



PORTRAITS OF THE JAPANESE WORKPLACE

LABOR MOVEMENTS,
WORKERS, AND MANAGERS

KUMAZAWA MAKOTO

Edited by Andrew Gordon

Translated by Andrew Gordon and Mikiko Hane



Social Change in Global Perspective

Portraits Of The Japanese Workplace Labor Movements Workers And Managers

James L. McClain



Portraits Of The Japanese Workplace Labor Movements Workers And Managers:

Portraits Of The Japanese Workplace Andrew Gordon, 2018-02-07 In this groundbreaking volume one of Japan's most insightful contemporary labor analysts assesses the light and shadow of Japanese style management explaining why Japanese employees have stood apart from workers in other industrialized countries Kumazawa brings to life the intense combination of competition and community within Japanese workplaces He highlights dilemmas facing Japanese labor on the shop floor and in the labor movement His discussion ranges from the role of women to issues of quality control and self management Highly critical of the hierarchical and undemocratic nature of Japanese industry he offers a sympathetic view from the inside of the difficulties of surviving in the workplaces of contemporary Japan [Portraits Of The Japanese Workplace](#) Kumazawa Makoto, Andrew Gordon, Mikiso Hane, Mark Selden, 1996-10-08 In this groundbreaking volume one of Japan's most insightful contemporary labor analysts assesses the light and shadow of Japanese style management explaining why Japanese employees have stood apart from workers in other industrialized countries Kumazawa brings to life the intense combination of competition and community within Japanese workplaces He highlights dilemmas facing Japanese labor on the shop floor and in the labor movement His discussion ranges from the role of women to issues of quality control and self management Highly critical of the hierarchical and undemocratic nature of Japanese industry he offers a sympathetic view from the inside of the difficulties of surviving in the workplaces of contemporary Japan [Global Labour History](#) Jan Lucassen, 2008 Contains 18 essays on worldwide aspects and comparisons in labour history Covers mainly the period from the beginning of 19th century to 2000 **Routledge Handbook of Modern Japanese History** Sven Saaler, Christopher W. A. Szpilman, 2017-10-16 The Routledge Handbook of Modern Japanese History is a concise overview of modern Japanese history from the middle of the nineteenth century until the end of the twentieth century Written by a group of international historians each an authority in his or her field the book covers modern Japanese history in an accessible yet comprehensive manner The subjects featured in the book range from the development of the political system and matters of international relations to social and economic history and gender issues to post war discussions about modern Japan's historical trajectory and its wartime past Divided into thematic parts the sections include Nation empire and borders Ideologies and the political system Economy and society Historical legacies and memory Each chapter outlines important historiographical debates and controversies summarizes the latest developments in the field and identifies research topics that have not yet received sufficient scholarly attention As such the book will be useful to students and scholars of Japanese history Asian history and Asian Studies [Comparative Employment Relations in the Global Economy](#) Carola Frege, John Kelly, 2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global

financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social Policy

Managing "modernity" Rudra Sil,2002 Compares industrial management in two late industrializers Japan and Russia as a basis for an original theory of institution building The Columbia Guide to Modern Japanese History Gary D. Allinson,1999 The first all inclusive single volume guide to the history of modern Japan conveniently divided into easy to use sections that provide a narrative topical compendium resource guide and selected documents **The Reproductive Bargain** Heidi Gottfried,2015-05-19 The Reproductive Bargain reveals the institutional sources of labor insecurities behind Japan s postwar employment system This economic juggernaut s decline cannot be understood without reference to the reproductive bargain The historical terms of the reproductive bargain rests on the establishment of company citizenship in support of a standard employment relationship privileging the male breadwinner in calculations for benefits in exchange for the salarymen working long hours in relatively secure jobs at the enterprise and relying on women s unpaid reproductive labor in the family and increasingly on women s waged work in nonstandard jobs Such institutionalized relationships formerly the engines of growth and stability drag economic expansion and employment security Gendering institutional analysis is a key to deciphering the enigma of Japanese capitalism Manufacturing Ideology William M. Tsutsui,2001-03-12 Japanese industry is the envy of the world for its efficient and humane management practices Yet as William Tsutsui argues the origins and implications of Japanese style management are poorly understood Contrary to widespread belief Japan s acclaimed strategies are not particularly novel or even especially Japanese Tsutsui traces the roots of these practices to Scientific Management or Taylorism an American concept that arrived in Japan at the turn of the century During subsequent decades this imported model was embraced and ultimately transformed in Japan s industrial workshops Imitation gave rise to innovation as Japanese managers sought a revised Taylorism that combined mechanistic efficiency with respect for the humanity of labor Tsutsui s groundbreaking study charts Taylorism s Japanese incarnation from the efficiency movement of the 1920s through Depression era rationalization and wartime mobilization up to postwar productivity drives and quality control campaigns Taylorism became more than a management tool its spread beyond the factory was a potent intellectual template in debates over economic growth social policy and political authority in modern Japan Tsutsui s historical and comparative perspectives reveal the centrality of Japanese Taylorism to ongoing discussions of Japan s government industry relations and the evolution

