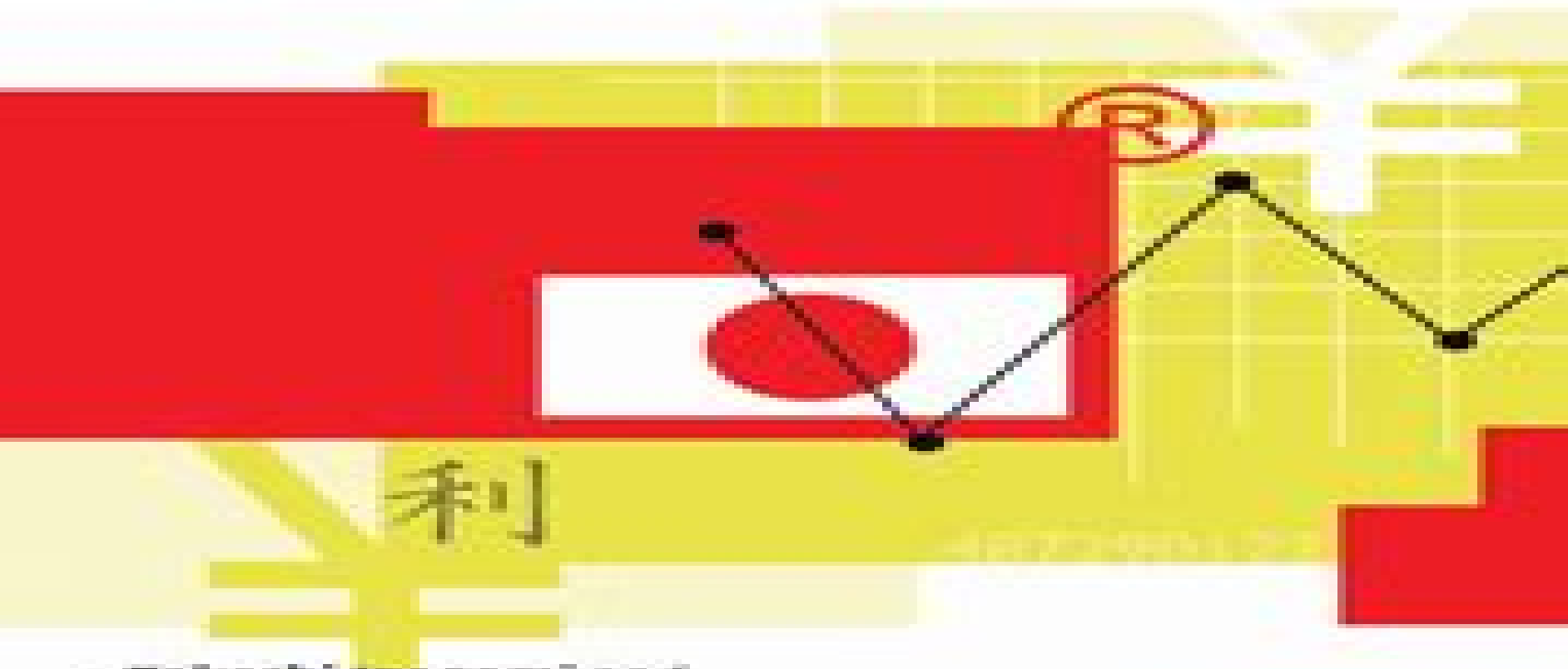


The New Community Firm

Employment, Governance
and Management Reform in Japan



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Japanese Management in Change Norio Kambayashi, 2014-09-18 Following the burst of the economic bubble in the 1990s many Japanese companies were required to reform their management systems Changes in corporate governance were widely discussed during that decade in studies on Japanese management These discussions have resulted in little progress however since Americanization became the dominant discourse concerning governance and the management system There have been few studies conducted from an academic point of view on the internal aspects of organizations that practice traditional Japanese management theory This book examines how and the degree to which the development of market principles accompanying the advances of globalization has affected the traditional Japanese system It focuses on four aspects of corporate management management institutions strategy organization and human resource management The aggregation of the new management system in Japanese companies is regarded as a distinctive Japanese style system of management With emphasis on these four aspects research was conducted on the basic structure of that system following changes in the market technology and society Further specific functions of the basic structure of the Japanese style management system were studied Those findings are included here along with a discussion and analysis of the direction of future changes Too Few Women at the Top Kumiko Nemoto, 2016-08-03 The number of women in positions of power and authority in Japanese companies has remained small despite the increase in the number of educated women and the passage of legislation on gender equality In *Too Few Women at the Top* Kumiko Nemoto draws on theoretical insights regarding Japan's coordinated capitalism and institutional stasis to challenge claims that the surge in women's education and employment will logically lead to the decline of gender inequality and eventually improve women's status in the Japanese workplace Nemoto's interviews with diverse groups of workers at three Japanese financial companies and two cosmetics companies in Tokyo reveal the persistence of vertical sex segregation as a cost saving measure by Japanese companies Women's advancement is impeded by customs including seniority pay and promotion track based hiring of women long working hours and the absence of women leaders Nemoto contends that an improvement in gender equality in the corporate system will require that Japan fundamentally depart from its postwar methods of business management Only when the static labor market is revitalized through adoption of new systems of cost savings employee hiring and rewards will Japanese women advance in their chosen professions Comparison with the situation in the United States makes the author's analysis of the Japanese case relevant for understanding the dynamics of the glass ceiling in U.S. workplaces as well *Code of Federal Regulations*, 1995 **The Code of Federal Regulations of the United States of America**, 2002 The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government **Economic Conversion** United States. Congressional Budget Office, 1980 **Japan's Open Future** John Haffner, Tomas Casas i Klett, Jean-Pierre Lehmann, 2009-03-01 In the fast changing modern world where does Japan fit in

