

SHYH-JER CHEN

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Current Position

Distinguished Professor, Institute of Human Resource Management, NSYSU
Director, Center for Strategy and Human Capital Research, NSYSU

Educational Background

Ph.D Industrial and Labor Relations, University of Illinois
M.A. National Cheng-Chi University, Taiwan
B.A. National Chung Hsing University, Taiwan

Academic Position

Director, Center for Strategy and Human Capital Research (2023-)
Distinguished Professor, College of Management, NSYSU (2011-)
Fulbright visiting scholar at U. of Washington, Seattle (2019-20)
Dean, College of Management, NSYSU (2016-19)
Convenor, National Science Council, Taiwan (2009-11)
Director, Management Research Center, NSYSU (2006-10)
Fulbright visiting scholar at U. of Illinois (2003-04)
Director, Institute of HRM, NSYSU.(2001-03)
Professor, Institute of HRM, NSYSU. (1999-)
Associate Professor, Institute of HRM, NSYSU. (1995-99)

Honor

Fulbright Senior Scholarship (University of Washington)(2019-20)
Visiting Scholar Grant from the NSTC, Taiwan (2019-20)
Outstanding Research Award (NSYSU, Taiwan) (2011)
Outstanding Research Award (National Science Council) (2010)
Fulbright Senior Scholarship (University of Illinois) (2003-04)
Visiting Scholar Grant from NSTC, Taiwan (2003-04)
Young Scholar Award (NSYSU, Taiwan) (1998)
Chiang Chin-kuo Doctoral Fellowship (1995)
McNatt Award in Labor Economics (U. of Illinois) (1995)
Phi Kappa Phi Member (USA) (1994)
China Time Cultural Foundation Fellowship (1994)
ILIR Research Assistantship (University of Illinois) (1993-95)
Scholarship for studying abroad from MOE, Taiwan(1991)

Selected Professional Service

Taiwan representative, European Academy of Management (2003-06)
Senior editor, Asia Pacific Journal of Management (2019-21)
Senior editor, Asia Pacific Journal of Management (2010-12)
President, Taiwan Academy of Management (TAOM) (2013-15)
Editor-in-chief, Organization and Management (in chinese) (2007-10)

Guest editor, Asia Pacific Journal of Management (2008)

Publications

- Chen, Yuan-Liang, Nguyen, Tuan-Duong, & Chen, Shyh-Jer, 2024, How organizations and leaders can nurture employee job crafting: Modelling the antecedents of job crafting, *Human Resource Development Quarterly*, (Accepted and Minor Revision)
- Chen, Yuan-Ling & Chen, Shyh-Jer, 2023, Looking at both sides of high-performance work systems and individual performance: A job-demand-resources model, *Journal of Organizational & Management*, 29(5): 872-892, DOI:<https://doi.org/10.1017/jmo.2021.4>.
- Tsao, Chiung-Wen, Miller, Danny, Isabelle, Miller, & Chen, Shyh-Jer, 2021, Firing managers: The benefits of family ownership and cost of family management. *Journal of Family Business Strategy*, 12(3): 1-13.
- Chen, Chih-Chieh, Wang, Yanxia, Chen, Shyh-Jer, Fosh, Patricia & Wang, Rui, 2021, High commitment work system and firm performance: Impact of psychological capital and environmental uncertainty. *Asia Pacific Journal of Human Resources*, 59(1):132-151.
- Tsao, Chiung-Wen, Wang, Yi-Hsan, Chen, Shyh-je, Wang, Miao-Ju, 2019, Organizational antecedents of firms' adoption of strategic human resource practices: Toward a reconciliation of CEO perceptions and family influence. *German Journal of Human Resource Management*, 33(3): 223-248.
- Tsao, Chiung-Wen, Wang, Miao-ju, Lu, Chia-Mei, & Chen, Shyh-je, 2018, Family governance and TMT heterogeneity on international propensity, *Journal of Small Business Strategy*, 28(1): 28-37
- Chen, Shyh-Jer, Wang, Miao-Ju, & Lee Shih-Han, 2018, Meaningful matters, transformational leadership and voice behaviors: The mediating effect of employee perceived meaningful work, *Personnel Review*, 47(3): 694-708
- Chen, Shu-Yuan, Chuang, Chih-Hsun, & Chen, Shyh-Jer, 2018, A conceptual review of human resource management research and practices in Taiwan with comparison to other economies in Asia, *Asia Pacific Journal of Management*, 35(1): 213-239.
- Lin, Chiou-Shiu, Huang, Pei-Chi, Chen, Shyh-Jer & Huang, Liang-Chi, 2017, Pseudo-transformation leadership is in the eyes of subordinates, *Journal of Business Ethics*, 141(1): 179-190.
- Tsao, Chiung-Wen, Newman, Alexander, Chen, Shyh-Jer, & Wang, Miao-Ju. 2016. HRM Retrenchment and firm performance in times of economic downturns: Exploring the moderating effect of family involvement in management, *International Journal of Human Resource Management*, 27(9): 954-973.

