

Managing innovation

A study of
British and Japanese
factories

D.H. WHITTAKER

Managing Innovation A Study Of British And Japanese Factories

Martin Fransman



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Managing Innovation D. H. Whittaker, 1990-04-27 This book will be of major interest to specialists in technical innovation and industrial relations Managing Innovation D. Hugh Whittaker, 1990 **Industrial Innovation in Japan** Takuji Hara, Norio Kambayashi, Noboru Matsushima, 2008-03-14 This new book gathers together a collection of case studies of innovation in various industries in modern Japan challenging accepted notions of Japanese innovation and emphasizing new and diverse trends and practices , *The Quest for Productivity* Bruce W. Ahlstrand, 1990-08-02 Illustrates the British attempt to boost labour productivity through an in depth study of Esso s Fawley refinery *The Japanese Firm* Masahiko Aoki, Ronald Dore, 1994 Written by prominent scholars in the field this is an account of the Japanese firm and its sources of success Containing both theoretical and empirical work the book ranges across labour and information economics finance organizational theory and others *Reshaping Work* Chris Smith, John Child, Michael Rowlinson, 1990 This book is concerned with the management of organisational change It focuses on Cadbury Ltd and provides an in depth study of change within this famous British company Cadbury Ltd is famous for its pioneering personnel management One of the purposes of this study is to assess how this established company ethos facilitated change by examining the development and implementation of a capital investment programme that radically changed working practices at the company s Bournville plant in Birmingham At a more general level the authors develop a theory of organisational change that emphasises the interaction between external market forces and internal management action This approach unites an emphasis on the structural parameters that limit a firm s capacity for independent change with a recognition of the vital role performed by influential members of an organisation in initiating and managing change This book will be of interest to teachers and students of business history organisational behaviour industrial relations and industrial sociology

Human-Intelligence-Based Manufacturing Yoshimi Ito, 2012-12-06 Human Intelligence Based Manufacturing is part of the Advanced Manufacturing Series edited by Professor D T Pham of the University of Wales College of Cardiff The Flexibility Computerised Integrated Manufacturing Structure FCIMS is a significant innovation in the field of the production science and technology which combines rapid manufacture with the requirements of human society Due to greater market diversification a new approach is needed as a response to this new manufacturing environment International expert contributions deal with aspects of this response and describe how to amalgamate higher levels of automation with human oriented functions maintaining a high level of productivity The benefits are an improved international competitiveness and co operation Since Human Intelligent Based Manufacturing deals with the integration of technology and sociology it is of interest to both the academia and industry Collaboration in manufacturing between Japan Europe and the United States is a topic of high current interest **Japanese Companies-British Factories** Brian Joseph McCormick, Kevin McCormick, 1996 This study has been stimulated by an interest in developments since the comparative studies of organization management

and industrial relations in Ronald Dore's *British Factory Japanese Factory* It examines the background of changes in the home and host economy society **Small Firms in the Japanese Economy** D. H. Whittaker, 1999-06-24 Now in paperback this book considers the role of small firms in the Japanese economy and challenges established views of the Japanese economy society and political economy Japan's giant corporations are household names and dominate our views of the Japanese economy But surprisingly Japan also ranks alongside Italy as having the highest proportion of small firms and employment in them amongst the OECD countries These small firms have either been ignored or they have been treated as appendages of large firms This book paints a balanced picture based on a unique and statistically rich survey It looks at small firms in Japan's leading machine industries their relations with each other as well as with large firms and their internal management employment and technology dynamics Paradoxically in contrast to the resurgence of small firms in other industrialised countries their number and employment share in Japan are now in decline **Managing Competitive Crisis** Martyn Wright, 2000-05-18 *Managing Competitive Crisis* examines how competitive crisis affected the management of work relations in Britain between 1979 and 1991 Japan's Computer and Communications Industry Martin Fransman, 1995 This work draws on and extends the theoretical framework developed by such authors as Richard Nelson Sidney Winter David Teece Alfred Chandler Nathan Rosenberg and Christopher Freeman through an empirical analysis of the evolution of the Japanese information and communications IC industry Particular attention is paid to the development of a theory of the firm which is consistent with this empirical objective The Japanese IC industry contains three main segments computers and software telecommunications equipment and semiconductors The work asks How did such Japanese companies as NTT NEC Fujitsu Hitachi Toshiba and Sumitomo Electric manage to catch up and become some of the largest companies in the world Why have they not been as successful in global markets as their counterparts in consumer electronics and automobiles What role was played by NTT's system of controlled competition and by MITI Based on over 600 personal interviews over eight years with Japanese leaders this book provides new analyses and empirical material on this crucial industry *Knowledge Works* W. Mark Fruin, 1997-06-19 This book describes why for the past twenty five years Japanese productivity has been growing more rapidly than productivity in the U S Unlike other books on the subject of the Japanese success in manufacturing it looks at what actually happens in factories The author brings his experience of working at the Yanagicho Works of the Toshiba Corporation in Kawasaki City Like so many Japanese factories this one is highly productive efficient and flexible While the factory is ordinary looking on the outside its workers are anything but ordinary as they constantly strive to improve the way they work and the quality of the products they produce The key to this is the continuous creation and application of knowledge throughout the factory from workers on the shop floor to research and development engineers to top management Fruin explains how Japanese culture and religion prepare workers for their role in this process of creating and disseminating knowledge *Globalisation and Women in the Japanese Workforce* Beverley Bishop, 2004-12-15

