

The Handbook of Human Resource  
Management Policies and Practices in  
Asia-Pacific Economies

Volume 1



Asia-Pacific Economic Cooperation  
APEC Human Resources Development Working Group

## NEW HORIZONS IN MANAGEMENT

**Series Editor: Cary L. Cooper**, *BUPA Professor of Organizational Psychology and Health, Manchester School of Management, University of Manchester Institute of Science and Technology (UMIST), UK*

This important series makes a significant contribution to the development of management thought. This field has expanded dramatically in recent years and the series provides an invaluable forum for the publication of high quality work in management science, human resource management, organisational behaviour, marketing, management information systems, operations management, business ethics, strategic management and international management.

The main emphasis of the series is on the development and application of new original ideas. International in its approach, it will include some of the best theoretical and empirical work from both well-established researchers and the new generation of scholars.

Titles in the series include:

The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies  
Volume One  
*Michael Zanko*

Human Nature and Organization Theory  
On the Economic Approach to Institutional Organization  
*Sigmund Wagner-Tsukamoto*

# The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies

Volume 1

---

*Edited by*

Michael Zanko

*Department of Management*

*University of Wollongong, Australia*

NEW HORIZONS IN MANAGEMENT

Edward Elgar

Cheltenham, UK • Northampton, MA, USA