- Tsao, Chiung-Wen, Chen, Shyh-Jer, & Wang, Yi-Hsien. 2016. Family governance oversight, performance and high performance work system. *Journal of Business Research*, 69(6): 2130-2137.
- Lu, Chia-Mei, Chen, Shyh-Jer, Huang, Pei-Chi, & Chien, Jui-Ching. 2015. Effect of diversity on human resource management and firm performance in the fashion styling industry, *Journal of Business Research*, 68:857-61.
- Lin, Long-Sheng, Chen, Shyh-Jer, Huang, Pei-Chi, & Lu, Chia-Mei. 2014. High commitment HR practices in Taiwanese service industry: Demographic and functional diversity. *Asia Pacific Journal of Human Resources*, 52: 443-459.
- Lawler, John*, Chang, Po-Chien, Hong, Woonki, Chen, Shyh-Jer*, Wu, Pei-Chuan, & Bae, Johnngseok. 2013. Going Abroad: A Multi-country Study of Employment Practices and Unionization in Foreign Subsidiaries of American Multinationals. *Industrial and Labor Relations Review*, 66(5): 1149-71 (* corresponding author)
- Chuang, Chih-Hsun, Chen, Shyh-Jer, & Chuang, Ching-Wen. 2013. Facilitating organizational social capital: The role of relation-focused HRM systems and moderating effects of industrial characteristics. *Journal of Business Research*, 66:678-87.
- Lawler, John, Chen, Shyh-Jer*, Wu, Pei-Chuan, Bae, Johnngseok, & Bai, Bing. 2011. High performance work systems in foreign subsidiaries of American multinationals: An institutional model. *Journal of International Business Studies*, 42: 202-220 (*corresponding author)
- Shih, Chih-Ting & Chen, Shyh-Jer. 2011. The social dilemma perspective on psychological contract fulfillment and organizational citizenship behavior. *Management and Organization Review*, 7(1): 125-151.
- Bae, Johnngseok, Chen, Shyh-Jer, & Rowley, Chris. 2011. From a paternalistic model Towards what? HRM trends in Korea and Taiwan, *Personnel Review*, 40(6): 700-722.
- Chang, Po-Chien & Chen, Shyh-Jer*. 2011. Crossing the level of employee's performance: HPWS, affective commitment, human capital, and employee job performance in professional service organizations. *International Journal of Human Resource Management*, 22(4): 882-900. (*corresponding author)
- Ahlstrom, David, Chen, Shyh-Jer, & Yeh, Kuang. 2010. Managing in ethnic communities: Culture, institutions, and context. *Asia Pacific Journal of Management*, 27(3):341-354. (Editorial paper)
- Tsao, Chiung-wen, Chen, Shyh-Jer, Lin, Chiou-Shiu, & Hyde, William. 2009. Founding-family ownership and firm performance: The role of high performance work systems. *Family Business Review*, 22: 319-332.

