## Asia-Pacific Economic Cooperation

## Human Resource Management Symposium on SMEs, Volume 1

**APEC Human Resource Development Working Group** 

October 1999

## **CONTENTS**

Date: 10/30, 1999	
Venue A : International Conference Hall	
Venue B : 1106 Conference Room	
Keynote Address HRM: What Is Our Value-added Contribution to Business Competitiveness? Arthur Yeung	i
<b>VenueA</b> Topic I: Globalizing HRM for SMEs	
A1-1. Linkages Between Local SMEs and Foreign Firms in the Economies Affected by the Asian Financial Crisis: The Cases of Korea, Malaysia and Thailand Philippe Regnier	A1-1
<b>A1-2. The Asian Way of Hiring: A Cross-National Comparison</b> Y. Paul Huo and Jason Heh Huang and Nancy K. Napier	A1-15
A1-3. Scale of Operations, Human Resource System and Firm Performance in East and Southeast Asia John J. Lawler and Shyh-Jer Chen and Johngseok Bae	A1-39
Topic II: Expatriation	
A2-1. The Prediction of Overseas Adjustment and Commitment of Expatriates Working at the Company's Subsidiaries of the Chinese Taipei in Mainland China Sheng-Ying Lii	A2-1
A2-2. High Level Management Development Strategy for Small and Medium Enterprise Investment of the Chinese Taipei in Mainland China Yuan-Ta Ko	A2-21
A2-3. The Business Strategy with the Tactics of T&D in SME - A Case Study in Service Industry I-Heng Chen and Chin-Kang Jen	A2-31
Topic III: Enhancing Organizational Competences through HRM in SMEs (?)	
A3-1. Enhancing Organizational Competence through HRM Practices in SMEs: A Quantitative Analysis in APEC Region Stephen Yiu and Eleanor Cheung	A3-1

A3-2. A Comparative Study of President's Vocational Interests on Corporate Strategy, Organizational Structure and Performance Between Japanese Venture Companies and SME's in Chinese Taipei Hirohisa Nagai	A3-11
A3-3. An Organizational Citizenship Behaviors (OCB) Model and SMEs Employees' OCB Hun Chu and Jaebok Kim	A3-27
<b>Venue B</b> Topic I : HRM of SMEs in Service Industries	
<b>B1-1. The Regular and Part-time Manpower Planning for a Firm to Offer</b> <b>Information Services</b> <i>Chaug-Ing Hsu and Huei-Ju Huang</i>	B1-1
B1-2. The Challenges and the Opportunities of E-commerce and International SMEs: Implications for HRM in APEC Chris Hall	B1-21
<b>B1-3. Temporary Employment in US Small and Medium Enterprises</b> Jyh-Jer Roger Ko	B1-45
Topic II: HR Development	
<b>B2-1. Training Practices and Their Effectiveness: The Experience of Small and Medium-size Enterprises in Chinese Taipei</b> <i>Tung-Chun Huang</i>	B2-1
<b>B2-2. Research of Core Competence for R&amp;D Persons at IC Companies in</b> <b>Chinese Taipei</b> Jon-Chao Hong and Ai-Ching Tseng	B2-13
<b>B2-3. Malaysia's Financial Crisis and Contraction in Human Resource:</b> <b>Policies and Lessons for SMIs</b> <i>Rujhan Mustafa</i>	B2-27
Topic III: Enhancing Organizational Competences through HRM in SMEs (?)	
<b>B3-1. Internal Capabilities, External Linkages, and Organizational</b> <b>Performance: A Study on Technology-based Korean Ventures</b> <i>Choonwoo Lee and Kyungmook Lee</i>	B3-1
<b>B3-2. The Role of Ethical Decision Marking Styles in Judgments of Ethical</b> <b>OD Consulting Behavior</b> <i>Louis P. White</i>	B3-27
<b>B3-3. The Behavior and Mechanism Discussion of Intelligence- Integration</b> <b>in Small and Medium-sized Enterprises</b> <i>Zhou Zhen and Luo Jin Lian and Zhang Yi</i>	B3-43