

# THE CHANGE OF A LIFETIME

*Employment Patterns among  
Japan's Managerial Elite*



John C. Beck and Martha H. Beck

# The Change Of A Lifetime Employment Patterns Among Japans Managerial Elite

**Jean R. Renshaw**



## **The Change Of A Lifetime Employment Patterns Among Japans Managerial Elite:**

**The Change of a Lifetime** John C. & Martha N. Beck,1994-05-01 This book documents the changes in Japanese employment structures behavior patterns and attitudes that indicate that lifetime employment was not an indestructible bastion of Japanese cultural heritage Readable and refreshingly free of jargon Asiaweek *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

**Routledge Handbook of Japanese Business and Management** Parissa Haghirian,2016-01-29 The Routledge Handbook of Japanese Business and Management provides a comprehensive overview of management and business processes and practices in Japanese companies The contributors combine theoretical findings and research results with a practical and contemporary view on how corporations and firms are managed in Japan The handbook is divided into eight sections covering historical perspectives on Japanese management structure and theory of the Japanese firm the corporate environment in Japan the Japanese work environment the Japanese market manufacturing and logistics interaction and communication the future of Japanese management This book is an essential reference resource for students and scholars working on Japanese companies the Japanese market place Japanese consumers or management processes in the Japanese firm The book also provides an interesting and informative read for managers who need to deepen their knowledge on Japanese business processes

**The Right to Life in Japan** Noel Williams,2002-09-11 The Right to Life in Japan is a study that brings new perspectives to bear on an extremely important topic for all those facing the moral dilemmas of such issues as abortion and the death penalty It also helps to fill a gap in life in social science and law studies of contemporary Japan Noel Williams approaches the right to life in Japan from a legal viewpoint via a broad range of issues such as abortion suicide capital punishment and death from overwork Following a discussion of law and rights in Japan from an historical perspective the author examines the question of what life is in contemporary Japan and focuses on problematic areas which have arisen in life issues including infringements of the right to life within the modern company organization and by the state as well as the question of the equality of the right to life

**Conflict and Change** George Olcott,2009-10-29 In the past decade a number of major Japanese companies have come under the control of foreign firms Using a case based approach this book looks at how take overs by foreign companies have changed HR and organisational practices traditionally associated with

Japanese firms      **Institutional Change in Japan** Magnus Blomström, Sumner La Croix, 2006-08-21 Book Cover Half Title Series Title Title Copyright Contents Figures Tables Contributors Series editor s preface Preface Introduction Part I Institutional change in theory and practice 1 Institutional change in Japan 2 Institutional change in Meiji Japan 3 Institutional reform in Japan and Korea Part II Japanese institutions 4 A lost decade for Japanese corporate governance reform 5 Japan s economic and financial stagnation in the 1990s and reluctance to change 6 Japanese lifetime employment 7 The Japanese labor movement and institutional reform      *Kimono in the Boardroom* Jean R. Renshaw, 1999 Japanese women who comprise more than 40% of their country s workforce are essential to the Japanese economy Yet they are not typically thought of as managers at home or abroad Jean Renshaw challenges that perception in this pathbreaking book showing readers where and how an invisible evolution is occurring in Japanese business Traditional norms of lifetime employment the seniority system and the bureaucratic tightly knit nature of Japanese industry all restrict women s entry into management Despite these enormous barriers the number of Japanese women managers has almost doubled in the last ten years In an effort to discover the secrets of their success Renshaw interviewed over 150 successful Japanese women managers She explored family backgrounds personal characteristics socialization professional experiences and corporate cultures This book presents her sometimes surprising discoveries Renshaw completes the picture by surveying the history of Japanese women in management and discussing the even newer phenomenon of Japanese women who own their own businesses An eye opening work for managers of international firms and scholars of business and women s studies *Kimono in the Boardroom* reveals the potential of the rising female managerial class to profoundly change the male dominated culture of modern Japan      *The Reproductive Bargain* Heidi Gottfried, 2015-05-19 *The Reproductive Bargain* reveals the institutional sources of labor insecurities behind Japan s postwar employment system This economic juggernaut s decline cannot be understood without reference to the reproductive bargain The historical terms of the reproductive bargain rests on the establishment of company citizenship in support of a standard employment relationship privileging the male breadwinner in calculations for benefits in exchange for the salarymen working long hours in relatively secure jobs at the enterprise and relying on women s unpaid reproductive labor in the family and increasingly on women s waged work in nonstandard jobs Such institutionalized relationships formerly the engines of growth and stability drag economic expansion and employment security Gendering institutional analysis is a key to deciphering the enigma of Japanese capitalism      *Historical Dictionary of Postwar Japan* William D. Hoover, 2018-12-15 Japan is a mix of the old and the new traditional and modern and old fashion and innovative It has traveled the road to a modern destination without totally losing sight of its traditions and values Although some in Japan lament the passing of old ways Japan has held on to a reasonable amount of its traditions and values This is easier to find in its arts and crafts and its literature and films as well as in its social habits This book will introduce the broad sweep of people events and trends including the successes and failures of postwar Japan This second edition of *Historical Dictionary of*

