

Hrm issues in china essay example

[Business](#), [Company](#)



The article pertains to the problems faced by the Chinese company due to the decisions made by the management which run contrary to the interest of the Chinese labor class. Strong protest has been shown by the workers against the companies, who are planning to move out production plant, don't pay overtime to workers, cutting on bonus money, and carry out downsizing and other undesirable practices. The consequent of such inappropriate strategies result in strong aggressive protest and workers halted the production process . Chinese leadership does not want such social unrest among the masses but the fact is youngster have less tolerance against lengthy working hours so they keep changing their job.

China is a hub of mass production and all big MNCs outsource their production from china. Therefore the managers and leaders of the MNCs have started to facilitate the process of improving labor relationship with the management by introducing pilot program of training labors about the policy and finding out the reasons behind frequent turnover rate among the labors. Companies have hired specialized consultants who take thorough behavioral interviews of the employees and assisted the labors. Middle management have also been given training of behavioral leadership to be able to motivate employees by giving them interesting job tasks, and side by side coaching them to make sure that the goals of the people are integrated with the goals of the company. The MNCs started to impose the local operators to pay overtime pay to the workers so they work with dedication.

The article provides a clear insight to the reasons behind the resentment that has been created in the hearts of the workers and they tend to bring out that by protesting and calling strikes. So in the light of this study china

government should take necessary measures to upgrade the working conditions of the production line workers and also the pay scale should be revised and increase in pays should be implemented. Effective strategies should be made to increase motivation level of workers so they would not switch their job frequently. The available labor class in china is shrinking so Mangers should stop thinking employees as a machine and collaborative actions should be taken to help workers and the mangers to achieve their respective objectives.