



JAPANESE MANAGEMENT



Women And Japanese Management

Jean R. Renshaw



Women And Japanese Management:

Women and Japanese Management Alice C L Lam, 2012-10-02 Standard works on the employment systems of Japanese companies deal almost exclusively with men Women however constitute the vast majority of the low wage highly flexible non core employees This book breaks new ground in examining the role of Japanese women in industry It assesses the extent to which growing pressure for equal opportunities between the sexes has caused Japanese companies to adapt their employment and personnel management practices in recent years The author puts the argument in an historical perspective covering the employment of Japanese women from the start of Japan s industrialisation up to the turning point of the 1986 Equal Employment Opportunity EEO Law She examines the background and execution of the legislation and she looks at the response of the business community In her case study of the Seibu department store which takes up the final part of the book Lam concludes that the EEO Law has not had the desired effect

Gender and Japanese Management

Kimiko Kimoto, 2005 Using data from surveys conducted in a department store and a supermarket Kimoto discusses the forces shaping job segregation by gender One of the main themes is the need for Japanese women s labor studies to develop the theoretical and methodological momentum required for a fuller analysis of paid work using a gender perspective Kimoto stresses the need for empirical studies to reveal the realities of workforce conditions and of job segregation by gender This is linked to another major theme the need to escape from the tendency of Japanese labor studies researchers and those working in Japanese personnel offices to think of women as necessarily disadvantaged participants in the labor market because of their household and child rearing duties Kimoto shows that this thinking serves only to prevent one from seeing how gender norms and therefore gender relations actually develop in workplaces A clear picture emerges of the reasons for women s difficulties in moving beyond the lower levels of management

Women in the Japanese Workplace

Mary Saso, 1990 Based in part on interviews conducted with women in Japan and the UK *Kimono in the Boardroom* Jean R. Renshaw, 1999-09-23 Japanese women who comprise more than 40% of their country s workforce are essential to the Japanese economy Yet they are not typically thought of as managers at home or abroad Jean Renshaw challenges that perception in this pathbreaking book showing readers where and how an invisible evolution is occurring in Japanese business Traditional norms of lifetime employment the seniority system and the bureaucratic tightly knit nature of Japanese industry all restrict women s entry into management Despite these enormous barriers the number of Japanese women managers has almost doubled in the last ten years In an effort to discover the secrets of their success Renshaw interviewed over 150 successful Japanese women managers She explored family backgrounds personal characteristics socialization professional experiences and corporate cultures This book presents her sometimes surprising discoveries Renshaw completes the picture by surveying the history of Japanese women in management and discussing the even newer phenomenon of Japanese women who own their own businesses An eye opening work for managers of international firms and scholars of business and women

s studies Kimono in the Boardroom reveals the potential of the rising female managerial class to profoundly change the male dominated culture of modern Japan

Women in Management Positions in Japan. Trends, Challenges and Opportunities Heidi Günther, 2009-09-14 Diploma Thesis from the year 2008 in the subject Business economics Business Management Corporate Governance grade 1.0 TU Bergakademie Freiberg Chair of Business English Business Communication and Intercultural Communication language English abstract The representation of women in management is a globally and frequently discussed phenomenon Albeit the worldwide number of female managers is continuously increasing progress is still slow and full of barriers ILO 2004 These obstacles are described as an invisible glass ceiling Negative attitudes and prejudices within organizations prevent women from climbing the career ladder Wirth 2001 However culture seems to be an important factor of influence for female management opportunities For example female managers tend to be generally less accepted in Asia than in America or Eastern Europe ILO 2004 Among Asian countries Japan is very special Although the country is one of the most developed and richest economies in the world gender equality is extremely low there UNDP 2007 Fackler 2007 Women are often hired for administrative tasks only and not allowed to pursue own careers Despite growing attempts to strengthen gender equality Japanese females are still discriminated against and expected to stick to their traditional duties as mothers wives and office flowers Faiola 2007 Ogasawara 1998 Female under representation is notably high for management positions and seems to increase with the level of seniority Wirth 2001 Consequently the Japanese glass ceiling is also known as concrete ceiling reflecting the enormous level of gender discrimination Wahlin 2007 Penketh 2008 Japan s rigid and outstanding gender inequality is strongly influenced by the national culture and its major impact on the societal role of women On the one hand the Japanese are known for their ability to change but on the other hand they always try to maintain their special Japanese identity within every aspect of life Thus fixed gender roles of men as breadwinners and women as housewives persist even in spite of growing internationalization Haak Otake 2008 According to these facts female managers in Japan turn out to be an exciting field of research They are needed but also discriminated against at the same time The objective of this diploma thesis is to examine current trends and to analyze challenges as well as existing opportunities to improve their situation

