

MODERN JAPANESE ORGANIZATION AND DECISION- MAKING



Edited by

EZRA F. VOGEL

Modern Japanese Organization Decision

Ezra F. Vogel



Modern Japanese Organization Decision:

Modern Japanese Organization and Decision-making Ezra F. Vogel, 1975-01-01
Decision-making Ezra F. Vogel, Joint Committee on Japanese Studies, 1975-01-01
Modern Japanese Organization and Decision-Making Ezra F. Vogel, 2023-11-10 This book constitutes the first attempt of its kind to probe the major features of modern Japanese organization that have played such a critical role in Japan's extraordinarily rapid economic development. The contributors include prominent academic business consultants such as Peter Drucker of the United States and Kazuo Noda of Japan, Japanese government officials such as Yoshihisa Ojimi, former Administrative Vice Minister of the Ministry of International Trade and Industry, and Taishiro Shirai, a member of the Central Labor Relations Commission, as well as outstanding Western experts on modern Japanese organization. The essays deal not only with Japanese government and business but also with the structures of a newspaper and a university and with the role of Japanese intellectuals in modern organization. The portrait of Japanese organization that emerges is much more dynamic and volatile than has been generally supposed. One finds business and government managers creatively using so-called traditional practices in novel ways and undertaking bold departures to achieve new purposes. The findings contradict the view that decision stems from below. Not only do executives have an important role in initiating action but lower-level officials function within a context defined by their superiors. Far greater tensions and conflict exist within organizations than is commonly reported by outsiders, especially in institutions like the university where conflicts often paralyze the decision-making process. Similarly, there is far greater divergence of interest among different sectors of society than one might infer from the stereotypical view of Japan Inc. And since the high level of consensus supporting the fundamental commitment to economic growth is now weakening, increasing divergence may be anticipated in the future. This title is part of UC Press's Voices Revived program, which commemorates University of California Press's mission to seek out and cultivate the brightest minds and give them voice, reach, and impact. Drawing on a backlist dating to 1893, Voices Revived makes high-quality peer-reviewed scholarship accessible once again using print-on-demand technology. This title was originally published in 1975.

Modern Japanese Organization and Decision-making Ezra F. Vogel, Joint Committee on Japanese Studies, 1975-01-01
Collective Decision Making in Rural Japan Robert Marshall, 2020-06-01 This study is a result of three continuous years of fieldwork in a hamlet in rural Japan. The data presented and analyzed here consist of records from participant observation, formal and informal interviews, casual conversation, and formal questionnaires and public and private documents. The subject of this research is group decision making, and the results of this process are after all a matter of public record. The major conclusions of this study are outlined in their simplest and most straightforward form. A hamlet is fundamentally a nexus for the organization of productive exchange among member households, the form of exchange through which two or more parties actively combine their resources to produce something of value not available or as cheaply available to any of them separately. Defection from

productive exchange agreements by hamlet members is reduced by making access to future valuable transactions and corporate property contingent upon the integrity of each current exchange transaction This method of combining a common interest in production with contingent access to productive resources is termed mutual investment and is the major source of consensus in hamlet decision making When only cooperate resources are at issue decisions regularly result in unanimity When a course of action can be implemented only if hamlet members relinquish control over individually held resources a division will emerge among the membership Whether or not a formal vote is taken the distribution of differing opinion will be known through more informal means of communication In all cases of division by the time the course of action to be implemented is formally announced the minority in opposition will be extremely small The question then must be resolved whether those in the minority will participate in the implementation or resign as hamlet members This book is written with two rather disparate audiences in mind readers interested primarily in exchange and decision making phenomenon on the one hand and readers interested primarily in the unity of experience represented by the Japanese sensibility on the other