- Tsai, Cheng-hua, Chen, Shyh-Jer, & Fang, Shih-Chieh. 2009. Employment modes, high performance work systems, and organizational performance in hospitality industry. *Cornell Hospitality Quarterly*, 50: 413-431.
- Chen, Shyh-Jer. 2008. The adopting of human resource strategies in a confucian context. *Advances in International Management*, 21: 145-169.
- Yalabik, Zeynep, Chen, Shyh-Jer, Lawler, John, & Kim, Kwanghyun. 2008. High performance work system and organizational turnover in East and Southeast Asian countries. *Industrial Relations*, 47(1): 145-152.
- Chen, Shyh-Jer. 2007. Human resource strategy and unionization: Evidence from Taiwan. *International Journal of Human Resource Management*, 18(6): 1116-31.
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnseok. 2005. Convergence in human resource systems: A comparison of locally owned and MNC subsidiaries in Taiwan. *Human Resource Management*, 44(3): 237-256.
- Chen, Shyh-Jer, Ko, Jyh-Jer, & Lawler, John. 2003. Changing patterns of industrial relations in Taiwan. *Industrial Relations*, 42(3):315-340.
- Bae, Johnseok, Chen, Shyh-Jer, Wan, Tai Wei David, Lawler, John, & Walumbwa, Fred. 2003. Human resource strategy and firm performance in Pacific rim countries. *International Journal of Human Resource Management*, 14(8):1308-32.
- Bartlett, Kenneth, Lawler, John, Bae, Johnseok, Chen, Shyh-Jer, & Wan, Tai Wei David. 2002. Training and human resource development among indigenous firms and MNC affiliates in East and Southeast Asia. *Human Resource Development Quarterly*, 13(4):383-405.
- Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 2000. Scale of operations, human resource systems and firm performance in East and Southeast Asia. *Research and Practice in Human Resource Management*, 8(1): 3-20.
- Chen, Shyh-Jer. 1998. Characteristics and assimilation of Chinese immigrants in the US labor market. *International Migration*, 36(2):187-210.
- Bae, Johnseok, Chen, Shyh-Jer, & Lawler, John. 1998. Variations in human resource management in Asian countries: MNC home-country and host-country effects. *International Journal of Human Resource Management*, 9(4):653-679.
- Chen, Shyh-Jer. 1997. The development of human resource management practices in Taiwan. *Asia Pacific Business Review*, 3(4):152-169.
- Chen, Shyh-Jer. 1997. The determinants of union growth in Taiwan. *Issues & Studies*, 33(3):110-120.

Chen, Shyh-Jer. 1995. Migrant selectivity and returns to skills: The case of Taiwanese immigrants in the United States." *International Migration*, 33(2):251-271.

Chen, Shyh-Jer, & Taira, Koji. 1995. Industrial democracy, economic growth and income distribution in Taiwan. *American Asian Review*, 13(4):49-77.

Conference papers

Gerulaitienė, Neringa, Nguyen, Tuan-Duong, Chen, Shyh-Jer, Tsao, Chiung-Wen, Ilona Baumanė-Vītoliūnė, Family Business Resilience and succession planning for sustainability: Multiple Case Studies from Managerial Capabilities Perspective, Academy of International Business (AIB) -CEE Chapter Conference, September 18-21, 2024, Budapest, Hungary.

Nguyen, Tuan-Duong, Gerulaitienė, Neringa, Chen, Shyh-Jer, Tsao, Chiung-Wen, Ilona Baumanė-Vītoliūnė, Resilience and Succession Planning in Family Businesses: A Cross-Cultural Multiple Cases Study, The International Family Business Enterprises Conference (IFBEC), August 29-30, 2024, India.