Friendship and Work Culture of Women Managers in Japan Swee-Lin Ho, 2018-01-31 Drawing on ethnographic data gathered from fieldwork spanning a 15 year period this book offers new insights into understanding the lives and experiences of women managers in Japan Based on empirical case studies it explores the ways in which professional women in Tokyo creatively mobilize their friendships as a strategic site for mitigating the disappointments in their working lives and conceptualizing new understandings of independence and equality It analyses their use of language time space and money to negotiate new identities in an increasingly flexible work environment In examining the challenges and opportunities faced by these corporate workers this book also extends anthropological debates about the changing meaning and importance of work for women as well as their

relationship with money and separation from the realm of domesticity As a study of women s lives in and out of the workplace in Japan this book will be of great interest to students and scholars of Japanese studies Japanese culture and society anthropology sociology gender and women s studies The Changing Face of Japanese Management Keith Jackson,Miyuki Tomioka,2004 The practice and perceptions of Japanese management are undergoing fundamental change This book sets out to identify the essential currents of change and explain how and why these impinge on the experience of managers in Japan

Too Few Women at the Top Kumiko Nemoto,2016-09-15 The number of women in positions of power and authority in Japanese companies has remained small despite the increase in the number of educated women and the passage of legislation on gender equality In *Too Few Women at the Top* Kumiko Nemoto draws on theoretical insights regarding Japan s coordinated capitalism and institutional stasis to challenge claims that the surge in women s education and employment will logically lead to the decline of gender inequality and eventually improve women s status in the Japanese workplace Nemoto s interviews with diverse groups of workers at three Japanese financial companies and two cosmetics companies in Tokyo reveal the persistence of vertical sex segregation as a cost saving measure by Japanese companies Women s advancement is impeded by customs including seniority pay and promotion track based hiring of women long working hours and the absence of women leaders Nemoto contends that an improvement in gender equality in the corporate system will require that Japan fundamentally depart from its postwar methods of business management Only when the static labor market is revitalized through adoption of new systems of cost savings employee hiring and rewards will Japanese women advance in their chosen professions Comparison with the situation in the United States makes the author s analysis of the Japanese case relevant for understanding the dynamics of the glass ceiling in U S workplaces as well Women in Japanese Society Kristina R. Huber,Kathryn Sparling,1992-09-15 This exhaustive bibliography contains more than 2 300 annotated entries on the lives of women in Japan It includes books and book chapters articles in scholarly journals and popular magazines and published conference papers The authors have diligently researched databases bibliographies and indexes and have based their detailed annotations on a close examination of the works cited The volume lists works published in English from 1841 to the present and a particularly significant feature is the inclusion of literary works by Japanese women The book is further balanced by material on non Japanese women living in Japan All materials are available in the United States through standard interlibrary loan sources A valuable introduction provides detailed instructions for using the volume The bibliography is divided into a number of broad sections on the public and private lives of women and entries in each section are grouped in more specific categories covering home life politics education religion careers the arts and other areas The sections on literature briefly introduce the lives and works of poets and prose writers listing their individual works available in English translation A concluding section provides access to reviews and overviews of scholarship on women in Japan The extensive author title and subject indexes make this book of tremendous value to researchers in a wide range of disciplines

