

337 | 30 | 0
Views | CrossRef citations to date | Altmetric

Original Articles

A tale of two tigers: employee financial participation in Korea and Taiwan

Beom-cheol Cin*, Tzu-Shian Han & Stephen C. Smith

Pages 920-941 | Published online: 17 May 2010

🗨️ Cite this article 🔗 <https://doi.org/10.1080/0958519032000106146>

Sample our
Economics, Finance,
Business & Industry Journals
>> **Sign in here** to start your access
to the latest two volumes for 14 days

📄 Full Article

📊 Figures & data

📖 References

🗨️ Citations

📊 Metrics

📄 Reprints & Permissions

Read this article

Abstract

This paper examines the structure and evolution of programmes for employee financial participation in South Korea and Taiwan. Reasons for the changing incidence of

these programmes are then placed in the context of the changing roles of the state, the market, and the firm. The paper also examines the effectiveness of these programmes, and the role of the state in their implementation. The paper concludes that the effectiveness of these programmes is largely determined by the quality of the institutions that govern the market, the state, and the firm. The paper also examines the role of the state in the implementation of these programmes, and the role of the market and the firm in their effectiveness. The paper concludes that the effectiveness of these programmes is largely determined by the quality of the institutions that govern the market, the state, and the firm.

We Care About Your Privacy

We and our 842 partners store and/or access information on a device, such as unique IDs in cookies to process personal data. You may accept or manage your choices by clicking below, including your right to object where legitimate interest is used, or at any time in the privacy policy page. These choices will be signaled to our partners and will not affect browsing data. [Privacy Policy](#)

We and our partners process data to provide:

Use precise geolocation data. Actively scan device characteristics for identification. Store and/or access information on a device. Personalised advertising and content, advertising and content measurement, audience research and services development.

List of Partners (vendors)

I Accept

Essential Only

Show Purpose

with high tech US firms. Korea's ESOP programme has more in common with those of large, established firms in the US. These differences reflect the contrast in corporate culture between the two economies, with Taiwans's economy dominated by smaller and more flexible firms, and Korea's by large conglomerates enjoying benefits of market share.

Keywords: Korea Taiwan human resource management bonus systems incentive stock options profit sharing employee ownership Employee Stock Ownership Plans (ESOPs)

Related Research Data

Moderating effect of pay dispersion on the relationship between employee share ownership and labor productivity

Source: Wiley

The Performance Implications of Rewards

Source: Wiley

What do we know about cross-country comparative studies in HRM? A critical review of literature in the period of 2000-2014

Source: Informa UK Limited

A conceptual review of human resource management research and practice in Taiwan with comparison to select economies in East Asia

Source: Springer Science and Business Media LLC

The effect of employee share ownership on employee commitment and turnover: comparison of two firms

Source: Wiley

Employee

Source: Wiley

Exploring the relationship between employee share ownership and organizational performance for the case of the Chinese telecommunications industry

Source: Wiley

Employee

enhancement

Source: Wiley

Linking



People also read

Recommended articles

Cited by
30

Information for

- Authors
- R&D professionals
- Editors
- Librarians
- Societies

Opportunities

- Reprints and e-prints
- Advertising solutions
- Accelerated publication
- Corporate access solutions

Open access

- Overview
- Open journals
- Open Select
- Dove Medical Press
- F1000Research
- Help and information
- Help and contact
- Newsroom
- All journals
- Books

Keep up to date

Register to receive personalised research and resources by email

 Sign me up





Placeholder for a large image or video content.