of Fordist mass production He compels us to rethink what implications Japanese style management has for Western industries as well as the future of Japan itself **Trade Unionism Since 1945** Craig Phelan, 2009 This book offers the detailed historical background required for a holistic appreciation of current problems faced and the possibilities for revitalisation In two volumes it provides introductory overviews of trade union development since the end of World War II in 26 countries from every corner of the globe Each chapter explains the main contours of trade union growth and development in one country from the pivotal year 1945 to the present Each chapter assesses the often dynamic expansion of trade unionism in the 1950s and 1960s the role of trade unionism in the movements for national liberation in the Global South and the erection of social welfare systems in the developed North the economic shocks that resulted in membership decline and loss of political influence from the late 1970s onward the economic restructuring and growing labour market diversity of the 1980s and 1990s that undercut the traditional bases of trade union membership and the historical roots of the contemporary political and economic context in which revitalisation efforts are taking place **We Sell Our Time No More** Paul Stewart, Mike Richardson, Andy Danford, Ken Murphy, Tony Richardson, Vicki Wass, 2009-07-20 This is the story of workers struggles in the British car industry from the Second World War until today Told from the viewpoint of the workers the book chronicles how they responded to a variety of management and union strategies from piece rate working through measured day work and eventually to lean production beginning in the late 1980s Focusing on two companies Vauxhall GM and Rover BMW this book shows how they developed their approaches to managing labour relations It highlights the success of various forms of struggle to establish safer and more humane working environments as well as their failures *Japan, a Modern History* James L. McClain, 2002 Japan A Modern History provides a comprehensive narrative that integrates the political social cultural and economic history of modern Japan from the investiture of Tokugawa Ieyasu in 1603 to the present

Assembling Work Tony Elger, Chris Smith, 2005-04-07 Ultimately the authors show how arguments about the role of overseas branch plants in the dissemination of management practices must take more careful account of the varied ways in which such factories are implicated in wider corporate strategies The operations of international firms are embedded within intractable features of capitalist employment relations especially as they are re made in specific local and national settings

Nikkeiren and Japanese Capitalism John Crump, 2004-06-01 This book provides a history of Nikkeiren the Japanese Federation of Managers Organisations and an account of post war capitalist development in Japan The author challenges the principal interpretations of how the economy functions revealing a darker side of Japanese capitalism in his examination of the roles played by class power manipulation and mystification *Intimate Strangers* Tritia Toyota, 2023-10-20 This book offers a story of new migration and community transformation Via an ethnographic study of young Japanese women migrants shin Issei Tritia Toyota details how they make place space for themselves among generations of Japanese Americans with shifting alterations of membership and belonging that are neither seamless nor easily acknowledged *Reworking Japan*

Nana Okura Gagné, 2021-01-15 *Reworking Japan* examines how the past several decades of neoliberal economic restructuring and reforms have challenged Japan's corporate ideologies, gendered relations, and subjectivities of individual employees. With Japan's remarkable economic growth since the 1950s, the lifestyles and life courses of salarymen came to embody the New Middle Class family ideal. However, the nearly three decades of economic stagnation and reforms since the bursting of the economic bubble in the early 1990s have intensified corporate retrenchment under the banner of neoliberal restructuring and brought new challenges to employees and their previously protected livelihoods. In a sweeping appraisal of recent history, Gagné demonstrates how economic restructuring has reshaped Japanese corporations, workers, and ideals, as well as how Japanese companies and employees have resisted and actively responded to such changes. Gagné explores Japan's fraught and problematic transition from the postwar ideology of companyism to the emergent ideology of neoliberalism and the subsequent large-scale economic restructuring. By juxtaposing Japan's economic transformation with an ethnography of work and play and individual life histories, Gagné goes beyond the abstract to explore the human dimension of the neoliberal reforms that have impacted the nation's corporate governance, socioeconomic class, workers' subjectivities, and family relations. *Reworking Japan* with its firsthand analysis of how the supposedly hegemonic neoliberal regime does not completely transform existing cultural frames and social relations will shake up preconceived ideas about Japanese men and the social effects of neoliberalism.

Gender, Growth and Trade David Kucera, 2013-02-01 *Gender, Growth and Trade* examines the role of women as a flexible contingent workforce in Germany and Japan. This unique comparative study of two of the world's foremost industrialized economies situates empirical results in the context of broader cultural concerns, considering issues such as market flexibility, unemployment, union policy, and labour market institutions.

