

CHOI, BYOUNG MOHK, Dean of Graduate School, Far East University, REPUBLIC OF KOREA

Industrial Relations Values: A Comparative Study between Thailand and Korea

Panel: Conflict Resolution 2

The objectives of this paper are to compare a set of industrial relations values (IRV) and practices (IRP) in Western countries with values and practices in Thailand, an ASEAN community (AC) member country and in Korea, an ASEAN+3 member country. In many countries industrial relations (IR) is a major component of the human resource management (HRM) system. It has become a driving force for economic and social development in many countries. An Industrial relations system (IRS) operates under the overall national cultural system thus IRV becomes an important background of any IRS. The integration of the 10 countries under the Association of South East Asia Nations (ASEAN) to become a single ASEAN Community (AC) will take effect in 2015. The ASEAN Economic Community (AEC) is one of the major pillars of the AC. It is a major force to drive economic cooperation in the AC which will lead to a single market and jointly-based production. There will ultimately be a free movement of products, services, investment, financial aspects and of skilled labor. The free flow of labor will lead to more diversity of the workforces in AEC member countries in terms of nationality and cultural values in addition to other types of diversity already in existence. In addition, ASEAN+3 countries (China, Japan and Korea) play a pivotal role in investment and employment in AEC. AEC member countries and many ASEAN+3 member countries have adopted Western IRS and IRV into their IRS and IRP. Values are an important factor impacting the implementation of IRP. Each different nation has its own cultures and values which are different from each other. This review paper focuses on a comparative study of Western IRV with Thai IRV and Korean IRV.