How Japan Innovates Leonard L Lynn, 2019-09-17 The speed with which the Japanese have adopted new industrial technology has been a major factor in their economic success raising the question of how they have been able to carry out technological change so quickly and so smoothly often outstripping their U S competitors How Japan Innovates examines this question in depth by comparing t *Introducing Modern Japan*, 1992 Contains transcripts of lectures given at the Japan Information Culture Center Embassy of Japan Washington D C *International Human Resource Management in Japanese Firms* T. Keeley, 2001-09-25 This book examines possibly the greatest challenge facing Japanese multinationals as they continue to expand their foreign direct investment how to integrate local managers into the management process of overseas subsidiaries as well as in that of the parent companies themselves In the majority of Japanese subsidiaries management control has remained in the hands of Japanese managers at extremely high cost but now Japanese firms are being forced to consider integrating local nationals into the management process of their companies a process which may yield significant competitive advantage *Japan's Administrative Elite* B. C. Koh, 2023-11-10 A major player in Japanese society is its government bureaucracy Neither Japan s phenomenal track record in the world marketplace nor its remarkable success in managing its domestic affairs can be understood without insight into how its government bureaucracy works how its elite administrators are recruited socialized and promoted how they interact among themselves and with other principal players in Japan notably politicians how they are rewarded and what happens to them when they retire at a relatively young age Yet despite its pivotal importance there is no comprehensive and up to date study of Japan s administrative elite in the English language This book seeks to fill that gap Koh examines patterns of continuity and change identifies similarities and differences between Japan and four other industrialized democracies the United States Britain France and Germany and assesses the implications of the Japanese model of public management Though many features of Japanese bureaucracy are

found in the Western democracies the degree to which they manifest themselves in Japan appears to be unsurpassed Koh shows that the Japanese model of public management contains both strengths and weaknesses For example the price Japan pays for the high caliber of its administrative elite is the stifling rigidity of a multiple track system a system with second class citizens and demoralized non career civil servants who actually bear a lion s share of administrative burden The Japanese experience demonstrates not only how steep the price of success can be but also the enduring effects of culture over structure This title is part of UC Press s Voices Revived program which commemorates University of California Press s mission to seek out and cultivate the brightest minds and give them voice reach and impact Drawing on a backlist dating to 1893 Voices Revived makes high quality peer reviewed scholarship accessible once again using print on demand technology This title was originally published in 1989

Organizational Sociology W. Richard Scott,2016-12-05 The readings collected in Organizational Sociology are organized so as to direct attention to the six major theoretical traditions which have emerged since the 1960s to guide research and interpretation of organizational structure and performance The traditions reviewed are Contingency theory Resource dependence Population and Community ecology Transactions costs economics Neo Marxist theory and Institutional Theory Major statements of each theory are presented together with examples of related empirical research A concluding section provides examples of recent attempts to combine and integrate two or more of these theories as analysts attempt to account for some aspects of organization Rather than pitting one perspective against another contemporary analysts are more likely to selectively combine elements from several theories in order to better understand the phenomenon of interest

The Change of a Lifetime John C. & Martha N. Beck,1994-05-01 This book documents the changes in Japanese employment structures behavior patterns and attitudes that indicate that lifetime employment was not an indestructible bastion of Japanese cultural heritage Readable and refreshingly free of jargon Asiaweek *Routledge Library Editions: Labour Economics* Various,2021-07-29 The 13 volumes in this set originally published between 1920 and 1991 draw together research by leading academics in the area of labour economics and provides a rigorous examination of related key issues The volumes examine housing and labour markets labour supply and labour migration This set will be of particular interest to students of Economics and Business Studies *Scientists and the State* Etel Solingen,1994 An important comparative study of scientists place in the twentieth century state

Contemporary Japanese Budget Politics John Creighton Campbell,1977 **An Imperial Path to Modernity** Jung-Sun N. Han,2020-03-17 An Imperial Path to Modernity examines the role of liberal intellectuals in reshaping transnational ideas and internationalist aspirations into national values and imperial ambitions in early twentieth century Japan Perceiving the relationship between liberalism and the international world order a cohort of Japanese thinkers conformed to liberal ideas and institutions to direct Japan s transformation into a liberal empire in Asia To sustain and rationalize the imperial enterprise these Japanese liberals sought to make the domestic political stage less hostile to

liberalism Facilitating the creation of print mediated public opinion liberal intellectuals attempted to enlist the new middle class as a social ally in circulating liberal ideas and practices within Japan and throughout the empire In tracing the interconnections between liberalism and the imperial project Jung Sun N Han focuses on the ideas and activities of Yoshino Sakuzo 1878 1933 who was and is remembered as a champion of prewar Japanese liberalism and Taisho democracy Drawing insights from intellectual history cultural studies and international relations this study argues that prewar Japanese liberalism grew out of the efforts of intellectuals such as Yoshino who worked to devise a transnational institution to govern the Japanese empire