and how should it relate to the United States and China Three foreign commentators make a provocative and persuasive argument that the time has come for Japan to help build a stronger Asian community and to become an engaged and conscientious global citizen

Multinational Companies from Japan Robert Fitzgerald, Chris Rowley, 2017-10-02 Since the bursting of Japan's bubble economy from 1990 onwards its multinational companies MNCs have faced new competitive challenges and questions about the management practices on which they had built their initial success in global markets Japanese engagement in the international economy has undergone a number of phases Historically Japanese MNCs learnt from foreign companies frequently through strategic alliances After the post war economic miracle Japanese manufacturers in particular converted themselves into MNCs transferred their home grown capabilities to overseas subsidiaries and made an impact on the world economy But the period after 1990 marked declining Japanese competitiveness and asked questions about the ability of Japanese MNCs to be more responsive and global in their strategies organization and capabilities It has been argued that the established management practices of Japanese MNCs inhibited adaptation to recent demands of global competition This volume presents new case evidence on how Japanese MNCs have responded to the new challenges of the global market place and it provides examples of how they have transformed strategies and competitive capabilities This book was originally published as a special issue of *Asia Pacific Business Review*

Federal Register, 1980

The Changing Nature of Corporate Social Responsibility Renginee Pillay, 2015-02-20 Corporate Social Responsibility CSR has increasingly been promoted as an important mechanism for furthering economic and social development goals in developing countries In such an optimistic climate questions arise as to whether CSR can bear the weight of the increasing expectations being heaped on its shoulders This book examines the changing nature of corporate social responsibility as it has been conceived over the past eighty years It considers the historical and socio legal developments of the idea of CSR and the various conceptions of the corporation which underlie different realisations of CSR The book explores the model of CSR deployed in the developing world as well as the links between CSR and development Renginee Pillay uses Mauritius as a case study demonstrating how CSR and corporate governance issues have come to the fore of political financial and legal landscapes Drawing on empirical research the book examines how the first legislation of its kind has been implemented in Mauritius and analyses its impact on development In its work to evaluate the contribution CSR can make to development this book will be of great use and interest to students and researchers of business and company law business ethics and development studies

Recovering from Success D. Hugh Whittaker, Robert E. Cole, 2006-08-17 This title includes the following features

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