Nyoto, Anita Widyasari, Nguyen, Tuan-Duong, & Chen, Shyh-Jer, An Empirical Study on the Perception of Family Business Descendants in Indonesia Regarding Family Succession, The International Family Business Enterprises Conference (IFBEC), August 29-30, 2024, India

Tsao, Chiung wen, Chen, Shyh-Jer, & Cho, Yung-Jun, The impact of family firm heterogeneity on performance: A longitudinal study among family controlled public listed companies in Taiwan, International Family Enterprise Research Academy (IFERA) 2023 annual conference, July 6-8, Krakow, Poland.

Chen, Shyh-Jer, Tsao, Chiung-wen, Gerulaitienė, Neringa, Baumanė-Vitollnė, Ilona, & Nguyen, Tuan-Duong, Dynamic managerial capabilities and organizational resilience in family businesses: A comparative study of Taiwan, Latvia, and Lithuania. International Family Enterprise Research Academy (IFERA) 2023 annual conference, July 6-8, Krakow, Poland.

Nguyen, Tuan-Duong, Chen, Shyh-Jer, & Shih, Shin-I, Nonfamily employees' perceptions of family employer brand and turnover intention: The role of work engagement and occupational rank, International Family Enterprise Research Academy (IFERA) 2023 annual conference, July 6-8, Krakow, Poland.

Lai, Yen-Chu, Nguyen, Tuan-Duong, Tsao, Chiung-Wen, Chen, Shyh-Jer, Effects of family ownership and management on succession planning: Mediating role of socioemotional wealth, Academy of Management 2022 annual conference, August 5-9, Seattle, USA.

Nguyen, Tuan-Duong, Chiu, Yi-Ning, Lai, Yen-Chu, Chen, & Shyh-Jer, Employer branding as a strategic weapon to reduce organizational turnover: The

moderating effect of family board presence, Academy of Management 2022 annual conference, August 5-9, Seattle, USA.

Nguyen, Tuan-Duong, Lai, Yen-Chu, Tsao, Chiung-Wen, Chen, & Shyh-Jer, Whether Family Business Matters? Effect of Vertical Pay Gap on Organizational Turnover and firm performance. Internatioanl Family Enterprise Research Academy (IFERA) 2022 annual conference, June 22-24, Santander, Span.

Lin, Shu-Han, Nguyen, Tuan-Duong, Chen, & Shyh-Jer, Career Plateau and Organizational Citizenship Behavior: Moderation Effect of Protean Career Attitude, European Academy of Management (EURAM) 2022 annuanl meeting, June 15-17, Zurich, Switzerland.

Lin, Hui-Ru, Lin, Hui-Jing, Wu, Ting, Huang, Liang-chi, Shyh-je Chen, & Chen, Shu-yuan. 2019. Tranformational leadership and innovative service behavior in public sectors: The role of organizational identification and employee service climate perception. Eurpean Academy of Management 2019 annual conference, June 26-28. Lisban, Portugal.

Tsao, Chiung-wen, Yu, Andy, Wang, Yi-hsien, & Chen, Shyh-je. 2019. Family leaders' values orientation and firm performance: The mediating role of employee empowerment HR practice. The IFERA 2019 annunal conference, June 17-21, Bergamo, Italy.

Chen, Yuan-ling & Chen, Shyh-Jer, 2018, For good or for evil? Situating high performance work systems in the job demands-reoursces model. Academy of Management Meeting, August 10-14. Chicago, US.

Tsao, Chung-Wen, Wang, Miao-Ju, Lu, Chia-Mei, & Chen, Shyh-Jer, 2017, The moderating role in family governance and CEOs on managerial turnover and firm performance, Academy of Management, August 4-8, Atlanta GA. USA

Chen, Shyh-Jer, Wang, Miao-Ju, Tsao, Chiung-Wen & Lu, Chia-Mei, 2017, Exploring the Antecedents of Succession planning in Confucian Family Businesses, AAOM and TAOM joint conference, Japan, June 20-21.

