



# Japanese Labour and Management in Transition

*diversity, flexibility  
and participation*

EDITED BY MARI SAKO  
AND HIROKI SATO



# Japanese Management And Labour In Transition Diversity Flexibility And Participation

**Magnus Blomström, Byron  
Gangnes, Sumner La Croix**



## **Japanese Management And Labour In Transition Diversity Flexibility And Participation:**

Japanese Labour and Management in Transition Mari Sako, Hiroki Satō, 1997 This compilation of up to date research by leading Japanese scholars explores the changing face of Japanese industrial relations      Japan at the Millennium David W. Edgington, 2003 Japan today is at an important historical juncture Buffeted in recent years by rapid economic social and political change yet still very much steeped in custom and history the nation has become an amalgam of the traditional and the modern As a result the country has become increasingly difficult to categorize How are we to represent today s Japan effectively and fairly predict its future This critical multi disciplinary collection explores the convergence of past and future in contemporary Japan Contributors comment on a wide range of economic socio cultural and political trends such as the mobilization of Japanese labour the burgeoning Ainu identity movement and the shifting place of the modern woman and conclude that despite the rapid changes many of the traditional facets of Japanese society have remained intact institutional change they assert is unlikely to occur quickly and Japan must find alternate ways to adjust to twenty first century pressures of global competition and interdependence A pleasure to read this broad volume will be welcomed by upper level undergraduates graduates and specialists in Japanese studies      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      *International Handbook on Education Development in the Asia-Pacific* Wing On Lee, Phillip Brown, A. Lin Goodwin, Andy Green, 2023-11-20 The Springer International Handbook of Educational Development in Asia Pacific breaks new ground with a comprehensive fine grained and diverse perspective on research and education development throughout the Asia Pacific region In 13 sections and 127 chapters the Handbook delves into a wide spectrum of contemporary topics including educational equity and quality language education learning and human development workplace learning teacher education and professionalization higher education organisations citizenship and moral education and high performing education systems The Handbook is grounded in specific Asia Pacific contexts and scholarly traditions using unique country specific narratives for example Vietnam and Melanesia and socio cultural investigations through lenses such as language identity or colonisation while offering parallel academic discourse and analyses framed by broader policy commentary from around the world      **The Japanese Employment System** Haruo Shimada, 1980      Japan in the 1990s Vereinigung für Sozialwissenschaftliche Japanforschung.

Jahrestagung,2004 The 1990s in Japan have been a period of far reaching changes in Japanese society which have not come to an end yet These developments demand a reexamination of our accumulated knowledge of Japan This volume looks at them from different perspectives the contributions deal with issues from the fields of economy education political and social science The volume is a collection of papers from the 2002 meeting of the German Association of Social Scientific Research of Japan VSJF at Halle Wittenberg University      **Corporate Governance and Sustainable Prosperity** W. Lazonick,M.

O'Sullivan,2001-11-14 How can we explain the persistent worsening of the income distribution in the United States in the 1980s and 1990s What are the prospects for the re emergence of sustainable prosperity in the US economy over the next generation Situating these questions within a wider context through historical analysis and comparisons with Germany and Japan this book focuses on the microeconomics of corporate investment behaviour and the macroeconomics of household saving behaviour Specifically the contributors analyze how the combined pressures of excessive corporate growth international competition and intergenerational dependence have influenced corporate investment over the past two decades They also offer a perspective on how corporate investment in skill bases can support sustainable prosperity with studies drawn from the machine tool aircraft engine and medical equipment industries      **Narrative Management in Corporate**

**Japan** Chie Yorozu,2015-11-19 Scandals and failures in some of the best known international Japanese owned companies have shown that there is sometimes a considerable difference between the public and internal narratives of Japanese firms This book explores the extent to which Japanese firms public claims reflect wider reality Exploring how and why corporate narrative management is accepted or rejected by external and internal audiences in Japan the book clarifies what narrative management means for Japanese organizations It argues that the role of narrative management has become much more prevalent in Japan in recent years but that it does not serve quite the same role as it does in the Western environments where the theory and practice first emerged The author presents interview based case studies within four very different large Japanese organisations all of which have deployed and loudly announced new restructuring plans based largely on Western models of corporate best practice The book aims to describe and account for these Japanese corporate narratives and asks what they are why they are deployed and who believes in them As the first narrative related work in the Japanese context this volume provides an insight into the development of Japanese narrative management It will appeal to students and scholars of Japanese Business International Business and Organizational Studies      Making Globalization Work for Women Valentine M.

