

I. The 4 Pillars of Japanese HR Management

- A) Long-term employment (終身雇用)
shu shin ko you
- B) Seniority-based promotion & compensation (年功序列)
nen ko jo retsu
- C) Company-driven employee training programs (人材育成)
jin zai iku sei
- D) Trade/Labor unionism (企業別労働組合)
ki gyo betsu ro dou kumi ai



Presented at

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

Guillaume Favre



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