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Economic Journal of Hokkaido University ,2006 **Management Practices in Japan** Alice Sbrzesny,2006-09-15 Seminar paper from the year 2004 in the subject Business economics Business Management Corporate Governance grade 2 0 University of Tampere course Advanced Studies for Doing Business in Asia language English abstract Japan is known for its successful companies One might only think about the automobile manufacturer Toyota To perform successful a company has to maximise profit In contrast to Western companies in Japanese companies profit is maximised by increasing sales and maximising volume by increasing productivity and efficiency The question that arises is how could the Japanese increase productivity that much One possible answer is the Japanese management approach For some time now the characteristics of Japanese management style have been a popular issue mainly in Europe and in the United States Have the qualities and values of society and of individual been a reason for Japanese success Such issues as the business group the seniority wage system the lifetime employment system and the periodic recruitment of new graduates have been examined in diverse ways A look at the actual operations of Japanese enterprises in Europe and the United States indicates that there are changes going on concerning Japanese management practices Japan is an island with almost total ethnic homogeneity having been unaffected by Western influences for long time Modern management practices are said to be rooted in the cultural and geographical traditions of the country Emphasis in recent analysis has been put on how the Japanese management style has arisen and evolved historically rather than on its typological characteristics This paper makes the attempt to examine Japanese management characteristics with regard to historical influences Japanese culture Japanese social system as well as possible future needs Cultural and historical heritage will be presented first followed by a summary of Japanese values on which society is based After that management practices with regard to traditional and modern approaches are presented Meanwhile changes in management practices are examined

Innovation and Change in Japanese Management P. Haghirian,2009-11-27 *Innovation and Change in Japanese Management* shows which

transformation processes and changes can be observed in Japanese companies in reaction to the economic challenges of the past decade The book presents new research results and investigates the variety of changes that Japanese corporations and managers have experienced in recent years *The SAGE Handbook of Modern Japanese Studies* James D Babb,2014-12-15 A welcome addition to any reading list for those interested in contemporary Japanese society Roger Goodman Nissan Professor of Modern Japanese Society University of Oxford I know no better book for an accessible and up to date introduction to this complex subject than The SAGE Handbook of Modern Japan Studies Hiroko Takeda Associate Professor Organization for Global Japanese Studies University of Tokyo Pioneering and nuanced in analysis yet highly accessible and engaging in style Yoshio Sugimoto Emeritus Professor La Trobe University The SAGE Handbook of Modern Japanese Studies includes outstanding contributions from a diverse group of leading academics from across the globe This volume is designed to serve as a major interdisciplinary reference work and a seminal text both rigorous and accessible to assist students and scholars in understanding one of the major nations of the world James D Babb is a Senior Lecturer in the School of Geography Politics and Sociology at Newcastle University Japanese Management in the Low Growth Era Daniel Dirks,Jean-Francois Huchet,Thierry Ribault,2012-12-06 Japanese firms are in the midst of the most protracted economic crisis in their post war history The end of the bubble economy has led to a long era of low growth This change in the general business environment has profound consequences for the management and the organization of corporate Japan as well as for the theory of the Japanese firm The contributions to this book cover a broad range of subjects from the strategies and organizational structures to the management of human resources and innovation processes in the 1990s These changes are systematically commented on by field specialists from abroad especially Europe relating the situation in Japan to comparable developments in other countries *Challenges of Human Resource Management in Japan* Ralf Bebenroth,Toshihiro Kanai,2010-10-04 This book examines the major challenges and dilemmas in human resource management as Japan s industrial society continues its resurgence in the global arena *Work Teams: Past, Present and Future* M.M. Beyerlein,2013-06-29 This book places current and future work team practices in historical context Researchers from 10 countries have contributed chapters that represent developments specific to their regions and that illustrate the way ideas spread around the world Some principles of effective teaming were independently discovered in different countries and some principles emerged from the work of researchers like Trist Emery and Lewin and spread around the world But all of the practices were driven by the dynamic tension between the psychology of the employee and business necessities Theories and cases describe autonomous work groups self managed work teams cell teams and other collaborative work structures Contributions to the design of such structures came from psychology management sociology industrial engineering and manufacturing Because of the challenges inherent in reorganising work around teams instead of individuals organizations are at different stages in evolving into 21st century work systems Japanese Management Kunio Odaka,1986

International Business Research Moshe Banai, Abraham Stefanidis, Jean J. Boddewyn, 2024-02-01 Drawing on contributions from nine prominent scholars the book reflects on global aspects of research in work employment leadership management and business It follows current trends in global business research and recommends directions for closing the gaps between theory and practice for the benefit of executives in multinational corporations academics and international transients Work and employment remain important and a core part of life giving not only a sense of purpose routine and meaning but also independence and the ability to connect and contribute to the lives of others and society Leadership styles and management behaviors in earlier multi country studies did not demonstrate significant associative patterns regarding interpersonal leadership in different countries and the use of mainstream single country leadership meta categories was invalidated Thus future studies of leadership should focus on investigating interpersonal leadership across national borders in combination with contemporary trends such as distance leadership global virtual teams and intersectionality As more and more people seek employment across borders various types of sojourners specifically millions of low status international workers with some few exceptions have largely been ignored by scholars who study international mobility This failure adds to the research practice gap between scholars who investigate and the practitioners who manage sojourners of all status levels This book will appeal to scholars in leadership management international business cultural studies and to practicing managers The chapters in this book were originally published in *International Studies of Management Organization*

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Japanese Management Style and Technology Transfer in Thailand Văn Th. o Trần, Văn Thọ Trần, 1993 Partly based on surveys of selected manufacturing firms carried out in 1990 Comprises seven research reports which attempt to assess the extent of transfer of technology by Japanese firms to Thai affiliates Compares Japanese management styles to those of US companies Covers cultural friction stemming from differences in work related values and attitudes

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