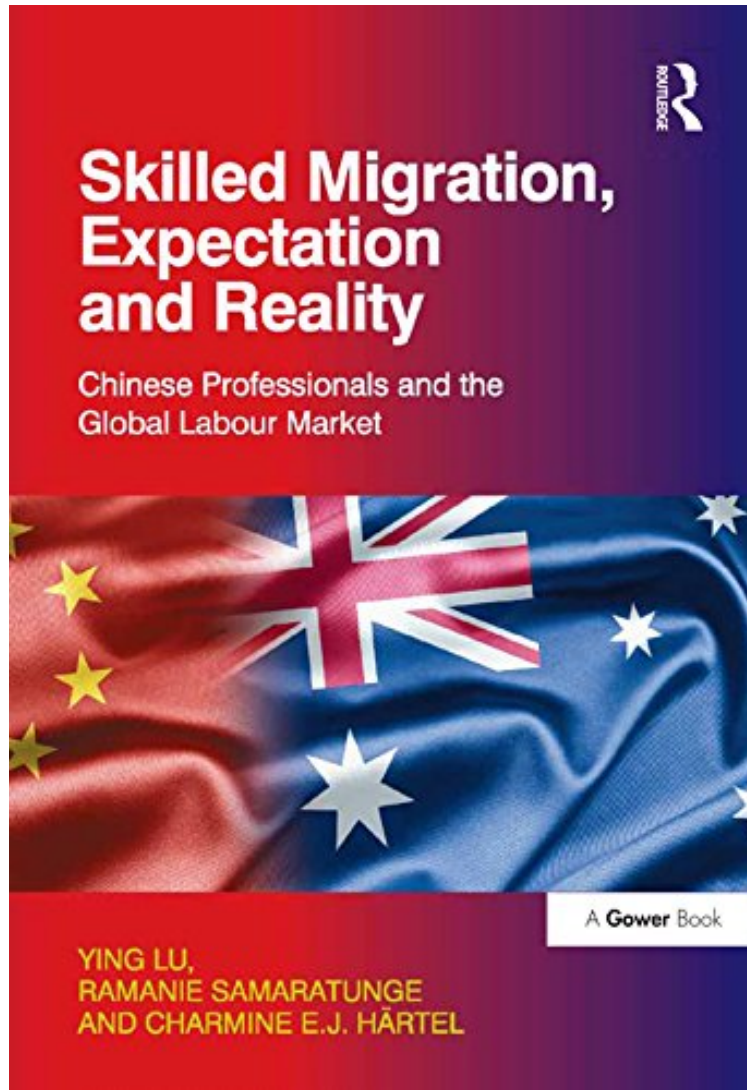


## Skilled Migration, Expectation and Reality: Chinese Professionals and the Global Labour Market

*Ying Lu, Ramanie Samaratunge*

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**Ying Lu, Ramanie Samaratunge : Skilled Migration, Expectation and Reality: Chinese Professionals and the Global Labour Market** before purchasing it in order to gage whether or not it would be worth my time, and all praised Skilled Migration, Expectation and Reality: Chinese Professionals and the Global Labour Market:

Many governments seek to attract skilled migrants into the top occupational groups and now have significant groups of overseas-born professionals in their workforces. Such groups are expected to contribute significantly to the

economic and social development of their new countries. There has been sustained debate between those taking the view that skilled migrants are integrated without much difficulty and those concerned that a mismatch between aspirational government policies and actual organisational practice generates discontent and frustration among skilled immigrants. If the latter is correct, it seems likely that host societies will not benefit from the injection of human capital in terms of creativity and innovation. In *Skilled Migration, Expectation and Reality* the authors report the findings of their research into the acculturation and integration issues confronting professional Chinese immigrants in the Australian labour market. Australia serves as a good example of the phenomenon under examination, being a country where Chinese are one of the largest non-English speaking ethnic groups and where they are strongly concentrated in the top occupational groups. The authors' rigorous quantitative and qualitative study is one of the first systematic examinations of acculturation to focus specifically on the workplace. It reveals fascinating insights regarding the strategies that professional immigrants are compelled to adopt because they are unable to find appropriate channels through which to integrate and assimilate into the host society.

About the Author Ying Lu (PhD, Monash University) is a Lecturer in the Department of Marketing and Management, Macquarie University. She has been involved in the research and teaching of cross-cultural management, human resource management (HRM), international HRM, organisational behaviour and safety management. Ramanie Samaratunge (PhD, Monash University) is an Associate Professor in the Department of Management, Monash University. Her scholarly interests are in international public policy and management, international HRM, cross-cultural management and management of change. Charmine E.J. Hatfield (PhD, Colorado State University) is a Professor of HRM and organizational development in the UQ Business School, The University of Queensland. Her research identifies new practices and development initiatives that facilitate organizational performance and promote workplace wellbeing, social inclusion, positive cross-cultural relations and ethical leadership development.