-oriented policies dominating economic decision-making [22]. If companies depend on foreign markets, therefore the quality of goods and services must conform with international standards. As a result, it could be possible that globally based management systems, like HRM, will help them accomplish their objectives. However, the distinctions between domestic and foreign markets are being blurred in the post-WTO era. MNCs essentially see the Chinese economy as part of the global one and the aim of investing in China is part of a global market growth strategy.[3]

Most of them depend on the domestic market among our sampled Enemies. Price rivalry at home is no longer so different from international competition for indigenous companies, including SOEs and DPEs. The industry theory that 'digital economy-oriented or high-value-added firms are more likely to adopt structured HR practices' seems to be supported, provided that most companies reporting more formal HRM practices are in comparatively high-value-added industries, with more up-to-date technologies and' Companies with less defined HRM activities are tied to industries in which they are active, such as agricultural production and labor-intensive/low-level production in the computer industry, as their management style has more restrictions.[4]

CONCLUSION

Since China began its monetary changes in the last part of the 1970s, its undertakings and the board have changed significantly. Portrayed by high financial development more than at least twenty years, it has gotten a 'magnet' for global creation and venture. Nonetheless, fast change has additionally brought vulnerabilities and nerves for the normal Chinese resident, and this is no less the situation than versus WTO increase. Nonetheless, we know that speculations about any or the entirety of the variables examined in this article should be careful, given the restricted idea of the 'preview' study embraced. Subsequently, future exploration should zero in on the progressions from a transformative perspective through longitudinal examination.[5]

In reacting to the inquiries raised toward the start of the paper, the accompanying discoveries are set around here. Globalization, a market-arranged economy, a multi-proprietorship framework and an arising new work market have strengthened the tension on the public authority, worker's organizations, and undertakings, just as on individual specialists to discover methods of getting by from year to year. What's

more, the issue of pay divergence between the metropolitan and provincial populace and even between metropolitan rich and poor has gotten significantly more extensive.[6]

The 'global division of work' has now been brought into the Chinese homegrown space considerably more with WTO increase; a lot more individuals are today occupied with high worth added 'hello there tech' enterprises and the new economy, with a higher pay from one viewpoint, coinciding with a declining difficult work power working in labor concentrated/low worth added ventures and rustic creation.

The last are in any event 'in work', close by critical numbers being laid-off and jobless however just with a base pay.

Consequently, it's anything but a 'obvious' measurable profile, particularly as far as the claimed 'rush to the base'. Besides, the irregularity between the deficiency of talented work and oversupply of incompetent and semi-gifted laborers won't be settled sooner rather than later, despite the fact that the strategy on HRD at both public and endeavor levels has gotten so basic in ongoing 24 years.[7]

Last, we would feature the commitment of these experimental discoveries on the responses of Chinese ventures towards the difficulties of globalization and WTO passage: we find here a division between a functioning reaction through inventive methodologies and new HR rehearses from one perspective (portrayed as 'proactive') and being inactive and less unique towards challenges then again (depicted as 'receptive').

Undertakings with unfamiliar possession, or those changed from SOEs to JSEs, are bound to have proactive reactions than SOEs and DPEs; endeavors situated in the seaside area are bound to have proactive reactions than ventures situated in the inland districts; ventures with more fragile connections with the customary State arranging framework are bound to have proactive reactions than endeavors under the shadow of the past; undertakings that have encountered current administration frameworks and internationalization are bound to have proactive reactions than ventures with experience of the arranging the executives framework or the privately-run company the board framework; undertakings in high worth added areas and the new economy are bound to have proactive reactions than endeavors in low worth added and work concentrated businesses; lastly size and market direction demonstrated less critical.[8]

REFERENCES

- [1] Changing Patterns Of Human Resource Management In Contemporary China: Wto Accession And Enterprise Responses By Y Zhu & M Warner Wp 02/2004
- [2] An, M. (2002), 'The Unemployed Increase: The Largest Challenge Following The Country's Wto Entry', *Theory And Practice Of Trade Unions*, 16, 2, 10-14.
- [3] Benson, J., P. Debroux, M. Yuasa (1998), 'Labour Management In Chinese-Based Enterprises: The Challenge Of Flexibility', *Business And The Contemporary World*, 10, 4, 633-661.
- [4] Benson, J., P. Debroux, M. Yuasa, And Y. Zhu (2000), 'Flexibility And Labour Management: Chinese Manufacturing Enterprises In The 1990s', *The International Journal Of Human Resource Management*, 11, 2, 183-196.
- [5] Benson, J. And Y. Zhu (1999), 'Market, Firms And Workers: The Transformation Of Human Resource Management In Chinese Manufacturing Enterprises', *Human Resource Management Journal*, 9, 4, 58-74.
- [6] Benson, J. And Y. Zhu (2002), 'The Emerging External Labor Market And The Impact Of Enterprise Human Resource Development In China', *Human Resource Development Quarterly*, 13, 4, 449-466.
- [7] Chan, A. And L. T. Chuen (Eds.) (2001), 'The Impact Of The Wto On Workers In China, Part I', *The Chinese Economy*, 34, 3, 3-93.
- [8] Chen, A. (2002), 'The Structure Of Chinese Industry And The Impact From China's Wto Entry', *Comparative Economic Studies*, 44, 1, 72-98.