

to de Dejours¹ sobre "Desejo ou motivação: uma interrogação psicanalítica sobre o trabalho" poderia ter enriquecido a discussão. Ainda assim, faltaria uma discussão que relacionasse a sublimação no trabalho e o próprio exercício da sexualidade.

Parece inevitável que as fantasias, mesmo que não se concretizem, rondem a mente de colegas e que uma atração mais ou menos erotizada esteja presente nas relações de trabalho. Como lidar com elas? Por ser um livro dirigido às empresas, poderia conter algumas sugestões sobre esse assunto. Também duvidosa é a posição do autor de que, com a entrada das mulheres no mercado de trabalho, a organização desse setor tenha se aproximado do modo feminino de se comportar. Apesar disso, ainda que com algumas lacunas, o livro pode auxiliar as pessoas que trabalham a compreender o tema, já que o relacionamento amoroso no trabalho tem sido mais vivido do que estudado.

1. DEJOURS, C. Desejo ou motivação: uma interrogação psicanalítica sobre o trabalho. In: DEJOURS, C., ABDOUCHELI, E. J. C. *Psicodinâmica do trabalho: uma contribuição da escola dejouriana à análise da relação sofrimento-prazer no trabalho*. São Paulo: Atlas, 1994.

THE JAPANESE ENTERPRISE SYSTEM: COMPETITIVE STRATEGIES AND COOPERATIVE STRUCTURES



de W. MARK FRUIN
Oxford: Clarendon Press, 1992, 397p.

por Gilmar Masiero. Pesquisador e Professor da Universidade Estadual de Maringá, PR.

Mark Fruin é professor e diretor do Banco do Canadá, pesquisador do Instituto de Pesquisa e Política da Ásia-Pacífico e também professor e pesquisador da Universidade da Colúmbia Britânica, no Canadá. No início da década de 80 trabalhou dois anos na Harvard Business School com o professor Alfred D. Chandler. Nesses dois anos, Fruin escreveu e publicou pela Harvard University Press, em 1993, *Kikkoman: company, clan and community*.

O professor Chandler diz que o atual livro de Fruin "vai estabelecer o estágio para a discussão do sistema de negócios japonês e das estruturas e estratégias de suas empresas por muitos anos". Chalmers Johnson, outro importante acadêmico americano que estuda o Japão, diz que "este é o melhor livro sobre a estrutura industrial japonesa em qualquer língua".

A observação do professor Johnson certamente está associada ao fato de Fruin ter domínio dos idiomas inglês e japonês. Baseado na produção acadêmica escrita nesses dois idiomas e em muitas entrevistas e documentos das próprias empresas, Mark Fruin escreve oito capítulos sobre a origem e o desenvolvimento das estruturas cooperativas e estratégias competitivas que caracterizam a sociedade industrial japonesa.

Acompanhando o desenvolvimento das duzentas maiores empresas industriais do Japão nos anos focais de 1918, 1930, 1954, 1973 e 1987, o autor escreve: 1. A história e a lógica da interdependência; 2. O ambiente institucional; 3. A invenção do sistema empresarial; 4. A definição do sistema empresarial; 5. O aprimoramento do sistema empresarial; 6. Fábricas focais; 7. Redes entre empresas; 8. Dinâmica e interdependência estruturada. Cada um desses capítulos, elaborados na tradição dos trabalhos sobre a *business history* americana, contém mais de 50 notas que servem para esclarecer determinados pontos e indicar o vasto domínio bibliográfico e jornalístico do autor.

Na apresentação do livro, lê-se que ele foi elaborado fundindo quatro correntes de interpretação da evolução e emergência da liderança de empresas industriais japonesas durante o século XX. Primeiro, fornece um estudo histórico das instituições industriais do Japão moderno. Segundo, identifica as formas básicas de interação econômico-sociais no Japão. Terceiro, estuda o desenvolvimento do sistema de negócios japonês em circunstâncias de rápidas mudanças técnicas e econômicas. Finalmente, mostra a estratégia utilizada pela gerência japonesa para responder e moldar-se a essas mesmas circunstâncias.