Postwar Japan contains a chronology an introduction appendixes and an extensive bibliography The dictionary section has over 500 cross referenced entries on important personalities politics economy foreign relations religion and culture This book is an excellent resource for students researchers and anyone wanting to know more about Japan Model Machines Long T. Bui,2022-06-10 A study of the stereotype and representation of Asians as robotic machines through history

**The Embedded Corporation** Sanford M. Jacoby,2018-06-05 Is there one best way to run the modern business corporation What is the appropriate balance between shareholders executives and employees These questions are being vigorously debated as layoffs scandals and restructurings rattle companies around the world The common assumption is that globalization is merging the varieties of corporate capitalism Yet as this book shows corporations in Japan and the United States are responding differently to the pressures unleashed by globalization In *The Embedded Corporation* Sanford Jacoby traces this diversity to national differences in economic history and social norms and paradoxically to global competition itself The book's vantage point for exploring the varieties of capitalism is the human resource departments of large corporations where changes in markets and technology turn into corporate labor policies affecting millions of workers Despite some cross fertilization Japanese and American corporations maintain distinctive approaches to human resource management which has important consequences for how firms compete for corporate governance and even for the level of inequality in Japan and the United States *The Embedded Corporation* is a major contribution to our understanding of comparative management and the relationship between business society and the global economy

**Management and Engineering Innovation** Carolina Machado,J. Paulo Davim,2013-07-02 This book discusses management and engineering innovation with a particular emphasis on human resource management HRM and production engineering In an innovation context the disciplines of management and engineering are linked to promote sustainable development seeking cultural and geographical diversity in the studies of HRM and engineering applications that can have a particular impact on organizational communications change processes and work practices This connection reflects the diversity of societal and infrastructural conditions The authors mainly analyze research on important issues that transcend the boundaries of individual academic subjects and managerial functions They take into account interdisciplinary scholarship and commentaries that challenge the paradigms and assumptions of individual disciplines or functions which are based on conceptual and or empirical literature The book is designed to increase the knowledge and effectiveness of all those involved in management and engineering innovation whether in the profit or not for profit sectors or in the public or private sectors Contents 1 We the Engineers and Them the Managers Teresa Carla Oliveira and Joao Fontes Da Costa 2 Strategic Capabilities for Successful Engagement in Proactive CSR in Small and Medium Enterprises A Resource Based View Approach Nuttaneeya Ann Torugsa and Wayne O Donohue 3 Innovative Management Development in the Automotive Supply Industry A Preliminary Case Study for the Development of an Innovative Approach to Innovation Management Frank E P Dievernich and Kim Oliver Tokarski 4 Innovative Product Design and Development

through Online Customization M Reza Abdi and Vipin Khanna 5 Struggling for Survival and Success Can Brazil's Defense Industry Help Foster Innovation Alex L bo Carlos and Regina Maria de Oliveira Leite 6 Knowledge Management Fostering Innovation Balancing Practices and Enabling Contexts Maria Joao Santos and Raky Wane 7 Institutional Logics Promoting and Inhibiting Innovation Teresa Carla Trigo Oliveira and Stuart Holland 8 HRM in SMEs in Portugal An Innovative Proposal of Characterization Pedro Ribeiro Novo Melo and Carolina Machado About the Authors Carolina Machado has been teaching Human Resource Management since 1989 at the School of Economics and Management University of Minho Portugal becoming Associate Professor in 2004 Her research interests include the fields of Human Resource Management International Human Resource Management Training and Development Management Change and Knowledge Management J Paulo Davim is Aggregate Professor in the Department of Mechanical Engineering at the University of Aveiro Portugal He has more than 25 years of teaching and research experience in production and mechanical engineering

**Japanese Science** Samuel Coleman, 1999-09-09 This ethnographic study of Japan's scientists looks firsthand at career structures and organizational issues that have hampered the advancement of scientists and scientific research in Japan It provides analysis of the problem of career mobility in science the status quo in university and government laboratories relations between scientists and

