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

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

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programmes associated with a more entrepreneurial, risk-taking culture, in common 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
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