Tsao, Chiung-Wen, Chen, Shyh-Jer, Wang, Yi-Hsien, & Wang, Miao-Ju, 2015, The influence of "familiness" on strategic human resource management systems and firm performance, presented at Family Enterprise Research Conference (FERC), Burlington, Vermont, USA, June 4-8.

Tsao, Chiung-Wen, Lu, Chai-Mei, Wang, Miao-ju, Chien, Jui-ching, & Chen, Shyh-Jer, 2014, Exploring effects of family involvements and high performance work systems on managerial turnover and firm performance linkage. Family Enterprise Research Conference, Portland, Oregon, USA, June 6-8.

Chen, Shyh-je, Wang, Miao-ju, Lu, Chia-mei, & Chien, Rui-Ching, 2013, The succession planning of family business in Taiwan: A confucian perspective. Internatioanl Family Enterprise Research Academy (IFERA), St. Gallen, July 2-5, 2013

- Lin, Long-Sheng, Chen, Shyh-Jer, Huang, Pei-Chi, & Lu, Chia-Mei, 2013. Boundary conditions of the human resource practices-helping behavior-service firm performance relationship: Differentiating effects of demographic and functional diversity. Paper presented at INBAM, June 17-19, Lisbon, Spain.
- Lawler, John, Chang, Po-chien, Hong, Woonki, Chen, Shyh-jeer, Wu, Pei-chuan, & Bae, Johnseok. 2012. Going abroad: A multi-country study of employment practices and unionization in foreign subsidiaries of American multinationals. Paper presented at International Association for Chinese Management Research (IACMR) conference, June 20-24, Hong Kong, China.
- Tsao, Chiung-wen, Newman, Alexander, Chen, Shyh-jeer, & Wu, Chi-cheng. 2012. Rightsizing strategies and firm performance in times of financial crisis: The moderating role of family involvement, Paper presented at Family Enterprise Research Conference (FERC), May 11-13, Montreal, Quebec, Canada.
- Chung, An-yi, Chen, I-heng, & Chen, Shyh-jeer. 2011. Cynicism and need for leadership: Two competing self-fulfilling effects on career success. Paper presented at the Academy of Management Meeting, August 12-16, San Antonio, Texas, USA.
- Chang, Po-chien & Chen, Shyh-jeer. 2011. Business strategy, HRM systems, and firm performance: A comparative study of Taiwan and China. Paper presented at the Academy of International Business, June 26-28, Nagoya, Japan.
- Wu, Pei-chuan, Chen, Shyh-jeer*, Bae, Johnseok, Bai, Bing, Lew, Joon Yeol, Hong, Woonki, & Lawler, John. 2011. Performance-based and socially supportive cultures as moderators of the human resource strategy-voluntary turnover strategy: Reexamining the GLOBE cultural dimensions. Paper presented at the Academy of International Business, June 26-28, Nagoya, Japan. (Corresponding author)
- Lin, Long-sheng, Huang, Pei-Chi, Lu, Chia-mei, & Chen, Shyh-Jer. 2010. Diversity as a moderator of human resource bundle-helping behavior-service firm performance relationship: Comparing the effects of demographic and functional diversity. Paper presented at the Asian Academy of Management Meeting, Dec. 12-14, Macau, China.
- Tsao, Chiung-wen & Chen, Shyh-Jer. 2010. Applying UE theory to explain why firms adopt HPWS-theoretical development and empirical examination. Paper presented at the Academy of Management Meeting, August 6-10, Montreal, Canada.
- Tsao, Chiung-wen & Chen, Shyh-Jer. 2009. Top management team international experience diversity and firm performance: The role of team behavioral integration. Paper presented at the Academy of International Business, South East Asia Regional Meeting, Dec. 3-5, Hong Kong, China.

