



Japanese HR Management 101:
Understanding the *Japanese Way* of People Management
Jun Kabigting, JHRS Chief Community Officer
and Managing Director, HR Central K.K.

II. Japanese vs Western HR Management

HR Practices	JAPAN	WEST
Nature of employment	Long-term (if not lifetime) employment Paternal approach Strong long term talent pipeline	Employment-at-will Individual responsibility Short to mid-term talent pipeline
Compensation	Pay-for-age/experience (seniority-based)	Pay-for-performance (value-based)
Training	Company responsibility Generalist-focus	Personal responsibility Specialist-focus
Union relationship	Cooperative Passive	Confrontational Aggressive

11th Annual Asian Shared Services & Outsourcing for HR Conference, 22-23 March 2010, Amara Hotel, Singapore

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Making It In Management The Japanese Way

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