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现任职务

北京大学国家发展研究院管理学教授
北京大学国家发展研究 BiMBA 商学院联席院长
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研究领域

国际领导力、比较管理学、企业文化、核心竞争力、人力资源管理和组织行为学

教育背景

1986—1991 年，哥伦比亚大学工商管理学博士（PhD），美日比较管理
1984—1985 年，哥伦比亚大学社会学硕士（MA），组织体系和组织功能
1982—1984 年，普林斯顿大学，WWS，公共事务与国际关系硕士（MPA）
1978—1981 年，社会科学院研究生院，新闻研究所硕士（MA）
1971—1974 年，北京大学英语语言文学学士（BA）

工作经历

2008.10 至今，北京大学国家发展研究院 BiMBA 商学院联席院长、教授
1991.9—2008.10，美国纽约 Fordham 大学商学院副院长、管理学终身教授，北大国际 MBA 美方院长

出版书籍

2009.2，锻造领导力，北京大学出版社
2008.6，做一个有影响力的人，中国机械出版社
2007.7，管理——未名之道，北京大学出版社
2006.7，将帅之道（翻译），中国社会科学出版社
2009.1，《魂商》与张玮合译，华夏出版社

主要发表论文

July 2012 Deshengyanglou: a new pattern of Chinese Management, Business Review, Chinese

Feb 2009 Forging Leadership. Peking University Publisher, Chinese

Feb 2009 SQ (Spiritual Intelligence). A translation, Huaxia Publisher

June 2008 Be a Man of Influence, China Machine Press Chinese

July 2007 Management, the Nameless Way. Peking University Publisher

June 2006 Becoming a Leader, The Annapolis Way. A translation. China Social Science Publisher, Chinese

Dec 05,06,07 Contributing authors to CCER New Year Economic Forecast.

Feb., 2005 Managing in an age of complexity: quantum skills for the new millennium. With Professor Charlotte Shelton of Rockhurst University, Helzberg School of Management and Tony Liu of Peking University CCER. International Journal of Human Resources Development and Management (Volume 23, No.2 2005)

Nov. 2004 Preface to the book, Chinese edition "Successful Mergers, acquisitions and Strategic Alliances—how to bridge corporate cultures" by Charles Gancel, Irene Rodgers and Marc Raynaud, published by The McGraw-Hill companies, 2005

Jun-Aug, 2004 Key Factors Influencing HRM Practices of Overseas Subsidiaries in China's Transition Economy. With Professors of John Farley of Dartmouth College/China-Europe International Business School and Scott Hoenig of Fordham University GBA. International Journal of Human Resource

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Mar/Apr, 1999 When MNCs Come, Who Changes Whom? With Professors of John Farley of Dartmouth College/China-Europe International Business School and Scott Hoenig of Fordham University GBA. China Business Review (CBR), March/Apirl (1999).

Mar, 1999 Influences on MNC Strategies and performance in China. Advances in Chinese Industrial Studies, Vol. 6, JAI, Spring (1999).

Feb, 1999 The Evolving Face of Chinese Consumers- What Will They Want Next? With Professors of John Farley of Dartmouth College/China-Europe International Business School and Scott Hoenig of Fordham University GBA. Harvard China Review , Winter issue (1999).

Feb, 1999 Human Resource Management Strategies of U.S. and Japanese Firms and their relevance to Chinese companies (in Chinese). Comparative Economic and Social Systems, a leading Chinese research journal on critical issues of economics and business in China, No.2 (1999).

Nov/Dec. 1998 Critical Success Factors of Multinational Firms in China, Thunderbird International Business Review, Vol.40(6) 633-668 (Nov/Dec, 1998)

Sept., 1994 The Transfer of Japanese-style Management to America Subsidiaries: Contingencies, Constraints, and Competencies (with Schon

Beechler of Columbia University). *Journal of International Business Studies*, Volume 25, number 3, pp. 467-491 (1994)

July, 1994 The Japanese Approach to Quality Management --A Human Resource Perspective. *Journal of Organizational Change Management*, Vol.7, No.3 pp.44-64 (1994)

Jan. 1994: Contemporary Problems and Future Prospects of Transforming State-Owned Chinese Enterprises into Share-holding Companies. *Modern China Studies (in Chinese)*, No. 1, Vol. 40, the Center for Modern China, Princeton, NJ. pp. 50-56 (1994).

July, 1992 Americanization or Japanization of Human Resource Practices--A Study of Japanese Manufacturing Plants and Service Firms in the U.S. *Advances in International Comparative Management*, 7: 77-115 (1992)

Jul/Aug, 1992 Organizational and Environmental Impact on the Use of Japanese-S Style HRM Policies in Japanese Firms in the U.S. *The International Executive*, 34:4 321-343 (July/August 1992).

May, 1993 HRM Policies and Practices of U.S. and Japanese Firms Operating in (proceedings) the U.S. , with David Lewin of UCLA, Industrial Relations Research Association (IRRA) 44th Annual conference Proceedings. Pp. 344-351