- Chang, Po-Chien, Huang, Pei-Chi, Chen, & Shyh-Jer. 2009. HRM practices, affective commitment, and job performance: A study of hair salon. Paper presented at the Academy of Management Meeting. August 7-11, Chicago, USA.
- Chung, His-Mei, Chen, Shyh-Jer, & Yeh, Kuang S. 2009. The development of the family entrepreneurship: Management insights from two family businesses in Taiwan. Paper presented at the Second Asian Invitational Conference on Family Business, Feb. 6-8. Indian School of Business, Hyderabad, India..
- Tsao, Chiung-wen, Chen, Shyh-Jer, & Lin, Chiou-Shiu. 2008. Effects of behavioral integration on top management team international experience heterogeneity-firm performance relationship in a Taiwanese public firm context. Paper present at Research Symposium on Corporate Governance in China and India, Oct. 24-25, Virginia, USA.
- Tsao, Chiung-wen & Chen, Shyh-Jer. 2008. Explorating TMT effects on high performance work systems: Evidence from Taiwan. Paper presented at Southern Management Association, Oct. 29-Nov.1, Florida, USA.
- Tsao, Chiung-wen, Chen, Shyh-Jer, Lin, Chiou-Shiu, & Huang, Pei-Chi. 2008. Family involvement and firm performance: The moderation effect of strategic HR. Paper presented at the Academy of International Business, June 30-July 3. Milan, Italy.
- Tsai, Cheng-hua & Chen, Shyh-Jer. 2008. Innovative behaviors between employment modes in knowledge intensive organizations. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.
- Shih, Chih-ting & Chen, Shyh-Jer. 2008. Psychological contract and OCB: When social exchange theory does not work, but motivational theory Does. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.
- Chen, Shyh-Jer, Yeh, Chu-chen, Wu, Shu-ling, & Tsao, Chiung-wen. 2007. Convergence and divergence of HR practices among US and Japanese MNCs and indigenous firms in Taiwan. Paper Development Workshop session at the Academy of Management. August 3-9, Philadelphia, USA.
- Chen, Shyh-Jer, Lin, Pei-fen, & Lu, Chia-mei. 2006. A multilevel analysis of HR practices and employee job performance: Hairdressing salon in Taiwan. Paper presented at the European Academy of Management Meeting, May 17-20, Oslo, Norway.
- Chen, Ming-huei, Chang, Yuan-chieh, & Chen, Shyh-Jer. 2006. The influence of social network on R&D project team performance during a project' s life cycle. Paper presented at the Academy of Management Meeting. August 11-16, Altanta, USA.

- Chen, Shyh-Jer. 2006. The adoption of human resource strategies in a confucian context. Paper presented at competitive session at the Academy of International Management Meeting, June 23-26, Beijing, China.
- Tsao, Chiung-wen, & Chen, Shyh-Jer. 2006. Exploring influence of top management team on HR system and firm performance: A study of Taiwanese family business. Paper presented at the 5th Asia Academy of Management Conference, Dec. 18-20, Tokyo, Japan.
- Chen, Shyh-Jer. 2005. Human resource strategy, organizational turnover and firm performance in Taiwan. Virtual presentation at the Academy of Management Meeting, August 5-10, Honolulu, USA
- Chen, Shyh-Jer. 2005. Human resource strategy and unionization: Evidence from Taiwan. Virtual presentation at the Academy of Management Meeting, August 5-10, Honolulu, USA.
- Chao, Minston, Shih, Chih-Ting, Chen, Shyh-Jer & Ko, Jyh-Jer. 2005. Determinants of employee layoffs in high-technology firms. Paper presented at the poster session of Industrial Relations Research Association, 57th Annual Meeting, January 6-9, Philadelphia, PA.
- Yalabik, Zeynep, Chen, Shyh-Jer, Lawler, John, & Kim, Kwanghyun. 2004 Human resource management system, organizational strategy and turnover in East and Southeast Asian countries. Paper presented at the Academy of Management Meeting, August 6-11, New Orleans, USA.
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnngseok. 2004. Human resource strategy and firm performance: Taiwanese firms in China and Taiwan. Paper presented at 5th Asian International Industrial Research Association, June 23-36, Seoul, Korea.
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnngseok. 2003. Organizational strategy and human resource management systems: A comparison of indigenous and foreign firms in Taiwan. Paper presented at Industrial Relations Research Association, 55th Annual Meeting, January 3-5, Washington, D.C.
- Johnngseok Bae & Chen, Shyh-Jer. 2002. Gaining global competitive advantage through human resource: The cases of MNC's operating in Korea and Taiwan. Paper presented at CHRM/CIBER conference, September 18-19, Chicago, Illinois.
- Bae, Johnngseok, Chen, Shyh-Jer, Wan, Tai Wei David, & Lawler, John. 2001. Human resource strategy and firm performance in Pacific rim countries: A comparative study of Korea, Taiwan, Singapore, and Thailand. Paper submitted for presentation at Global Conference on Comparative HRM: Learning from Diversity, June 20-22, Barcelona, Spain.
- Bartlett, Kenneth, Lawler, John, Chen, Shyh-Jer, & Wan, Tai Wai David. 2001. A study of human resource development in indigenous firms and multinational corporations in East and Southeast Asia. Paper presented at Academy of

