

## EDITORIAL PREFACE

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Guest Editor Steven J. Simon of Florida International University examines the role of Information Technology in Asia.

Since the early 1990s, the rate of growth in Asia (particularly Southeast Asia) has averaged almost 9% per year. The Asian miracle has not been without its various explanations, problems, and even detractors. Asia will become a growing factor of importance in the 21st century. The region is already a chief supplier of inexpensive components of electrical products. Countries such as Singapore, Korea, and Malaysia are taking steps to insure their position as members of the emerging global information technology infrastructure. Despite the current problems, this region will continue to grow in importance as both a supplier and consumer of technology.

## ARTICLES

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### **ASIA'S PENDING LABOR CRUNCH: AN ANALYSIS OF HUMAN RESOURCE MANAGEMENT BEST PRACTICES IN IS DEPARTMENTS.**

*Authors:* Steven J. Simon, Florida International University, Miami and Karen L. Middleton, Oklahoma City University, Oklahoma City

*Abstract:* This study examines the relationship between host-country stage of socioeconomic development and the migration of human resource management best practices in IS departments in Asia. Employing a sample of 181 Asian firms, significant differences were found to exist in the management of cross-border relationships and in the transfer of HRM best practices to IS departments located in industrialized, newly industrialized and transforming economies.

### **STUDY OF JOB CHARACTERISTICS AND ORGANIZATIONAL PROGRESSIVENESS POSTURE IN SINGAPORE AND CHINESE COMPANIES**

*Authors:* Chetan S. Sankar, Auburn University, Alabama and Li Liu, Total System Services, Inc., Columbus

*Abstract:* This paper reports the results of a study performed with employees of technical companies in China and Singapore to identify the factors that impact their perceptions of job satisfaction and empowerment. A questionnaire was used to obtain responses from 187 employees from technical companies in Singapore and China. The analysis of the responses using Structural Equation Model showed that the employees from both countries perceived that intrinsic job characteristics influenced empowerment positively. Also, the employees perceived a positive relationship between organizational progressiveness and the technical career path. Based on the results, the paper recommends practices that could be followed to enhance empowerment and job characteristics of employees.

## **A CROSS-CULTURAL STUDY OF COMMUNICATION TECHNOLOGY ACCEPTANCE: COMPARISON OF CELLULAR PHONE ADOPTION IN SOUTH KOREA AND THE UNITED STATES**

*Authors:* Hyosun Stella Kwon, Samsung Electronics Company, Seoul, South Korea, and Laku Chidambaram, Indiana University, USA

*Abstract:* This paper examines why and how cellular telephones are adopted and used by people in two different cultures. 176 cellular telephone users from the United States and 117 users from South Korea were surveyed about their perceptions regarding cellular telephones and their motivations to use them. The results suggest that despite some similarities in the adoption of cellular phone technology between the U.S and South Korea, significant differences exist. Results of this study caution against developing stereotypical images of Western and Asian cultures. For instance, contrary to conventional wisdom, South Korean users were motivated to use cellular phones more from their perception that such technologies are useful and less as a consequence of social pressure. On the other hand, and just as unexpectedly, American users were motivated to use cellular phones more from social pressure and less from their individualistic needs

### **EXPERT OPINION**

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#### **AN INTERVIEW WITH DR. MAHATHIR BIN MOHAMAD, PRIME MINISTER OF MALAYSIA.**

The Prime Minister (who has been the subject of several Wall Street Journal articles) talks about the Multimedia Super Corridor or the "Cyberjaya" project. Cyberjaya is envisaged to be the model multimedia haven for leading, innovative multimedia companies from all over the world. Especially created as the first MSC designated cybercity, it enables world-class companies to take full advantage of the unique package Malaysia offers to create an environment that is fully conducive towards exacerbating the growth of information technology and multimedia industries. It offers a high-capacity global telecommunications and logistics infrastructure, backed by a 'soft' Infrastructure, which includes attractive financial incentives and competitive telecom tariffs, as well as a set of new cyberlaws that will form a legal framework to facilitate the growth of electronic commerce.

( Back to [TOP](#))

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