

**Hiroshi Hazama**

# **The History of Labour Management in Japan**

**Classics in the History and Development of Economics**  
**General Editor: Michio Morishima**

# The History Of Labour Management In Japan

**Daniel Fleming**



## **The History Of Labour Management In Japan:**

**The History of Labour Management in Japan** Hiroshi Hazama, trans Mari Sako, 1997-03-05 An era of economic globalisation and inward investment has seen much interest in Japanese labour management techniques The first English edition of this 1964 classic of Japanese economics corrects the misunderstandings which often prevail in this debate by providing the necessary historical context from the Meiji restoration to the second world war Professor Hazama debunks the myth that Japanese style management is inherited from her feudal past showing the impact of businesses imported from the west after reunification in 1867 68 and how these were amalgamated with a range of Japanese traditions     The History of Labour Management in Japan Hiroshi Hazama, trans Mari Sako, 1997-05-13 An era of economic globalisation and inward investment has seen much interest in Japanese labour management techniques The first English edition of this 1964 classic of Japanese economics corrects the misunderstandings which often prevail in this debate by providing the necessary historical context from the Meiji restoration to the second world war Professor Hazama debunks the myth that Japanese style management is inherited from her feudal past showing the impact of businesses imported from the west after reunification in 1867 68 and how these were amalgamated with a range of Japanese traditions     **Institutional and Technological Change in Japan's Economy** Janet Hunter, Cornelia Storz, 2006 This book brings together leading economists and economic historians of Japan in order to examine a range of key issues concerning Japanese institutional and technological development     **Global Labour History** Jan Lucassen, 2008 Contains 18 essays on worldwide aspects and comparisons in labour history Covers mainly the period from the beginning of 19th century to 2000     *The Origins of Japanese Industrial Power* Etsuo Abe, Robert Fitzgerald, 2014-02-04 The recognised success of the post war Japanese economy has rested on the qualities of its manufacturing industries This book explores the origins rationale and consequences of this transformation Using theoretical insights and detailed evidence it reviews the rise of the Japanese economy and the nature causes and changing objectives of vertical and horizontal integration ownership control financing and bank industry relations and the major operational functions of production human resources distribution and marketing     *Japanese Labour and Management in Transition* Mari Sako, Hiroko Sato, 2013-01-11 Japanese Management and Labour in Transition explores the changing face of Japanese industrial relations Part one of the work outlines recent trends in Japanese labour markets labour law and corporate strategy and explores the responses of both management and labour to pressure posed by these trends Part two analyses the interaction between the state management and labour considering both the macro and the micro levels This compilation of up to date research by leading Japanese scholars challenges the traditional view of lifetime employment and focuses on the growing economic pressures that Japanese management and labour currently face     Managing Women Elyssa Faison, 2007-10-23 At the turn of the twentieth century Japan embarked on a mission to modernize its society and industry For the first time young Japanese women were persuaded to leave their families and enter the factory Managing

Women focuses on Japan's interwar textile industry examining how factory managers social reformers and the state created visions of a specifically Japanese femininity Faison finds that female factory workers were constructed as women rather than as workers and that this womanly ideal was used to develop labor management practices inculcate moral and civic values and develop a strategy for containing union activities and strikes In an integrated analysis of gender ideology and ideologies of nationalism and ethnicity Faison shows how this discourse on women's wage work both produced and reflected anxieties about women's social roles in modern Japan

**The Oxford Handbook of Human Resource Management** Peter Boxall, John Purcell, Patrick Wright, 2008-06-05 HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in Personnel Management Industrial Relations and Industrial Psychology People Management and High Performance teams have become key functions and goals for manager at all levels in organizations The Oxford Handbook brings together leading scholars from around the world and from a range of disciplines to provide an authoritative account of current trends and developments The Handbook is divided into four parts Foundations and Frameworks Core Processes and Functions Patterns and Dynamics Measurement and Outcomes Overall it will provide an essential resource for anybody who wants to get to grips with current thinking research and development on HRM

**Japanese Studies from Pre-History to 1990** Richard Perren, 1992 **Japanese Capitalism and Modernity in a Global Era** Peter Matanle, 2003-09-02 First Published in 2004 This book provides an in depth examination of one of the most central and defining aspects of capitalist modernity in contemporary Japan the lifetime employment system It investigates the key themes surrounding the system including the work attitudes and values of Japanese company employees and whether or not Japan is converging on Western forms of capitalist organisation Peter Matanle presents and analyses original documentary data drawn from extensive research within four large Japanese corporations in order to explore these issues from the perspective of both management and employees The findings are then discussed in terms of the development of Japan's capitalism and modernity It will be of interest to researchers of Japanese studies Business studies and Sociology

**Machiavelli's Children** Richard J. Samuels, 2019-06-30 Two late developing nations Japan and Italy similarly obsessed with achieving modernity and with joining the ranks of the great powers have traveled parallel courses with very different national identities In this audacious book about leadership and historical choices Richard J Samuels emphasizes the role of human ingenuity in political change He draws on interviews and archival research in a fascinating series of paired biographies of political and business leaders from Italy and Japan Beginning with the founding of modern nation states after the Meiji Restoration and the Risorgimento Samuels traces the developmental dynamic in both countries through the failure of early liberalism the coming of fascism imperial adventures defeat in wartime and reconstruction as American allies Highlights of Machiavelli's Children include new accounts of the making of postwar Japanese politics using American money and Manchukuo connections and of the collapse of Italian political parties in the Clean Hands Mani Pulite scandal The author

also tells the more recent stories of Umberto Bossi's regional experiment the Lega Nord the different choices made by Italian and Japanese communist party leaders after the collapse of the USSR and the leadership of Silvio Berlusconi and Ishihara Shintaro on the contemporary right in each country      The MIT Encyclopedia of the Japanese Economy Robert C. Hsu,1999