Human Resource Development Meeting, Feb. 28-March 4, Tusla, Oklahoma, USA.

- Chen, Shyh-Jer, Ko, Jyh-Jer, & Lawler, John. 2001. Changing patterns of industrial relations in Taiwan. Paper presented at Industrial Relations Research Association, 53th Annual Meeting, January 7-9, New Orleans, USA. (Summarized and presented by Dr. Dong-one Kim in the symposium of "Industrial Relations in Asia: Transformation or Transition?") .
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnseok. 2000. Variations in employment relations between indigenous Taiwanese firms and their subsidiaries in Mainland China. Paper presented at International Industrial Relations Association, 12th World Congress, May 29-June 2, Tokyo, Japan.
- Barlett, K.R., Bae, Johnseok, Chen, Shyh-Jer & Lawler, John. 1999. Training and human resource development among indigenous firms and MNC affiliates in East and Southeast Asia. Paper presented at the Academy of Management Meeting, August 6-11, Chicago.
- Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 1999. Scale of Operations, Human Resource Systems and Firm Performance in East and Southeast Asia. Paper presented at APEC Human Resource Management in Small and Medium-sized Enterprises Symposium, Oct 29-31, Kaohsiung, Taiwan.
- Feuille, Peter, Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 1999. Unionization determinants of multinational firms. Paper presented at Industrial Relations Research Association, 51th Annual Meeting, January 3-5. New York City.
- Feuille, Peter, Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 1998. US multinational corporations and their human resource management systems. Paper presented at 1998 Academy of Management Meeting, August 9-12, San Diego, CA.
- Bae, Johnseok, Chen, Shyh-Jer, & Lawler, John. 1998. Alternative HRM systems in Korea and Taiwan. Paper presented at 50th Annual Meeting of the IRRA, January 3-5, Chicago, IL.
- Chen, Shyh-Jer. 1996. Union Growth in Taiwan: Do economic and political factors matter? Paper presented at the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region. National Sun Yat-sen University, Kaohsiung, Taiwan. November 24-26, 1996.
- Chen, Shyh-Jer, Bae, Johnseok, Zhou, Jing, & Taira, Koji. 1995. Industrial relations and economic development in Confucian Asia. Paper presented at Industrial Democracy Issues for the 21st Century Conference, April 11-12, co-sponsored by the Council of Labor Affairs, Taiwan, the College of Law and the Institute of Labor and Industrial Relations at the U of Illinois at Urbana-Champaign.
- Chen, Shyh-Jer, & Taira Koji. 1995. Industrial democracy, economic growth and income distribution. Paper presented at Taiwan in Asia Conference held by University of Illinois at Urbana-Champaign, March 31-April 1, 1995.

Chen, Shyh-Jer. 1993. Determinants of Taiwanese union growth (1961-88). Proceedings of 1993 Chinese American Academic and Professional Convention, pp. 8.1-8.4.