



The Japanese Employee

Mitsuharu Miyamoto



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The Japanese Employee Robert J. Ballon, 1969 Collection of articles on labour relations in Japan covers management systems business organization recruitment practices pension schemes wage payment systems labour movements trade unionism wages levels and differentials labour disputes collective bargaining etc Statistical tables

The Japanese Employment System Haruo Shimada, 1980

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The Japanese Employment System Marcus Rebick, 2005-06-02 The stagnation of the Japanese economy and the ageing of Japanese society has led to major changes in the labour market in Japan This comprehensive study looks at how the Japanese employment system is adapting to its new economic environment Using the latest statistical evidence the book focusses on the growing use of part time and other forms of atypical employment relationships and illustrates how this is expressed in several different parts of the labour market Particular attention is given to the changing situation of women the decline of the family enterprise the problems faced by older workers and the poor prospects for recent high school graduates The recent rise in unemployment including hidden unemployment is analysed Relations between management and employees in Japanese corporations are also becoming more individualistic with the introduction of performance related pay and the declining importance of enterprise unions As a result of these changes the future may see rising levels of income inequality The Japanese labour force is declining with the ageing of the population and Japan's ability to cope is examined with special attention given to immigration policy This book will be of interest to anyone interested in what is happening today in Japan and what the possibilities are for the future

Relocating the Japanese Worker Richard Wiltshire, 1995 Two case studies reveal intricate relationships between spatial mobility and the career paths of senior officials within a stable organization the Ministry of Labour and the Nippon Steel Corporation

Gender Inequalities in the Japanese Workplace and Employment Kazuo Yamaguchi, 2019-06-15 The in depth analyses presented in this book have a dual focus 1 Social mechanisms through which the gender wage gap gender inequality in the attainment of managerial positions and gender segregation of occupations are generated in Japan and 2 Assessments of the effects of firms gender egalitarian personnel policies and work life balance promotion policies on the gender wage gap and the firms productivity In addition this work reviews and discusses various economic and sociological theories of gender inequality and gender discrimination and considers their consistencies and inconsistencies with the results of the analysis of Japanese data Furthermore the book critically reviews and discusses the historical development of the Japanese employment system by juxtaposing rational and cultural explanations This book is an English translation by the author of a book he first published in Japanese in 2017 The original Japanese language edition received two major book awards in Japan One was The Nikkei Economic Book Culture Award which is given every year by the Nikkei Newspaper Company and the Japan Economic Research Center to a few best books on economy and society The other was The Showa University's Women's Culture Research Award which is bestowed

annually on a single book of research that promotes gender equality Kazuo Yamaguchi is the Ralph Lewis Professor of Sociology at the University of Chicago *Inside the Japanese Company* Fiona Graham, 2015-12-08 Graham explores the attitudes of Japanese employees towards their work their company and on related issues Based on extensive original research inside a Japanese insurance company C Life which subsequently went bankrupt the book shows that attitudes towards lifetime employment company loyalty and the other characteristics of Japanese working life which are often portrayed in stereotype form in the West are in fact more complicated than is at first apparent *Portraits Of The Japanese Workplace* Andrew Gordon, 2018-02-07 In this groundbreaking volume one of Japan's most insightful contemporary labor analysts assesses the light and shadow of Japanese style management explaining why Japanese employees have stood apart from workers in other industrialized countries Kumazawa brings to life the intense combination of competition and community within Japanese workplaces He highlights dilemmas facing Japanese labor on the shop floor and in the labor movement His discussion ranges from the role of women to issues of quality control and self management Highly critical of the hierarchical and undemocratic nature of Japanese industry he offers a sympathetic view from the inside of the difficulties of surviving in the workplaces of contemporary Japan *The Views of Japanese Employees on Cross-Border M&As* Kai Oliver Thiele, 2018-07-02 Kai Oliver Thiele analyses M&As between companies from different cultures which in general impose unique challenges but also offer invaluable opportunities for all parties Since Japan lags expectations regarding the amount of cross border M&As it is the more important to understand the drivers of successful cross border acquisitions coming into the country However how the employees view on a merger can be successfully managed to leverage the M&As success rate remains yet unanswered By focusing on the employees needs this research seeks to contribute positively to an increase of the cross border M&As success rate Changes in Japanese Employment Practices Arjan Keizer, 2010-01-21 Keizer examines changing employment practices in Japan focusing on the position of the Japanese firm that is confronted with the need to address the changing economic circumstances while also maintaining some fit with the wider set of institutions that govern the Japanese labour market **International Employee Equity Plans** Mary K. Samsa, 2003-01-01 World Law Group Series Volume 4 Although the economic downturns of 2001 and 2002 have threatened to dampen enthusiasm for employee equity participation in business enterprises such plans continue to be offered by employers in nearly all major national jurisdictions The time is ripe in fact to clarify and elucidate the legal complexities of extending such plans across borders to employees working in other countries This is the first book to provide in depth country by country coverage of the national law issues that must be considered by an employer implementing or considering the implementation of a multinational employee equity plan For each of thirty countries International Employee Equity Plans presents a detailed survey of applicable law trends and customs affecting employee participation Each chapter is written by practicing employment lawyers in that particular jurisdiction ensuring that the critical issues potential pitfalls and likely changes are incisively dealt with Among the matters