Essa quádrupla síntese, continua a apresentação, oferece um modelo de desenvolvimento institucional sob condições de desenvolvimento econômico tardio e iniciativa privada que se situam em algum lugar entre o desenvolvimento capitalista de Estado e a economia de

Japanese Enterprise System Competitive Strategies And Cooperative Structures

W. Mark Fruin



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Enterprise System Mark W. Fruin, 1994 **Cooperative Structures, Competitive Strategies** W. Mark Fruin, 1989

Cooperation, Technology, And Japanese Development Donna L Doane, 2018-02-19 This book discusses a detailed study of the evolution and recent forms of cooperative technological ties in Japan It explores the use of cooperative ties for technological advance during the period of technological catch up specifically within a late development context

Transformation of Japanese Multinational Enterprises and Business Shige Makino, Yasuro Uchida, Tamiko Kasahara, 2024-03-30 The purpose of this book is to highlight how current successful Japanese multinational enterprises MNEs and companies have changed their business or business models in the past three decades Japanese MNEs received a lot of attention from academia and industry during the 1980s and the early 1990s and their factors for success have been compared with those of Western MNEs Unfortunately following the collapse of the bubble economy in the early 1990s international business researchers and practitioners attention has turned away from Japan and its MNEs to emerging markets notably the rapidly growing China Japanese MNEs have faced the mature domestic economy and also have had to overcome many new challenges in the twenty first century such as rapid aging depopulation and response to new technologies Japanese MNEs and companies today are being forced to respond to new business environments never seen in the past The prerequisites for business activities have significantly changed from those of former Japanese companies and their management practices Even in such a difficult situation however many Japanese MNEs and emerging companies have achieved steady growth and have succeeded by changing their business models This book provides the reader with new directions for research and lessons by analyzing the challenges of Japanese multinational enterprises and emerging companies The redirection of attention is expected to have a positive impact on the field of international business study and practice *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

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contemporary questions the editors of the sociological quarterly *Work and Occupations* assembled *Working in Restructured Workplaces* It addresses contradictory influences in contemporary workplace restructuring its impact on workers lives and the direction and nature of future changes in the workplace This authentic collection of sociological thought and research consists of previous works in *Work and Occupations* and some commissioned specifically for this book to focus on the nature causes and consequences of workplace restructuring The editors introduce a new concept of workplace restructuring to broaden your perspective and then assess implications for workers and their lives The chapters address four major themes Reconfiguring workplace status hierarchies Casualization of employment relationships Restructuring and worker marginalization Comparative labor responses to global restructuring The last two chapters chart new research agendas on the boundaries and durability of workplace restructuring

The Rise of the Japanese Specialist Manufacturer Ferguson Evans, 2008-09-30 Specialist manufacturers have existed in Japan from even before the start of industrialization in the late nineteenth century Proliferating since but remaining steadfastly lean many of them can be categorized as leading medium sized enterprises This book looks at how they are globalizing and assuming a role as East Asian specialists

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History of Soybeans and Soyfoods in Japan, and in Japanese Cookbooks and Restaurants outside Japan (701 CE to 2014) William Shurtleff, Akiko Aoyagi, 2014-02-19 The world s most comprehensive well documented and well illustrated book on this subject with 445 photographs and illustrations Plus an extensive index

Assembling Work Tony Elger, Chris Smith, 2005-04-07 Japanese manufacturing firms established in Britain have often been portrayed as carriers of Japanese corporate best practice for work and employment In this book the authors challenge these views through case study research undertaken at several Japanese manufacturing plants in Britain during the 1990s The authors argue that in actual fact production and employment regimes are adapted and re made in a number of ways responding to specific

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Technology, Organization, and Competitiveness Giovanni Dosi, David J. Teece, Josef Chytrý, 1998 The determinants of a firm's innovative capacity are rooted in organizational design incentives human resources internal culture and external linkages Profiting from innovation is always a challenge and licensing is one of many options

Knowledge Works W. Mark Fruin, 1997-06-19 This book describes why for the past twenty five years Japanese productivity has been growing more rapidly than productivity in the U S Unlike other books on the subject of the Japanese success in manufacturing it looks at what actually happens in factories The author brings his experience of working at the Yanagicho Works of the Toshiba Corporation in Kawasaki City Like so many Japanese factories this one is highly productive efficient and flexible While the factory is ordinary looking on the outside its workers are anything but ordinary as they constantly strive to improve the way they work and the quality of the products they produce The key to this is the continuous creation and application of knowledge throughout the factory from workers on the shop floor to research and development engineers to top management Fruin explains how Japanese culture and religion prepare workers for their role in this process of creating and disseminating knowledge

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