The MIT Encyclopedia of the Japanese Economy was the first English language encyclopedia to cover all major aspects of Japan's postwar economy The second edition has been fully revised and expanded and includes previously unpublished data as well as coverage of recent developments in the economy The definitional entries concisely explain major economic concepts and include translations of Japanese economic terms and cross references to the longer topical essays The 180 topical essays cover banks financial systems major industries corporate groups management practices labor unions international trade and investments government economic policies and more They also include comprehensive statistics American and Japanese views on economic relations between the two countries and suggestions for further reading A new index contains names of major companies      **British Business History, 1720-1994** J. F. Wilson,1995-10-15 This is the first textbook that comprehensively covers the three centuries of British business history from 1720 to the present day Wilson argues that company culture has been the most important component in the evolution of business organisations and management practices The influence of business culture on firms structure sources of finance and the background and training of senior managers is investigated to show its pivotal importance in determining business performance      **Japan Works** John Price,1997 Price probes the paradoxes in postwar labor management relations particularly in the years between 1945 and 1975 Basing his analysis on the history of labor in Mitsui's Miike mine in Kyushu Suzuki Motors in Hamamatsu and Moriguchi City Hall the author questions the common interpretation that industrial relations are based on lifetime jobs seniority based wages and enterprise unions He also asks whether Japanese workers have been genuinely empowered by the developments in recent years      Nordic management in Malaysia Daniel Fleming,1993      The Development of Japanese Business Johannes Hirschmeier,Tusenehiko Yui,2013-11-05 First Published in 2005 This book has been written as an outline history of the development of Japanese business A good deal of literature exists on some aspects and some periods but this is the first attempt to follow the entire course from the Tokugawa period to the present and to analyse the salient features from the vantage point of modernisation A separate section in each chapter deals exclusively with the value problem and the impact of values on business and economic development The Glossary gives an explanation of Japanese terms that are used in the text      **The Origins of Japanese Credentialism** Ikuo Amano,2011 In this English translation of a semi classic study readers have the opportunity to explore the manner in which both credentialism and the various levels of the modern education system have developed in Japan Professor Ikuo Amano the author of extensive works on Japanese education and examination systems takes the reader through a detailed analysis of the process by which education and academic qualifications have become the crucial factors in determining social position Using Japan as a concrete example of an

industrial society thoroughly permeated by credentialism Amano's book makes explicit the relationship between social selection and education and in so doing points the way to why credentialism has come to dominate industrial societies The book also includes a comparative consideration of the development of education qualification and selection mechanisms in both Japan and Europe Series Japanese Society

**Social Inequality in Post-Growth Japan** David Chiavacci, Carola Hommerich, 2016-09-13 In recent decades Japan has changed from a strongly growing economically successful nation regarded as prime example of social equality and inclusion to a nation with a stagnating economy a shrinking population and a very high proportion of elderly people Within this new forms of inequality are emerging and deepening and a new model of Japan as gap society *kakusa shakai* has become common sense These new forms of inequality are complex are caused in different ways by a variety of factors and require deep seated reforms in order to remedy them This book provides a comprehensive overview of inequality in contemporary Japan It examines inequality in labour and employment in welfare and family in education and social mobility in the urban rural divide and concerning immigration ethnic minorities and gender The book also considers the widespread anxiety effect of the fear of inequality and discusses how far these developments in Japan represent a new form of social problem for the wider world

**The Economic and Business History of Occupied Japan** Thomas French, 2017-08-07 The Occupation era 1945-1952 witnessed major change in Japan and the beginnings of its growth from the ashes of defeat towards its status as a developmental model for much of the world The period arguably saw the sowing of the seeds of the post war flowering of what some term the postwar Japanese economic miracle However some scholars dispute this position and argue that the Occupation's policies and impacts actually hindered Japan's recovery This volume addresses this question and others surrounding the business and economic history of this crucial period The chapters presented in *The Economic and Business History of Occupied Japan* are authored by major scholars of the Occupation from the U S Japan and Europe The chapters are divided into three sections Planning reform and recovery Industries under the Occupation and Legacies of the Occupation era Following an introduction focusing on the historiographical background the first section examines zaibatsu dissolution and its significance the role of Japanese businessmen within the Occupation's reforms the crucial impact of Japan's postwar Materials Crisis and the impact of reform at the local level in Hokkaido Part two looks at a number of individual industries and their development during the era including the fishing automotive and cotton spinning industries The final section looks at the human impact of the changes of the initial postwar years including the reintegration of repatriates into the Japanese labour force and the impact of changing working patterns on society and family life This book covers a key period of the economic and business history of Japan and presents numerous new approaches and original contributions to the scholarship of the Occupation era It will be of interest to scholars of modern Japan economic history business history development studies and postwar U S Japan relations

Women and the Labour Market in Japan's Industrialising Economy Janet Hunter, 2004-02-24 During the period of

industrialisation in Japan from the 1870s to the 1930s the textile industry was Japan's largest manufacturing industry and the country's major source of export earnings. It had a predominantly female labour force drawn mainly from the agricultural population. This book examines the institutions of the labour market of this critical industry during this important period for Japanese economic development. Based on extensive original research the book provides a wealth of detail showing amongst other things the complexity of the labour market the interdependence of the agricultural and manufacturing sectors and the importance of gender. It argues that the labour market institutions which developed in this period had a profound effect on the labour market and labour relations in the postwar years.

## **The History Of Labour Management In Japan** Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the power of words has become more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such may be the essence of the book **The History Of Labour Management In Japan**, a literary masterpiece that delves deep in to the significance of words and their effect on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book's key themes, examine its writing style, and analyze its overall affect readers.

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