Moghadam,Suzanne Franzway,Mary Margaret Fonow,2011-11-28 Explores the potential for trade unions to defend the socioeconomic rights of women      The SAGE Handbook of Modern Japanese Studies James D Babb,2014-12-15 A welcome addition to any reading list for those interested in contemporary Japanese society Roger Goodman Nissan Professor of Modern Japanese Society University of Oxford I know no better book for an accessible and up to date introduction to this complex subject than The SAGE Handbook of Modern Japan Studies Hiroko Takeda Associate Professor Organization for

Global Japanese Studies University of Tokyo Pioneering and nuanced in analysis yet highly accessible and engaging in style Yoshio Sugimoto Emeritus Professor La Trobe University The SAGE Handbook of Modern Japanese Studies includes outstanding contributions from a diverse group of leading academics from across the globe This volume is designed to serve as a major interdisciplinary reference work and a seminal text both rigorous and accessible to assist students and scholars in understanding one of the major nations of the world James D Babb is a Senior Lecturer in the School of Geography Politics and Sociology at Newcastle University      **The New Structure of Labor Relations** Harry C. Katz, Wonduck Lee, Joohee Lee, 2018-07-05 Tripartism the national level interaction among representatives of labor management and government occurs infrequently in the United States Based on the U S experience then such interactions might seem irrelevant to economic performance and policymaking The essays in this volume reveal the falsity of that assumption Contributors from eight industrialized countries Australia Germany Ireland Italy Japan Korea the Netherlands and the United States examine the changing nature of labor management relations with a particular focus on the role of tripartism and the decentralization of collective bargaining Although nonexistent in the United States and on the decline in Japan and Australia tripartism flourishes in Germany Ireland and the Netherlands expanding beyond traditional corporatist partners to include women s organizations senior citizens and other representatives of civic society The vibrancy of the coordinating mechanisms that help shape employment conditions and labor policy contradicts the traditional belief that an overpowering unilateral decentralizing shift is underway in labor management interactions The contributors show that these mechanisms are in fact increasing in the face of intensified pressures promoting greater flexibility in work organization and working time

*Reconfiguring Institutions Across Time and Space* D. Galvan, R. Sil, 2007-03-19 This book examines how novel institutional forms emerge when actors creatively reinterpret and reconfigure imported or imposed institutional models using case studies from East Asia the Middle East Africa and Latin America      **Japan's New Economy** Magnus Blomström, Byron Gangnes, Sumner La Croix, 2001-01-25 Japan s economy stumbled in the 1990s After four decades of rapid growth that transformed Japan into a wealthy country at the world s technological frontier the last decade brought prolonged economic stagnation The rapid run up in asset prices in the late 1980s followed by their collapse in the early 1990s left a debt overhang that paralyzed the banking sector Policy reforms were initially half hearted and businesses were slow to restructure as the global economy changed The lagging economy has seemed impervious to aggressive fiscal stimulus measures and is still plagued by ongoing price deflation Japan s struggle has called into question the ability of the country s economic institutions originally designed to support factor accumulation and rapid development to adapt to the new economic environment of the 21st century Yet Japan s economy is already changing Driven by an aging population rapid technological change and increasing global competition the country s public and private institutions are being slowly reshaped This volume explores the forces that will drive structural and institutional change in three areas over the next decade the macroeconomy the

organization of industry and the global economic and political environment Economists demographers and Japan specialists examine key aspects of the economy that will be transformed in coming years including population and savings the public pension system labor markets financial reforms deregulation of service industries productivity performance foreign investment trade and the impact of an emerging China The volume fills an important gap in the existing economic literature While much has been written about Japan s pre 1990s institutions and economic performance this volume is unique in its forward looking orientation trying to understand not only the institutional and structural changes that have already reshaped Japan in the 1990s but to identify the critical trends and institutional changes that will mould Japan s new economy over the next decade Japanese Capitalism in Crisis Robert Boyer,Toshio Yamada,2000-04-13 This book is invaluable for students and researchers studying the economies of Japan and other East Asian countries as well as all those interested in patterns of boom and recession worldwide

