

# Understanding Industrial Relations in Modern Japan

Koike, Kazuo

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# Understanding Industrial Relations In Modern Japan

**Yasuo Kuwahara**



## **Understanding Industrial Relations In Modern Japan:**

**Understanding Industrial Relations in Modern Japan** Kazuo Koike, 1994 *Industrial Relations System in Japan*  
Yasuo Kuwahara, 1989 Opinions about industrial relations IR in Japan are extremely diversified The main concern regarding IR appears to be whether Japan can maintain the vitality and flexibility to cope with the changes in the industrial structure and technology in a stagnant world economy The lack of opposition and dispute between labor and management may be the most important feature for summarizing labor management relations in modern Japan when making international comparisons Hypotheses for understanding Japanese IR have been postulated in regard to the following unintended consequences homogeneous structure business community of management and labor global competition and the needs for flexibility adaptability in competitive markets and transformation of the paradigm of IR The historical development of labor relations in Japan shows a spirit of cooperation By any measurement of cooperation labor management cooperation is strongest in Japan A special feature of the corporate structure is management s role as referee between the employees and the stockholders Other features include a continuous path of promotion firm specific training built in wage profit system and transit members of unions A typical system for mutual communication is the labor management consultation system In the future unions must minimize adverse effects of competition among rival companies individualization and fragmentation of IR Appendixes include 25 references and a chronological table of IR in Japan YLB *The A to Z of Japanese Business* Stuart D.B. Picken, 2009-09-02 Japanese industrial standards have long been the benchmark for quality products within Asia indeed within the world Major Japanese industries like Toyota Sony and Honda to name but a few are household names that have contributed to this small island nation s status as the world s second largest economy Japanese business practices and theories have permeated the mindset of its surrounding nations and the country s long term investment in the ever growing Chinese market has further secured its status as an economic powerhouse The A to Z of Japanese Business is an examination of the origins and characteristics of Japan s business culture This handy reference book includes most of the important words or company names that foreign business people visiting Japan might encounter and provides an overview of Japanese corporate culture both from an historical standpoint and with reference to its most distinctive features as they affect organization and management This is accomplished through its historical chronology detailing significant events of the past as well as recent developments within the Japanese economy and business world in general various appendixes offering lists of business expressions that are in daily use along with a selection of the most commonly used business proverbs a bibliography and hundreds of cross referenced dictionary entries on Japanese companies their founders and managers the ever present bureaucratic bodies and progress in the major industries Law, Labour and Society in Japan Anthony Woodiwiss, 2002-09-09 As Japanese companies establish overseas production facilities at an ever more rapid pace it is increasingly important for people in the host countries to understand the preconceptions upon which the Japanese approach

to industrial relations is based This book traces the development of Japanese labour law and shows how labour law has been related to the prevailing social economic and political circumstances ***Social Mobility in Contemporary Japan*** Hiroshi Ishida,1995-01-05 The book is a study of intergenerational class mobility and the process of socioeconomic status attainment in contemporary Japan The idea of Japan as an educational credential society has been debated for a long time in Japan The book empirically evaluates this idea within the framework of a cross national comparison with the United States and Britain The author also examines the patterns of class mobility in Japan within a cross national perspective and reports similarities and differences in the mobility patterns among the three societies ***Dominant Ideologies (RLE Social Theory)*** Bryan S. Turner,Nicholas Abercrombie,Stephen Hill,2014-09-15 In this volume leading international scholars elaborate upon the central issues of the analysis of ideology the nature of dominant ideologies The ways in which ideologies are transmitted their effects on dominant and subordinate social classes in different societies the contrast between individualistic and collectivist belief systems and the diversity of cultural forms that coexist within the capitalist form of economic organization This book is distinctive in its empirical and comparative approach to the study of the economic and cultural basis of social order and in the wide range of societies that it covers Japan Germany and the USA constitute the core of the modern global economy and have widely differing historical roots and cultural traditions Argentina and Australia are white settler societies on the periphery of the capitalist world system and as a result have certain common features that are cut across in turn by social and political developments peculiar to each Britain after a decade of Thatcherism is an interesting test of the efficacy of an ideological project designed to change the cultural values of a population Poland shows the limitations of the imposition of a state socialist ideology and the cultural complexities that result ***Banking, The State and Industrial Promotion in Developing Japan, 1900-73*** S. Ogura,2001-12-18 This book researches banking structure in developing Japan and gives insight into how Japan s banks have become embroiled in recent financial crisis It re evaluates the role and function of Japan s commercial banks among its corporate groupings and proves that the behaviour of banks heading corporate groups has characterized the economic system and that the banks could not have established a long term capital lending business until the beginning of the 1970s ***Japanese Studies from Pre-History to 1990*** Richard Perren,1992 ***Trade Unions in Asia*** John Benson,Ying Zhu,2008-05-30 Offering a comprehensive account of the role played by trade unions in Asia this book focuses on the strategies they have adopted to represent workers and discusses the issues surrounding wages and working conditions health and safety women s employment opportunities and human resource development ***The Economic Development of Modern Japan, 1945-1995*** Steven Tolliday,2001 ***The Journal of Japanese Studies*** ,1990 A multidisciplinary forum for communicating new information new interpretations and recent research results concerning Japan to the English reading world ***International Encyclopaedia for Labour Law and Industrial Relations*** ,2003 ***Industrial Relations*** ,2004 ***The Future of Industrial Relations*** John R. Niland,Russell D. Lansbury,Christie

Verevis,1994-05-04 This incisive comprehensive volume addresses global issues and trends in the industrial relations field by examining five key subject areas the role of the state trade unionism human resource management labor market policies and practices and the role of industrial relations in political transformation Apart from a survey overview the comparison and contrast of so many disparate policies and systems offers a uniquely crystallized vision of this subject in a broad international scope

**Japan's Response to the Crisis of Industrial Adjustment** Donna Jean Keyser,1990 **Current Research in Industrial Relations** Association of Industrial Relations Academics of Australia and New Zealand. Conference,1994

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