described and analysed for each country are the following the most advantageous and disadvantageous types of plans relevant securities offering rules all legal compliance steps available exemptions and reliefs and the conditions upon which they are offered the fine line between and informing and and and advising and taxation of employee benefits and other tax rules and the extent to which local courts will recognize foreign law in all pertinent matters The wealth of guidance and information in this book will help many more organisations to follow the lead of those companies that have already achieved remarkable success in this important area of international business Legal practitioners in house counsel human resources executives and others involved in implementing employee equity plans have here a detailed and user friendly handbook covering the most important jurisdictions The World Law Group is a network of independent law firms located in most of the world's major commercial cities Each World Law Group member firm has been selected for its excellent business reputation its depth of commitment to international practice and its ability to assist other member firms in their national dealings For more information please visit <http://www.theworldlawgroup.com>

The Transformation of Japanese Employment Relations J. Imai, 2010-12-14 This book systematically evaluates the impacts of deregulatory reforms on employment relations in Japan especially focusing on the core white collar workers Concentrating on changes in three aspects of employment relations contracts employee mobility and worker effort it examines the process of social negotiation and its results

Employment Discrimination by Japanese-owned Companies in the United States United States. Congress. House. Committee on Government Operations. Employment and Housing Subcommittee, 1992

Japanese Bosses, Chinese Workers Wong Heung Wah Wong, 2014-03-05 Examines the ways in of organising work rank compensation and promotion inside a large Japanese company in Hong Kong and its spiritual training to reveal the socio economic base of managerial control A must for anthropologists and Japanologists

The Japanese Economy David Flath, 2022-05-12 The Japanese Economy 4th Edition is for anyone curious about economics for it is impossible to appreciate economics without vivid examples of its application This book is also for anyone broadly interested in Japan for it is impossible to fully understand Japan without learning what basic economics has to say about it which is much To know Japan or any country for that matter is more than an ability to recite a litany of facts about its history geography institutions and culture Disciplined thinking is needed to organize the disparate facts into a coherent system that can be grasped whole Modern economics is the academic discipline underlying this book The book uses economics and explains it but without presuming the reader has any prior knowledge of it The main object of interest is Japan It starts with Japan's economic history since the late sixteenth century through the twentieth century It then addresses contemporary topics in Japan's economy beginning with ones that require an economy wide perspective economic growth and the business cycle exchange rates and the balance of trade The discussion then moves on to sectors of the economy the public sector industry and trade the financial system the labor market and more The chapters can be read in any order but four threads run through all the chapters and link them Japan's economic growth and development Japan's

integration with the world economy government policies and their effects and peculiar economic institutions and practices

The new Japanese Firm as a Hybrid Organization Mitsuharu Miyamoto, 2018-05-09 This book examines corporate reform in Japan by focusing on corporate governance and the employment system. Contrary to a prevailing assertion of radical change, it is revealed that actual change is gradual and a new type of Japanese firm is generated by reform with gradual change. Throughout the book, Japanese firms are seen to be evolving through gradual institutional change. Chapter 1 discusses how Japanese corporate governance changed incrementally and cumulatively to rebuild management and restore corporate performance. Chapter 2 focuses on reform in work organization and discusses how performance-related pay was introduced in tandem with corporate governance reform. It is shown that the practice of long-term employment has been maintained despite the prolonged depression and mounting pressure to shift to shareholder-oriented corporate governance. Chapter 3 investigates how Japanese firms are diversified into four types based on whether performance-related pay is introduced and whether long-term employment is maintained. The author demonstrates that major Japanese firms reconstruct their organization as hybrid structures based on a combination of long-term employment and performance-related pay. Chapter 4 investigates how performance-related pay actually operates. It is analyzed by distinguishing the three main objectives to be attained by performance pay: succeeding in individual performance, contributing to overall organization performance, and meeting the challenge of new tasks. Finally, Chapter 5 investigates how employees react to changes in corporate governance. Using survey data, the book shows that Japanese employees approve of increasing shareholder value regarding it as corporate value. They not only approve the monitoring of management by shareholders but also demand a part in the monitoring. Employees seek to be engaged in corporate governance, a true challenge for a Japanese corporation.

Handbook of Organizational Change and Innovation Marshall Scott Poole, Andrew H. Van de Ven, 2004-08-26 In a world of organizations that are in constant change, scholars have long sought to understand and explain how they change. This book introduces research methods that are specifically designed to support the development and evaluation of organizational process theories. The authors are a group of highly regarded experts who have been doing collaborative research on change and development for many years.

The Japanese in Colonial Southeast Asia Saya Shiraishi, Takashi Shiraishi, 1993 This collection of essays by Japanese scholars deals with the role played by the Japanese in colonial Southeast Asia, particularly the economic impact of Japan on these nations before and after World War II. The introductory essay provides an overview of the Japanese presence in this region.

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