Routledge Handbook of Japanese Business and Management Parissa Haghirian, 2016-01-29 The Routledge Handbook of Japanese Business and Management provides a comprehensive overview of management and business processes and practices in Japanese companies. The contributors combine theoretical findings and research results with a practical and contemporary view on how corporations and firms are managed in Japan. The handbook is divided into eight sections covering historical perspectives on Japanese management structure and theory of the Japanese firm, the corporate environment in Japan, the Japanese work environment, the Japanese market, manufacturing and logistics, interaction and communication, the future of Japanese management. This book is an essential reference resource for students and scholars working on Japanese companies, the Japanese market place, Japanese consumers or management processes in the Japanese firm. The book also provides an interesting and informative read for managers who need to deepen their knowledge on Japanese business processes. *Women and Equal Employment Opportunities in Japan* Alice Cheung-Ling Lam, 1992

Japanese Management Practices in Thailand Peter Anthony Kenevan, 1989 Strategy for Diversity Management Yoshiko Segawa (M.B.A.), Sloan School of Management, 2010 Faced with a volatile global economy, a rapidly shrinking population, and a declining birthrate, Japan needs to find ways to revamp its economic engine. One solution is to increase the participation of Japanese women in the workforce. Over the past decade, Japanese society, its government, and companies have started this process. Diversity Management and Work Life Balance are focus areas for executives in Japanese companies with the combined goals of increasing women's participation and leadership in the workforce and improving work life balance for all employees. However, there are significant obstacles to be overcome: lack of gender equality in the corporate culture, lack of support for work life balance, barriers to promotion opportunities for women, and lack of motivation on the part of women themselves. Under these constraints, it is necessary that each organization, including my employer NTT West, re-consider what it has already done for diversity management and what it can do to improve the results. In this thesis, I will describe the diversity management strategies of several large Japanese companies. Much of this information comes from the interviews I did in Tokyo in January 2010. I compare the Japanese situations and strategies to those found among U.S. companies and analyze the challenges faced by the Japanese firms. Based on that material, I propose some recommendations for Japanese individuals, organizations, and the government. Some recommendations are learned from U.S. best practices, and some are hybrid solutions that take into account Japanese cultural, organizational customs. I believe that these recommendations will be helpful not only for my employer NTT West but also for all Japanese companies struggling with Diversity Management and Japanese employees struggling with their own Work Life Balance. *Women Managers in Neoliberal Japan* Swee-Lin Ho, 2020-02-14 This book, based on extensive original research, presents a detailed analysis of the varying opportunities and challenges experienced by Japanese women with professional careers, an important category of the population in Japan whose lives remain little known. It addresses many key issues, including the problems of flexible work in an increasingly neoliberal

environment the pervasiveness of precarious work conditions in gendered managerial employment the state's neglect in transforming antiquated labour laws and in combating abusive corporate practices the implications of dysfunctional employee employer relations and those among co-workers media representations as barometers of resistant social norms the ambivalent effects of work related drinking practices and the lack of collective representation due to ineffective labour unions Overall the book presents the disheartening realities of conflicts and ambivalence experienced by many women managers in contemporary Japan U.S.-Japan Women's Journal ,2000 **Japanese Women in Business** Yoko

Takeuchi,1987 *Shogun Management* William C. Byham,George Dixon,1993 Examines the impact of Japanese management techniques and methodology on North American businesses **The Japan Christian Year Book** ,1903

Women in Management Worldwide Nancy J. Adler,Dafna N. Izraeli,1989 This collection of studies examines the role of women managers in the United States Canada France the Federal Republic of Germany Switzerland Great Britain Indonesia Japan Israel South Africa and the Pacific Basin The contributors take a critical look at cross cultural differences and similarities in the role of women in management and also examines reasons for the paucity of women in this sphere cultural sanctions educational barriers legal restrictions and corporate obstacles ISBN 0 87332 417 X 29 50 Managing Women Elyssa Faison,2007 At the turn of the twentieth century Japan embarked on a mission to modernize its society and industry For the first time young Japanese women were persuaded to leave their families and enter the factory *Managing Women* focuses on Japan's interwar textile industry examining how factory managers social reformers and the state created visions of a specifically Japanese femininity Faison finds that female factory workers were constructed as women rather than as workers and that this womanly ideal was used to develop labor management practices inculcate moral and civic values and develop a strategy for containing union activities and strikes In an integrated analysis of gender ideology and ideologies of nationalism and ethnicity Faison shows how this discourse on women's wage work both produced and reflected anxieties about women's social roles in modern Japan Publisher's description

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