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took place at four manufacturing and four service companies in Addis Ababa all representative of their sector. The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors, economic systems, political systems and legal and industrial relations. For this reason, Ethiopia's culture, politics, economy and legal and industrial relations have been analyzed. The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies. Although the multinational companies based in Ethiopia see their human resources as the companies' most important asset as human capital, the local companies generally do not. The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go. With this dissertation, the researcher wants to contribute to improving Ethiopian human resource management practice. Moreover, this dissertation may be used as a framework for similar research in other sectors or for more specific in-depth research. This dissertation may also serve as a knowledge base for company managers, business consultants, academics and government officials of countries with a national culture similar to Ethiopia's, for example Kenya, Tanzania and Zambia, countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro-economic developments.

Human Resource Management MCQ (Multiple Choice Questions) Arshad Iqbal, 2019-05-17

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Corporate Governance in Japan Masahiko Aoki, Gregory Jackson, Hideaki Miyajima, 2007-09-06. Debates regarding corporate governance have become increasingly important in Japan as the post-war model of bank-based stakeholder-oriented corporate governance faces the new pressures associated with globalization and growing investor demands for shareholder value. Bringing together a group of leading scholars from economics, law, sociology, and management studies, this book looks at how the Japanese approach to corporate governance and the firm have changed in the post-bubble era. The contributions offer a unique empirical exploration of why and how Japanese firms are reshaping their corporate governance arrangements, leading to greater diversity among firms and new hybrid forms of corporate governance. The book concludes by looking at what effect these incremental but transformative changes may have on Japan's distinctive variety of capitalism.

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Applied Human Resource Management Kenneth M. York, 2010 Covers critical issues in the effective management of human resources which can be used for class discussions or be given as homework problems or used as essay questions on tests

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