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Approaches to International Industrial Relations in Chinese Multinational Corporations**

Using a longitudinal case study approach this study examines the approaches to international industrial relations (IIR) in eleven Chinese multinational corporations (MNCs). It reveals that the Chinese MNCs adopted an integrative approach to IIR, combining both the home and host country industrial relations (IR) systems. The extent of home-based or host-based IR was dependent on the MNC’s bargaining power, which was determined by the size of the subsidiaries, their abilities to transfer knowledge and technology, and their reliance on the host market. International experience and industry also affected IIR approaches. The practical implications of the findings are discussed.

Key words: International Industrial Relations (IIR), Labour Relations, Labour Standards, Multinational Corporation (MNCs)

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