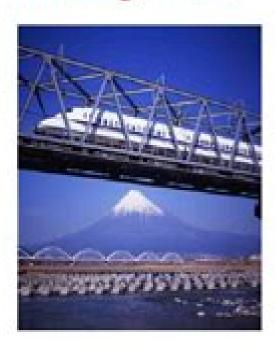


Japanese HR Management 101: Understanding the Japanese Way of People Management Jun Kabigting, JHRS Chief Community Officer and Managing Director, HR Central K.K.

I. The 4 Pillars of Japanese HR Management

- A) Long-term employment (終身雇用)
- B) Seniority-based promotion & compensation (年功序列)
- C)Company-driven employee training programs (人材育成)
- D)Trade/Labor unionism (企業別労働組合)



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The 8th Annual Asian Shares Services & Outsourcing for HR Conference, 22-25 March 2010, Amara Hotel, Singapore

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Making It In Management The Japanese Way

S Ashworth

Making It In Management The Japanese Way:

Making it in Management, the Japanese Way Raymond Dreyfack, 1982 **How to Make Japanese Management** Methods Work in the West Kazuo Murata, Alan Harrison, 1995 This accessible account describes what happened when Yuasa Battery of Osaka Japan chose the Welsh valley of Ebbw Vale for their latest manufacturing operation Kazuo Murata adapted the essence of the Japanese business culture and work ethic into the new environment leading to a Queen's Award Japanese-Style Management Transferred K Fukuda, 2010-10-18 Japan s rapid rise to for Export within four years economic super power status has led to a worldwide interest in and attempts to emulate Japanese management practices This book based on extensive original research considers both the opportunities and problems of the transfer of Japanese management practices to other areas in East Asia It remains one of the few books of its kind as other books on Japanese management have concentrated on its transferability to the West Because many Japanese subsidiaries have been established longer in East Asia than elsewhere and the local work forces have become accustomed to Japanese management practices when transferred elsewhere have become apparent in a way they have not where Japanese management practices are much Management Accounting A. Nishimura, 2003-01-10 This book examines present management accounting issues in the light of Japanese experiences. This is particularly important in the study of management accounting since Japanese management not only learnt from the West but also grew out of it The book describes the importance and meaning of feed forward management accounting compares Asian and Japanese management accounting with the Western approach and examines the philosophy behind them It ends by looking into the future of management accounting science Management Arthur M. Whitehill, 2022-06-30 First published in 1991 Japanese Management succeeds in filling a major gap by providing a thorough account of the evolution and day to day practices of management within the Japanese firm The 14 chapters not only build the historical framework and modern cultural economic and social setting but also effectively deal with the process of management The final two chapters address some future challenges facing Japanese firms as they operate in the global business environment This comprehensive book is a must read for students of business management

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negation This study is unique because it is a longitudinal analysis that covers 35 years it uses firsthand information from managers in major Japanese corporations and by involving several of these managers in the research process the views of Human Resource Management in Japan Norio Kambayashi,2025-09-21 This actual practitioners are made available textbook provides an introductory level description of the history and current status of human resource management HRM in Japanese companies and its potential for future development. The book facilitates the learning of the basic mechanisms of organizational behavior work management in organizations and HRM systems in Japanese companies including employment management human resource development evaluation promotion wages and benefits and labor management relations In addition the book makes available information on contemporary issues facing Japanese companies such as globalization diversity management and management of the work life balance In general the book offers an easy to understand explanation of how and why the HRM systems of Japanese companies differ from those in other Asian countries the USA and Europe Readers will see that the communal HRM systems in Japanese companies is in the process of being transformed into a market basedsystem as the momentum of global capitalism gradually permeates Japanese society In addition they will learn how Japanese companies are seeking to gain competitive advantage under the advance of globalization on the basis of human Marketing in the 21st Century: Concepts, Challenges and Imperatives Henry Kyambalesa, 2017-11-01 resources This title was first published in 2000 Designed to explore the emerging challenges for marketing executives and their organizations as well as to survey the viable strategies for meeting these challenges The book updates marketing concepts terminologies and practices dictated by changes in social economic competitive and technological conditions Additionally the role governments need to play in order to create an enabling environment in which business institutions can provide goods and services at reasonable costs and prices is clearly spelt out The Changing Face of Japanese Management Keith Jackson, Miyuki Tomioka, 2004 The practice and perceptions of Japanese management are undergoing fundamental change This book sets out to identify the essential currents of change and explain how and why these impinge on the experience of Encyclopedia of Japanese Business and Management Allan Bird, 2005-10-18 The Encyclopedia of managers in Japan Japanese Business and Management is the definitive reference source for the exploration of Japanese business and management Reflecting the multidisciplinary nature of this field the Encyclopedia consolidates and contextualises the leading research and knowledge about the Japanese business system and Japanese management thought and practice It will be welcomed by scholar and student alike as an essential resource for teaching an invaluable companion to independent study and a solid starting point for wider exploration Management Challenges for Africa in the Twenty-First Century Felix M. Edoho, 2000-12-30 Edoho and his contributors examine the management challenges facing African governments and businesses on the eve of a new millennium As the authors make clear Africa's future is defined by how Africa does in the 21st century For Africa a major challenge is how to effectively and efficiently manage its vast wealth Africa is not poor because it

is poor it is poor because it cannot manage its development process The shortages of managerial knowledge skills and talents are pervasive Consequently the region lacks the ability to organize production and run operations effectively and efficiently The task of developing managerial manpower in Africa is not only imperative it is urgent After outlining theoretical and applied perspectives on management the volume examines the public and private sector planning and management It then explores the globalization of management technology provides case studies of African management dilemmas looks at management ethics and morality and concludes with an analysis of the role of management in African national development As the authors make clear abundant resources will not of themselves usher in an African economic renaissance Africa needs skills to identify and analyze its resources to undertake investment and to establish and run all kinds of organizations Until Africa develops its indigenous managerial talents development will continue to be elusive and the process traumatizing An important resource for scholars students and policy makers involved with African economic development International Business Brian Toyne, Douglas William Nigh, 1999 SCOTT copy 1 From the John Holmes Library collection The Keys to **Success in Management** Henry Kyambalesa, 2019-01-04 First published in 1998 this volume is designed to explore the requisite knowledge skills and drive which both prospective and practising managers need to possess in order to discharge the duties of the managerial job in an effective manner as well as contribute meaningfully to the long term success and survival of their organisations In other words the book is an exposition of the dos and don ts and the nuts and bolts of the managerial world To make the book more useful to the reader management theory and practice are simultaneously discussed and a glossary of important management terms and concepts used in the text is provided toward the end of the book

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