*Area Bibliography of Japan* Ria Koopmans-de Bruijn, 1998 Provides a general overview of literature relating to Japan and covers a broad range of subject matter from art feminism and linguistics to corporate culture history and medicine Includes books published since 1980 that are related to the geographical area of Japan and to Japanese culture within that area

**Japanese Social Crisis** J. Woronoff, 1997-03-15 Political scandals governmental instability and the poison gas attack in central Tokyo show that Japan is passing through a serious social crisis It affects virtually every social unit family school company political parties religions and the nation And it worries every segment of the population young and old men and women management and labour the elite and the plebe Among other things workers are growing dissatisfied with company life families are undermined by discord and divorce even the ruling Liberal Democratic Party collapsed as did many of its opponents The Japanese are ever harder to lead and the politicians bureaucrats and businessmen who once led them are increasingly ineffective Thus while many reforms are mooted and some are initiated very few are actually implemented Under these conditions the many negative trends cannot be halted let alone reversed and the crisis should worsen

**The Encyclopedia of Contemporary Japanese Culture** Sandra Buckley, 2006-03-07 A Z format Thematic entry list In text cross references and comprehensive index to guide users around the book Suggestions for further reading to aid study

*Japanese Working Class Lives* James Roberson, 2003-09-02 This ethnographic study examines the lives of Japanese workers in small firms and analysis their experiences of working life leisure and education This unique case study of the Shintani Metals Company illustrates the ways in which employees lives extend beyond their work Japanese Working Class Lives provides a valuable alternative view of working life outside the large corporations Roberson

demonstrates that the Japanese working class is more diverse than Western stereotypes of be suited salary men would suggest

**The Japanese Housewife Overseas** Ruth Martin, 2007-11-08 Based on research over a six year period into three age groups of women this important new study offers in depth analysis for the first time of the experience of expatriate Japanese wives living temporarily in the United Kingdom It focuses on the roles of the housewife in the context of the changing status of women in contemporary Japan

**Gambling With Virtue** Nancy R. Rosenberger, 2000-10-01 Gambling with Virtue rings with the voices of women speaking openly about their struggle to be both modern and Japanese in the late twentieth century It brings to the fore the complexity of women s everyday lives as they navigate through home work and community Meanwhile women fashion selves that acknowledge and challenge the social order Nancy Rosenberger gives us their voices and experiences interspersed with introductions to public ideas of the last three decades that contribute significantly to the opportunities and risks women encounter in their journeys Rosenberger uses the stage as a metaphor to demonstrate how everyday life requires Japanese women to be skilled performers She shows how they function on stage in their accepted roles while effecting small but significant changes backstage Over the last thirty years Japanese women have expanded their influence and extended this cultural process of multiple arenas to find compromises between the old virtues of personhood and new ideals for self They conform maneuver and make choices within these multiple stages as they juggle various concerns and desires By the 1990s their personal choices have made a difference calling into question the very nature of these multiple arenas

*The American South in a Global World* James L. Peacock, Harry L. Watson, Carrie R. Matthews, 2006-03-13 Looking beyond broad theories of globalization this volume examines the specific effects of globalizing forces on the southern United States Eighteen essays approach globalization from a variety of perspectives addressing such topics as relations between global and local communities immigration particularly of Latinos and Asians local industry in a time of globalization power and confrontation between rural and urban worlds race ethnicity and organizing for social justice and the assimilation of foreign born professionals From portraits of the political and economic positions of Latinos in Miami and Houston to the effects of mountaintop removal on West Virginia communities these snapshots of globalization across a broad southern ground help redirect the study of the South in response to how the South itself is being reshaped by globalization in the twenty first century Contributors Catherine Brooks Morristown New Jersey David H Ciscel University of Memphis Thaddeus Countway Guldbrandsen University of New Hampshire Carla Jones University of Colorado Boulder Sawa Kurotani University of Redlands Redlands Cal Paul A Levengood Virginia Historical Society Carrie R Matthews University of North Carolina at Chapel Hill Bryan McNeil University of North Carolina at Chapel Hill Marcela Mendoza University of Memphis Donald M Nonini University of Toronto James L Peacock University of North Carolina at Chapel Hill Barbara Ellen Smith University of Memphis Jennie M Smith Berry College Mount Berry Ga Sandy Smith Nonini University of Toronto Ellen Griffith Spears Emory University Gregory Stephens University of West Indies Mona Steve Striffler University of Arkansas

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