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

THURSDAY, MARCH 17, 2016
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)
• Ji Li (2017) Surviving the Clash of Capitalisms: Chinese Investors in the US. Cambridge University Press, Forthcoming.

4:30-5:30 Reception & Networking

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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)

- **Anita Chan (Australian National University)**, “Comparing Regular and Agency Workers’ Working Conditions, Attitudes and Resistance: a Case Study of Chinese Auto Joint Ventures”
- **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 Hecksher (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”
- **Sid Rothstein (University of Pennyslvania)**, “How Neoliberalism Works: Eroding Workers’ Strategies to Regulate Employer Discretion”

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

- **Stefan Schmalz (University of Jena)** and Marcel Thiel, “IG Metall’s Comeback: A Power Resource Perspective”
- **Nelson Lichtenstein (UC Santa Barbara)**, “The Demise of Tripartite Governance and the Rise of the Corporate Social Responsibility Regime”
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”
• Zaheer Khan, Rekha Rao-Nicholson, Shlomo Y. Tarba (University of Birmingham), and Geoffrey Wood, “HRM Practices of Chinese MNCs in Developed Markets: Standardization versus Adaptation Debate Revisited”
• 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”