The Global Transformation of Work: Market Integration, China’s Rise, and Labor Adaptation

WEDNESDAY, MARCH 16, 2016
Bove Auditorium, Rutgers Business School (RBS), Newark Campus

6:00 Greetings
- Nabil Adam, Vice Chancellor of Research and Collaborations, Rutgers-Newark
- James Hayton, Dean of SMLR
- Lei Lei, Dean of RBS
- Shuguang Wang, Board Member of CGCC & General Manager, Broad USA Inc.

6:15-8:00 Forum | Opportunities and Challenges of Chinese Multinationals in the U.S.
Chair: Chao C. Chen (Professor, Rutgers Business School)
- Lawrence Yu (Executive Director of Global Marketing, Lenovo)
- Howard Finkel (Executive VP, COSCO)
- Alex Yong Hao (Resident Partner, Jun He Law Offices)
- Mary Watson (Executive Dean, The New School of Public Engagement)
- Leigh Anne Liu (Professor, Georgia State University)
- Ji Li (Professor, Rutgers Law School)

8:00 Reception

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School of Management and Labor Relations (SMLR), Janice H. Levin Building, Livingston Campus, Rutgers-New Brunswick – Room 003 for joint sessions and stream 1 panels; room 103 for stream 2 panels

8:30-9:00 Registration & Breakfast

9:00-9:30 Welcomes by SMLR and Renmin Deans

9:30-11:00 Plenary Addresses | Meeting the Transformation of Work: Transforming Research?
- Harry Katz (Cornell ILR): Industrial Relations
- Anne Tsui (U. of Notre Dame, Peking U. and Fudan U.): Management

11:00-11:15 Break

11:15-12:45 Panel 1 [Streams 1 & 2 in Parallel]

12:45-2:00 Lunch Break

2:00-3:30 Panel 2

3:30-3:45 Break

3:45-5:15 Panel 3

5:20-6:50 Panel 4

7:30 Dinner in Christopher’s Restaurant (Heldrich Hotel), New Brunswick
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8:00-8:30 Breakfast
8:30-10:00 Panel 5
10:00-10:15 Break
10:15-11:45 Panel 6
11:45-1:15 Conference Lunch and Discussion: “Where do we go from here?”
The Center Co-Directors discuss their vision for the Rutgers-Renmin Center for Global Work and Employment.

1:15-2:45 Panel 7
2:45-3:00 Break
3:00-4:30 Symposium | New China-Related Books on Global Work and Employment
Chair: Anil Verma (University of Toronto)

4:30-5:30 Reception & Networking

Support generously provided by

Rutgers University
School of Management and Labor Relations (SMLR)
Rutgers Business School–Newark and New Brunswick
Rutgers–Newark Strategic Initiatives Funds
Confucius Institute of Rutgers University
Rutgers China Office
Rutgers Centers for Global Advancement and International Affairs (GAIA)
Rutgers Center for Chinese Studies

DFG
Deutsche Forschungsgemeinschaft

Fritz Thyssen Stiftung
für Wissenschaftsförderung
Panels in Stream 1: Collective Action in the New Global Economy
Levin Building, Room 003

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11:15-12:45 Panel 1 | Cross-National Comparisons: New Pathways of Organized Combat
Chair: Janice Fine (Rutgers University)
- Dorothy J. Solinger (UC Irvine), “State Gains, Labor Losses: China, France, Mexico, and East Europe in Comparison”
- Immanuel Ness (City Univ. of New York), “Collective Action in Global Logistics”
- Jonas Aissi and Rafael Peels (ILO), “Involving Workers’ and Employers in Trade Policy: The Cases of TTIP and TPP”

2:00-3:30 Panel 2 | New Perspectives on Collective Action in China, Part 1
Chair: Mingwei Liu (Rutgers University)
- Chunyun Li (LSE), “Cultures of Pragmatism? Pragmatic Chinese Worker Protest Leaders”
- Xiaoyu Huang, Lihua Zhang, Anil Verma (University of Toronto), Wei Huang and Jinqiang Zhu, “Settling Strikes in China: the Role of Proactive HRM Practices”

3:45-5:15 Panel 3 | Representing Worker Interests in Europe
Chair: Sanjay Pinto (Rutgers University)
- Richard Hyman (LSE), “Old and New Actors in Employee Representation: Rivals or Allies?”
- Steen Nvrbjerg (University of Copenhagen) and Trine Larsen, “The Effects of Union Mergers and Restructuring: A Bottom-up Perspective by Danish Shop Stewards”
- Mark Vail (Tulane University), “From Liberalism to Liberalization: French and German Liberalism and Labor-Market Reform since the 1990s”

Chair: Tobias Schulze-Cleven (Rutgers University)
- Rebecca Gumbrell-McCormick (Birkbeck) and Richard Hyman (LSE): Industrial Relations
- Gary Herrigel (University of Chicago): Political Science
- Nelson Lichtenstein (UC Santa Barbara): History
- Gay W. Seidman (University of Wisconsin-Madison): Sociology
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8:30-10:00 Panel 5 | New Perspectives on Collective Action in China, Part 2
Chair: David Bensman (Rutgers University)

- Elaine Sio Ieng Hui (Penn State University), “Understanding the Role of Extra-Union Actors in Worker Collective Actions in China”
- Kevin Lin (University of Technology Sydney), “Striking Strategies in Chinese Workers’ Collective Actions”