Globalisation and Women in the Japanese Workforce contributes to the debate about the impact of globalisation upon women. It examines the effect of restructuring upon women's employment in Japan and describes the actions women are taking individually and collectively to campaign for change in their working environment and the laws and practices regulating it.

Managers in the Making John Storey, Paul Edwards, Keith Sisson, 1997-05-27 Using original data *Managers in the Making* presents a thorough analysis of the processes by which managers are made in Britain and Japan. It provides a detailed comparative study of the careers, training, developmental experience and job demands of managers in eight named companies, matching British firms with Japanese counterparts. Using qualitative and quantitative data, the authors offer an understanding of these processes within organizational, sectoral and national contexts. Managers' perceptions, reactions and concerns are recorded and analysed throughout.

Human Resource Management Chris Hendry, 2012-09-10 The majority of textbooks on HRM tend to focus on the administrative side of the subject and fail to examine its strategic importance. This book is intended to redress the balance and taking strategy as its starting point, it looks at the overall role of HRM in the organization. The author explores strategic human resource management through chapters on managing change in strategy, structure and culture, the role of human resource planning and types of employment system. He also reviews some of the key issues in managing different employee groups. These themes are problem and issue focused and extensively illustrated throughout with case study examples. Dr Chris Hendry is the author of many reports, research papers and articles on HRM and strategic management.

The New Community Firm T. Inagami, D. Hugh Whittaker, 2005-01-06 After sweeping all before it in the 1980s, Japanese management ran into trouble in the 1990s, especially in the high tech industries, prompting many to declare it had outlived its usefulness. From the late 1990s, leading companies embarked on wide-ranging reforms designed to restore their entrepreneurial vigour. For some, this spelled the end of Japanese management; for others, little had changed. From the perspective of the community firm, Inagami and Whittaker examine changes to employment practices, corporate governance and management priorities in this 2005 book, drawing on a rich combination of survey data and an in-depth study of Hitachi, Japan's leading general electric company and enterprise group. They find change and continuity, the emergence of a reformed model but not the demise of the community firm. The model addresses both economic vitality and social fairness within limits. This book offers unique insights into changes in Japanese management, corporations and society.

International Bibliography of Business History Francis Goodall, Terry Gourvish, Steven Tolliday, 2013-12-16 The field of business history has changed and grown dramatically over the last few years. There is less interest in the traditional company-centred approach and more concern about the wider business context. With the growth of multi-national corporations in the 1980s, international and inter-firm comparisons have gained in importance. In addition, there has been a move towards improving links with mainstream economic, financial and social history through techniques and outlook. *The International Bibliography of Business History* brings all of the strands together and provides the user with a comprehensive guide to the literature in

the field The Bibliography is a unique volume which covers the depth and breadth of research in business history This exhaustive volume has been compiled by a team of subject specialists from around the world under the editorship of three prestigious business historians *The Economics of Motivation and Organization* Peter J Jost,2014-01-31 In this unique book Peter J Jost provides a comprehensive economic psychological approach for successfully managing employees Based on the analysis of the employee s individual work behavior he illustrates that instead of treating employees as input

Comparative Entrepreneurship D. Hugh Whittaker,2009-03-12 Are entrepreneurs essentially the same everywhere Are the processes of entrepreneurship similar Or are they shaped by their environments If so how We know a lot about national differences in management practices corporate governance and even innovation systems but we know surprisingly little about national differences in entrepreneurship Comparative Entrepreneurship compares processes of entrepreneurship in the UK and Japan countries associated with liberal market economies and coordinated market economies respectively Focusing on high tech manufacturing it identifies basic similarities and key differences Similarities are found in approaches to opportunity and business creation which are strikingly different from recent policy emphases in the UK and Japan inspired by Silicon Valley hence the entrepreneurs live in the shadow of Silicon Valley Differences in the backgrounds of entrepreneurs founding teams attitudes to growth and risk innovation competitive advantages HRM emphases and inter firm collaborations are summed up by the concepts of project entrepreneurship and lifework entrepreneurship These are closely related to the respective environments especially the nature of markets in both countries They also embody different time orientations with implications for financing and governance This study brings insights from entrepreneurship to comparative institutions and varieties of capitalism and vice versa and draws on two surveys and 25 case interviews in both the UK and Japan It concludes with a discussion of dilemmas for entrepreneurship policy in the UK Japan and other countries

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