Mobilizing Japanese Youth Christopher Gerteis, 2021-07-15 In *Mobilizing Japanese Youth*, Christopher Gerteis examines how non-state institutions in Japan, left-wing radicals, and right-wing activists attempted to mold the political consciousness of the nation's first postwar generation, which by the late 1960s were the demographic majority of voting-age adults. Gerteis argues that socially constructed aspects of class and gender preconfigured the forms of political rhetoric and social organization that both the far right and far left deployed to mobilize postwar youth, further exacerbating the levels of social and political alienation expressed by young blue- and pink-collar working men and women well into the 1970s, illustrated by high-profile acts of political violence committed by young Japanese in this era. As Gerteis shows, Japanese youth were profoundly influenced by a transnational flow of ideas and people that constituted a unique historical convergence of pan-Asianism, Maoism, black nationalism, anti-imperialism, anticommunism, neo-fascism, and ultra-nationalism. *Mobilizing Japanese Youth* carefully unpacks their formative experiences and the social, cultural, and political challenges to both the hegemonic culture and the authority of the Japanese state that engulfed them. The 1950s-style mass mobilization efforts orchestrated by organized labor could not capture their political imagination in the way that more extreme ideologies could. By focusing on how far right and far left

organizations attempted to reach out to young radicals especially those of working class origins this book offers a new understanding of successive waves of youth radicalism since 1960 Ethnographies of Neoliberalism Carol J.

Greenhouse,2012-02-25 Since 2008 the global economic crisis has exposed and deepened the tensions between austerity and social security not just as competing paradigms of recovery but also as fundamentally different visions of governmental and personal responsibility In this sense the core premise of neoliberalism the dominant approach to government around the world since the 1980s may by now have reached a certain political limit Based on the premise that markets are more efficient than government neoliberal reforms were pushed by powerful national and transnational organizations as conditions of investment lending and trade often in the name of freedom In the same spirit governments increasingly turned to the private sector for what were formerly state functions While it has become a commonplace to observe that neoliberalism refashioned citizenship around consumption the essays in this volume demonstrate the incompleteness of that image as the social limits of neoliberalism are inherent in its very practice *Ethnographies of Neoliberalism* collects original ethnographic case studies of the effects of neoliberal reform on the conditions of social participation such as new understandings of community family and gender roles the commodification of learning new forms of protest against corporate power and the restructuring of local political institutions Carol J Greenhouse has brought together scholars in anthropology communications education English music political science religion and sociology to focus on the emergent conditions of political agency under neoliberal regimes This is the first volume to address the effects of neoliberal reform on people s self understandings as social and political actors The essayists consider both the positive and negative unintended results of neoliberal reform and the theoretical contradictions within neoliberalism as illuminated by circumstances on the ground in Africa Europe South America Japan Russia and the United States With an emphasis on the value of ethnographic methods for understanding neoliberalism s effects around the world in our own times *Ethnographies of Neoliberalism* uncovers how people realize for themselves the limits of the market and act accordingly from their own understandings of partnership and solidarity *The End of Diversity?* Kozo Yamamura,Wolfgang Streeck,2018-05-31 After the devastation of World War II Germany and Japan built national capitalist institutions that were remarkably successful in terms of national reconstruction and international competitiveness Yet both miracles have since faltered allowing U S capital and its institutional forms to establish global dominance National varieties of capitalism are now under intense pressure to converge to the U S model Kozo Yamamura and Wolfgang Streeck have gathered an international group of authors to examine the likelihood of convergence to determine whether the global forces of Anglo American capitalism will give rise to a single homogeneous capitalist system The chapters in this volume approach this question from five directions international integration technological innovation labor relations and production systems financial regimes and corporate governance and domestic politics In their introduction Yamamura and Streeck summarize the crises of performance and confidence that have beset German and

Japanese capitalism and revived the question of competitive convergence The editors ask whether the two countries confronted with the political and economic exigencies of technological revolution and economic internationalization must abandon their distinctive institutions and the competitive advantages these have yielded in the past or whether they can adapt and retain such institutions thereby preserving the social cohesion and economic competitiveness of their societies

Unveiling the Power of Verbal Beauty: An Emotional Sojourn through **Portraits Of The Japanese Workplace Labor Movements Workers And Managers**

In a global inundated with screens and the cacophony of fast conversation, the profound power and psychological resonance of verbal beauty usually disappear in to obscurity, eclipsed by the continuous assault of noise and distractions. However, nestled within the lyrical pages of **Portraits Of The Japanese Workplace Labor Movements Workers And Managers**, a charming work of fictional elegance that pulses with fresh feelings, lies an unique trip waiting to be embarked upon. Penned by way of a virtuoso wordsmith, that interesting opus instructions viewers on an emotional odyssey, lightly exposing the latent possible and profound impact embedded within the complicated internet of language. Within the heart-wrenching expanse of the evocative evaluation, we shall embark upon an introspective exploration of the book is main subjects, dissect their interesting writing type, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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