10:15-11:45 Panel 6 | Linking Local Struggles to Global Agendas: Transient Solidarities
Chair: Charles Heckscher (Rutgers University)

- Maite Tapia (Michigan State University) and Mikhail Filipovitch “The End of Solidarity? Says Who? Four Cases of Solidarity and Power through Collective Action”
- Hui Xu, Sabrina Zajak and Chris K.C. Chan (City University of Hong Kong), “Transformation of Labor Relations and Transnational Solidarity in China”
- Rebecca Gumbrell-McCormick (Birkbeck), “The ITUC and the Challenge of China”

1:15-2:45 Panel 7 | Labor Strategies Cross-Nationally
Chair: Rebecca Givan (Rutgers University)

- Ken Dubin (Anglia Ruskin University) and Tobias Schulze-Cleven, “The Politics of Labor Market Dualization: Spanish and German Lessons from the Great Recession”
- Stefan Schmalz (University of Jena) and Marcel Thiel, “IG Metall’s Comeback: A Power Resource Perspective”
Panels in Stream 2: HRM in MNCs in and from China
Levin Building, Room 103

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11:15-12:45 Panel 1 | Chinese MNCs Abroad: Use of Expatriates and Local Employees
Chair: Fang Lee Cooke (Monash University)
• Yu Zheng and Chris Smith (University of London), “Tiered Expatriation: Overturning the Orthodoxy on Expatriate Use through the Case of Chinese MNCs”
• Jing Betty Feng (Farmingdale State College) and Leigh Anne Liu (Georgia State University), “Multilevel Cultural Fit and Employees Engagement: An Exploratory Study of Talent Management of Chinese Firms in the United States”

2:00-3:30 Panel 2 | Foreign MNCs in China: Employment Relations and Human Resources
Chair: Randall Schuler (Rutgers University)
• Christian Lévesque (HEC Montréal) and Hu Hao “Employment Relations Institutions in Transition within MNCs: A Comparative Study of China and Mexico”
• Ramsin Yakob (University of Gothenburg), “Fostering Local Managerial Capacity in China through Knowledge-Collectivities.”
• Jie Feng (Rutgers University), Xu Jiang, and Emily Rosado-Solomon, “Entrepreneurial Orientation, Patterns of HRM Practices and Firm Performance: Evidence from Domestically Owned Companies and Multinational Corporations in China”

3:45-5:15 Panel 3 | Expert Panel Discussion: Global Strategic HRM (Focus of HRM-CFP)
Chair: James Hayton (Rutgers University)
• Susan Jackson (Rutgers University)
• Randall Schuler (Rutgers University)
• Elaine Farndale (Penn State University)

5:20-6:50 Panel 4 | Chinese MNCs: HRM at Home and Abroad
Chair: Leigh Anne Liu (Georgia State University)
• Natalie Koeppe (Toulouse Business School), and Akram Al Ariss, “Talent Management Strategies of German MNCs in China: A Study of Headquarters-Subsidiary Relations”
• Frithjof Arp (University of Nottingham), “Knowledge transfer through foreign experts: The role of support for geocentric HRM at different organizational hierarchy levels in the headquarters of Chinese firms”
• Yongqian Tu (Renmin University), “HRM Revolution of Chinese MNCs: Case Studies of Huawei and Haier”
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8:30-10:00 Panel 5 | MNCs in and from China: HRM Standardization vs. Localization
Chair: Stephen Frenkel (University of New South Wales)
- Sunwook Chung (Sogang University) and Sunghoon Kim (UNSW), “Localization is a Journey: Korean MNC’s Human Resources Localization in China”
- Can Ouyang (Cornell University) and Mingwei Liu, “Strategic Intent, Resource Dependence, and Pathways to Local Responsiveness: Chinese Multinationals in a Developed Market”
- Yan Chen (Rutgers University), Mingwei Liu and Can Ouyang, “Testing Institutional Theory: Sources of Isomorphic Pressures and Localization of Human Resource Management in U.S. Subsidiaries of Chinese Multinational Companies”

10:15-11:45 Panel 6 | Employment Relations in Foreign MNCs in China
Chair: Mingwei Liu (Rutgers University)
- Xiaoyu (Sherry) Guan and Steve Frenkel (UNSW), “Managing Labor Standards in China: An Exploratory Analysis”
- Shih-Wei Pan (Chinese Culture University) “Politics of Corporate Social Responsibility and Industrial Relations of Taiwanese Manufacturers in China: Trapped between Brands, NGOs and the State”
- Tony Fang (Memorial University), Ying Ge and Youqing Fan, “The Cooperative Roles of Chinese Unions in Multinational Corporations”
- Ying Chen and Yun-Kyoung Kim (UIUC), “The Antecedents of Propensity to Strike in MNCs-based in China: A Relational Perspective”

1:15-2:45 Panel 7 | HRM in MNCs in and from China: Theoretic Perspectives
Chair: Chao C. Chen (Rutgers University)
- Leigh Anne Liu (Georgia State University), “Cultural Perspective”
- Mingwei Liu (Rutgers University), “Institutional Perspective”
- Fang Lee Cooke (Monash University), “Integrating Theoretic Perspectives”