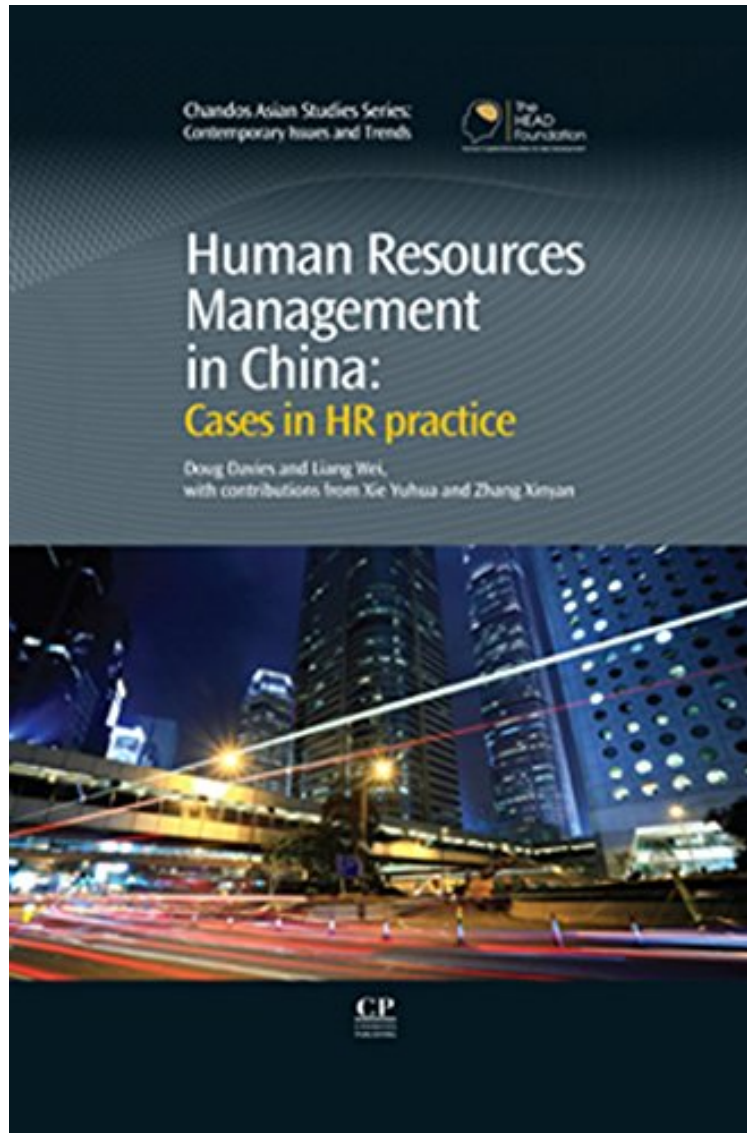


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About the Author Dr. Doug Davies is a Senior Lecturer in Human Resources Management and Industrial Relations at the University of Canberra, Australia. He has lectured extensively in China and has visited many parts of China during his research. He has also taught in Singapore and Hong Kong and has been the International coordinator for HR and Business programs at Curtin University in Perth and at the University of Canberra. Davies has written papers on HR and IR practices in Australia, Singapore and China, and currently serves on the Editorial Board of three journals while undertaking research on staff engagement issues in Australia and China. Ms. Liang Wei is a Lecturer in the School of Business at the East China University of Science and Technology, Shanghai, China. She has lectured at MBA level for many years and is familiar with Chinese enterprise operations. She has translated several books concerning the field of business practices into Mandarin. Ms. Liang Wei is a Lecturer in the School of Business at the East China University of Science and Technology, Shanghai, China. She has lectured at MBA level for many years and is familiar with Chinese enterprise operations. She has translated several books concerning the field of business practices into Mandarin.