



1,865 123

Views CrossRef citations to date Altmetric

0

Original Articles

# Human resource strategy and firm performance in Pacific Rim countries

Johngseok Bae, Shyh-jer Chen, Tai Wai David Wan, John J. Lawler & Fred Ochieng Walumbwa

Pages 1308-1332 | Published online: 17 Feb 2007

🗨 Cite this article 🔗 <https://doi.org/10.1080/0958519032000145774>

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

📄 Reprint

## We Care About Your Privacy

We and our 912 partners store and access personal data, like browsing data or unique identifiers, on your device. Selecting I Accept enables tracking technologies to support the purposes shown under we and our partners process data to provide. Selecting Reject All or withdrawing your consent will disable them. If trackers are disabled, some content and ads you see may not be as relevant to you. You can resurface this menu to change your choices or withdraw consent at any time by clicking the Show Purposes link on the bottom of the webpage. Your choices will have effect within our Website. For more details, refer to our Privacy Policy. [Here](#)

We and our partners process data to provide:

Use precise geolocation data. Actively scan device

I Accept

Reject All

Show Purpose

under tremendously variable conditions. Most interesting is the finding that use of HPWS techniques in locally owned firms apparently has at least a marginally greater impact on firm performance than when used in MNC subsidiaries.

Keywords:

- HR strategy
- high performance
- work system
- firm performance
- Asian countries
- multinational corporations
- globalization

## Notes

Johngseok Bae, Korea University Business School, Seoul, Korea (e-mail: johngbae@korea.ac.kr). Shyh-jer Chen, National Sun Yat-Sen University, Kaohsiung, Taiwan (e-mail: schen@cm.nsysu.edu.tw); Tai Wai David Wan, National University of Singapore, Singapore (e-mail: bizwantw@nus.edu.sg); John J. Lawler, University of Illinois at Urbana-Champaign, Champaign, IL, USA (e-mail: j-lawler@uiuc.edu); Fred Ochieng Walumbwa, University of Nebraska (e-mail: fwalumbwa@unlnotes.unl.edu).



Source: Human Resource Management Journal

The Development of HRM Practices in Taiwan

Source: Asia Pacific Business Review

Variations in human resource management in Asian countries: MNC home-country and host-country effects

Source: The International Journal of Human Resource Management

The impact of globalization on HRM: the case of South Korea

Source: Journal of World Business

HRM in Thailand: Eroding Traditions

Source: Asia Pacific Business Review

The Myth of Asia's Miracle

Source: Foreign Affairs

The Impact Of Human Resource Management Practices On Turnover, Productivity, And Corporate Financial Performance

Source: Academy of Management Journal

THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON PERCEPTIONS OF ORGANIZATIONAL PERFORMANCE.

Source: Academy of Management Journal

Asian Business Networks

Source: Unknown Repository

Beyond Seniority-Based Systems: A Paradigm Shift in Korean HRM?

Source: Asia Pacific Business Review

The New American Workplace

Source:

The L

Steel

Source:

Towa

Resou

Source:



HRM

Source:

Chan

Source:

Asian

Source:

The I

Globalized Self-Managing Work Team Effectiveness

Source: Academy of Management Review

Human Resource Strategy: Formulation, Implementation, and Impact


Source: Unknown Repository

Effects of Human Resource Systems on Manufacturing Performance and Turnover

Source: Academy of Management Journal

Human Resource Strategy

Source: Unknown Repository

Linking provided by 

## Related research

People also read

Recommended articles

Cited by  
123



## 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



Copyright © 2024 John Wiley & Sons, Inc. All rights reserved. Wiley and the Wiley logo are trademarks of John Wiley & Sons, Inc. or & Francis Group. All other trademarks are the property of their respective owners. For more information, please visit our website at [wileyonlinelibrary.com](#).

Accessibility

Registered  
5 Howick Pl

