

第2会場 No.2 翁 報告要旨

As to the relationship between Strategic International Human Resource Management and Organizational Performance of Multinational companies, different explanations have been given based on different theories and models. However, on the one hand, most of the previous research neglected the distinction between real global companies and MNCs with strong regional tendency, which intensified the contradiction between Localization and Globalization more severely; On the other hand, Localization SIHRM still failed to solve the problem about high turnover of local employees, and Standardization SIHRM is accompanied by contingent or contextual restrictions. Therefore, in this article, we firstly focused on the SIHRM orientation of One-region and/or Bi-region based MNEs, and then attempted to defined Regioncentric SIHRM by emphasizing workplace flexibility and mobility of local employees. Then we expanded SIHRM model of Taylor, S., Beechler, S., & Napier, N. (1996) with consideration of Regioncentric Top management beliefs. Then we predict the main proposition that MNCs with Regioncentric attention will adopt Regioncentric SIHRM so that simultaneously achieve integration and responsiveness. Finally, we concluded that mobility policy in the Regiocentric SIHRM leads to firm growth and lower turnover of local employees by bring local employees' mobility up to speed and scale between parent company and subsidiaries, between subsidiaries,