Labour Migration James H. Johnson, John Salt, 2018-12-07 First published in 1990 This edited work brings together a collection of studies by an international team of contributors on inter urban migration which is largely dominated by labour migration The structure of the book reflects the interaction of the supply and demand of labour and the information flows that make this possible The book offers a multi dimensional analysis of labour migration including behavioural economic and institutional approaches It combines various scales of analysis including the national scale the occupational scale and the household scale The study also examines labour migration in a variety of national contexts It will be of particular value to professional geographers economists and sociologists with an interest in the distribution of population and the labour force planners with responsibility for the development of policy and some final year graduate students

Japan's Defense Policy and Bureaucratic Politics, 1976-2007 Takao Sebata, 2010-06-05 It is a well known fact that Japan spends only a small percentage of her gross national product on defense What is not well known however is the fact that Japan's defense budget ranks among the top in the world and that her self defense forces are considered to be amongst the best conventional armed forces in the world Since empirical studies concerning Japan's military expansion are rare both in Japanese and English the book takes up this neglected area It examines Japan's military expansion and the decision making of her defense policy between 1976 and 2007 focusing on the National Defense Program outline and the guidelines for United States Japan Defense Cooperation This book deals with how the bureaucratic politics model applies to the case of Japan's defense policy and demonstrates some similarities and differences between Japanese and United States decision making

Japanese Legal System Dean, 2002-02-14 Meryll Dean's superb new edition of Japanese Legal System provides a wide ranging and unique insight into the legal system of a country which is at the forefront of global development yet rarely examined by legal scholars It is a major contribution to the study of comparative law and through its multidisciplinary approach breaks new ground in providing a comprehensive text on the subject It draws on the author's first hand knowledge of Japan but is written for non Japanese speakers Through its approachable yet scholarly style the reader is introduced to the essentials of the legal system and guided through historical and cultural context from which they will be able to develop an informed critique The book covers the history structure and tradition of the Japanese legal system as well as providing an insight into areas of substantive law It contains extracts from diverse contemporary sources which together

with the author's commentary guide the reader through the complexities of a different culture. The use of multidisciplinary sources which are contextualised by the author make what would otherwise be inaccessible material available for comparative analysis. This book may be used as a textbook for undergraduate and postgraduate courses. It will be useful for those engaged in the study of history, politics, international relations and law as well as being of value to academics, practitioners and those in business.

Japanese Business Schon Beechler, Kristin Stucker, 1998

Managing Risk in Developing Countries Barbara C. Samuels, 2014-07-14

In light of the increasing global competition among both multinational companies and national economies, Barbara Samuels examines a source of economic tension that has broad social implications as multinational companies (MNCs) strive for cheaper labor and new markets. Less developed countries (LDCs) are becoming more concerned with extracting benefits from these companies to achieve their development objectives. Samuels centers her study on the variables shaping the responses of MNCs to national demands while considering current debates on country risk, global competitiveness and national industrial policy. Advancing a micro view of the MNC and its host country in two case studies, Samuels shows how an MNC subsidiary's integration with headquarters and its closeness with local government affect its management of risk and its ability to deal with LDC demands. Here the author investigates the labor and investment policy changes brought about when various automotive subsidiaries interacted with national interest groups in Brazil and with the government in Mexico. Both cases illustrate how the policy response of one subsidiary creates the dynamics for defensive policy changes of its competitors. MNC managers and LDC policymakers can draw important conclusions. Originally published in 1990, The Princeton Legacy Library uses the latest print-on-demand technology to again make available previously out-of-print books from the distinguished backlist of Princeton University Press. These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions. The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905.

Whispering the Techniques of Language: An Psychological Quest through **Modern Japanese Organization Decision**

In a digitally-driven world wherever screens reign great and immediate conversation drowns out the subtleties of language, the profound strategies and psychological nuances hidden within phrases usually go unheard. Yet, situated within the pages of **Modern Japanese Organization Decision** a fascinating fictional treasure blinking with raw thoughts, lies an extraordinary journey waiting to be undertaken. Written by an experienced wordsmith, that enchanting opus invites readers on an introspective journey, softly unraveling the veiled truths and profound influence resonating within the material of each and every word. Within the psychological depths of this moving evaluation, we can embark upon a sincere exploration of the book's primary themes, dissect their interesting publishing type, and succumb to the strong resonance it evokes heavily within the recesses of readers' hearts.

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Modern Japanese Organization Decision Introduction

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