**The Oxford Handbook of Conflict Management in Organizations** William K. Roche,Paul Teague,Alexander J. S. Colvin,2014-07-03 New ways of managing conflict are increasingly important features of work and employment in organizations In the book the world s leading scholars in the field examine a range of innovative alternative dispute resolution ADR practices drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy Developments in the management of individual and collective conflict at work are addressed as are innovations in both unionized and non union organizations and in the private and public sectors New practices for managing conflict in organizations are set in the context of trends in workplace conflict and perspectives on how conflict should be understood and addressed Part 1 examines the changing context of conflict management by addressing the main frameworks for understanding conflict management the trend in conflict at work developments in employment rights and the influence of HRM on conflict management Part 2 covers the main approaches to conflict management in organizations addressing both conventional and alternative approaches to conflict resolution Conventional grievance handling and third party processes in conflict resolution are examined as well as the main ADR practices including conflict management in non union firms the role of the organizational ombudsman mediation interest based bargaining line and supervisory management and the concept of conflict management systems Part 3 presents case studies of exemplars and innovators in the field covering mediation in the US postal service interest based bargaining at Kaiser Permanente med arb in the New Zealand Police and judicial mediation in UK employment tribunals Part 4 covers international developments in conflict management in Germany Japan The United States Australia New Zealand the United Kingdom and China This Handbook gives a comprehensive overview of this growing field which has seen an huge increase in programmes of study in university business and law schools and in executive education programmes

**The Changing Face of Japanese Retail** Louella Matsunaga,2012-09-10 This book examines employment structure working practice and recruitment strategies in Japanese retail in the 1990s through a case study of one large chain store Issues

focused on include gender in the workplace changing notions of corporate community and the impact of Japan's recent recession In particular the research presented here challenges the view of part time female staff as peripheral to the workforce and asks whether a rethink of the Japanese employment system is now overdue Routledge Handbook of Contemporary Japan Hiroko Takeda, Mark Williams, 2020-09-21 The Routledge Handbook of Contemporary Japan presents a synthesized interdisciplinary study of contemporary Japan based on up to date theoretical models designed to provide readers with a comprehensive and full understanding of the dynamics of contemporary Japan In order to achieve this the Handbook is organized into two parts Part I Foundations clarifies the state of contemporary Japan topic by topic by referring to the latest theoretical developments in the relevant disciplinary fields of politics international relations economy society culture and the personal Part II Issues then offers a series of concrete analyses building upon the theoretical discussions introduced in Part I to help undergraduate and postgraduate students learn how to conduct independent analysis Locating Japan in a comparative and interdisciplinary perspective this Handbook is an essential resource for students and scholars interested in Japanese studies Asian studies and global studies *The Dynamics of Asian Labour Markets* John Benson, Ying Zhu, 2011-03-02 Asia has undergone rapid economic transformation over the past two decades Despite its constant economic growth the 1997-98 Asian financial crisis and the resulting surge in unemployment highlighted the vulnerability of national systems that base development solely on economic growth This book fills a major research gap by exploring the nature dynamics and functioning of Asian labour markets in eight major Asian economies including Japan South Korea Hong Kong Singapore China Vietnam India and Malaysia It examines the type of labour markets that exist in Asia how they have responded to globalisation and how flexible they are to changing social and economic conditions The book analyses how the current transformation has impacted on the key parties such as employers employees trade unions governments organisations and society as a whole and considers the likely future trends and developments in Asian labour markets

*Key Texts for Japanese Sociology* Hideo Nakazawa, 2024-12-18 Though rich diverse unique and engaging Japan's sociological outputs have been internationally underrepresented In its thoughtful translation and curation of key Japanese sociological texts this book redresses this imbalance and treads exciting new ground Comprising 17 chapters spanning 7 decades this text introduces you to fundamental themes from classical studies in post war Japan to contemporary sociological issues like migration politics social mobility and gender based violence *Key Texts for Japanese Sociology* is an original much needed resource empowering a foundational confident understanding of the national regional and local traditions of Japanese sociology from the latter half of the last century to today *Culture and Management in Asia* Malcolm Warner, 2014-03-05 Local culture has long been recognised as a critically important factor in shaping management styles in different Asian countries This book provides a comprehensive overview of culture and management in major East and Southeast Asian economies Each chapter provides a survey of the country's history culture and economy going on to examine management in

the country together with management education and how management is currently changing The book will provide an invaluable introduction for students of international management for those studying management within East and Southeast Asia and for businessmen trading with the region



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