

Ronald P. Dore and Mari Sako

HOW THE JAPANESE LEARN TO WORK

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How The Japanese Learn To Work Nissan Institute Routledge Japanese Studies

Jeff Kingston



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How the Japanese Learn to Work R. P. Dore, Mari Sako, 2012-10-02 Japan is regarded as a world leader in the field of education and training for improved economic performance Yet success in Japan is often achieved by going against what is regarded as ideal practice elsewhere This book offers the most comprehensive review available in English of the many facets of Japanese vocational education and training Covering the system from primary education through to in job training offered by companies this book provides a detailed study of current practice giving equal emphasis to formal training in explicitly vocational courses and informal training in factories shops and offices The authors analyse the difference between substantive person changing training and mere ability labelling They raise important questions such as To what extent does the need to package skills to provide convenient qualifications distort the actual training given How efficient is it to rely on professional trainers to certify the acquisition of skills rather than run separate testing systems The authors reveal how in Japanese companies employees are strongly motivated by pride in the successful execution of their jobs and that much company training is carried out by colleagues

How the Japanese Learn to Work Ronald Philip Dore, Ronald Dore, Mari Sako, 1998 Japan is regarded as a world leader in the field of education and training for improved economic performance Yet success in Japan is often achieved by going against what is regarded as ideal practice elsewhere This book offers the most comprehensive review available in English of the many facets of Japanese vocational education and training Covering the system from primary education through to in job training offered by companies this book provides a detailed study of current practice giving equal emphasis to formal training in explicitly vocational courses and informal training in factories shops and offices The authors analyse the difference between substantive person changing training and mere ability labelling They raise important questions such as To what extent does the need to package skills to provide convenient qualifications distort the actual training given How efficient is it to rely on professional trainers to certify the acquisition of skills rather than run separate testing systems The authors reveal how in Japanese companies employees are strongly motivated by pride in the successful execution of their jobs and that much company training is carried out by colleagues

Engineers in Japan and Britain Kevin McCormick, 2013-02-01 Engineers are a key occupational group in the transformation of the modern world Contrasts between Japans economic miracle and Britains relative economic decline have often been linked to differences in education training and employment of engineers Yet such views have often rested on little more than colourful anecdotes and selective statistics Using careful and systematic comparisons Kevin McCormick locates the differences between rhetoric and reality to dismiss both the inflated claims of the 1980s and the excessive detracting of the 1990s with Japans prolonged recession

Japanese Economic Development Penny Francks, 2015-05-19 This fully revised and updated third edition of Japanese Economic Development looks at Japan s economic history from the nineteenth century through to World War II recasting analysis of Japan s economic past in the light fresh theoretical perspectives in the study of economic history and

development Francks draws out the historical roots of the institutions and practices on which Japan's post war economic miracle was based and provides a comparative framework within which the Japanese case can be understood and related to development in the rest of the world New features for this edition include textboxes summarising key concepts expanded coverage of the early modern economy the traditional sector and the international context of Japanese growth an increased number of case studies fully up dated references glossary and bibliography Taking a thematic approach this textbook demonstrates how studying the first example of Asian industrialisation can provide the basis for an alternative non western narrative of development As it such is an important resource for undergraduate and postgraduate courses on the Japanese economy as well as comparative economic development and economic history more generally

The Politics of Agriculture in Japan Aurelia George Mulgan, 2013-01-11 Agriculture is one of the most politically powerful sectors in Japanese national politics This book provides the first comprehensive account of the political power of Japanese farmers This definitive text analyses the organisational and electoral basis of farmers political power including the role of agricultural interest groups the mobilisation of the farm vote and links between farmers and politicians in the Diet Agrarian power has helped to produce the distinctly pro rural anti urban bias of postwar Japanese governments resulting in a general neglect of urban consumer interests and sustained opposition to market opening for farm products This book represents a major study of Japanese agricultural organisations in their multifarious roles as interest groups agents of agricultural administration electoral resource providers and mammoth business groups It describes the policy issues that engage farmers concerns and identifies the agricultural commodities that carry the greatest political significance

Japan's Agricultural Policy Regime Aurelia George Mulgan, 2012-11-12 Written by the world's leading expert in the field this book examines the evolution of Japanese agricultural policy in the post war period focusing particularly from the 1970s onwards when both domestic and external pressures for reform began to intensify The author explains how the MAFF has safeguarded their institutional capacity to intervene by accommodating both public interest in agricultural policy reform alongside the interests of government in maintaining agricultural support and protection The book provides a major reinterpretation of agricultural policy examining how the MAFF's role as an intervention maximiser has been redefined in the face of continued bureaucratic involvement Making available in English for the first time Japanese policy changes in the post war period the book will appeal to political economy specialists and political scientists and those with an interest in Japanese politics and bureaucratic institutions

Ozawa Ichirō and Japanese Politics Aurelia George Mulgan, 2014-11-27 Ozawa Ichir was the axis on which Japanese politics turned for more than two decades He helped to reshape the electoral system political funding rules the evolution of the party system the nature of executive government the roles and powers of bureaucrats and the conduct of parliamentary and policymaking processes Admired and reviled in almost equal measure Ozawa has been the most debated and yet least understood politician in Japan with little agreement to be found amongst the many who have debated his patent

political assets and palpable political flaws This book examines the political goals behaviour methods and practices of Ozawa Ichir and in doing so provides fascinating insights into the inner workings of Japanese politics It explores Ozawa s paradoxical and conflicting contributions in terms of two contrasting models of old and new politics Indeed therein lies the problem of understanding the real Ozawa he remained a practitioner of old politics despite his rhetorical agenda of change to bring about new politics In seeking to unravel the Ozawa enigma Aurelia George Mulgan reveals his primary motivations to establish whether he sought power primarily to enact reforms or whether his reform goals simply disguised power seeking objectives This volume seeks to illuminate Ozawa s true character as a politician and untangle the complex elements of old and new politics that he represents Through an in depth study of Ozawa and his political activities this book shows how the Japanese political system works at the micro level of individual politicians political relationships and systems As such it will be of huge interest to students and scholars of Japanese politics Asian politics and political systems

Urban Spaces in Japan Christoph Brumann,Evelyn Schulz,2012-06-14 Urban Spaces in Japan explores the workings of power money and the public interest in the planning and design of Japanese space Through a set of vivid case studies of well known Japanese cities including Tokyo Kobe and Kyoto this book examines the potential of civil society in contemporary planning debates Further it addresses the implications of Japan s biggest social problem the demographic decline for Japanese cities and demonstrates the serious challenges and exciting possibilities that result from the impending end of Japan s urban growth Presenting a synthetic approach that reflects both the physical aspects and the social significance of urban spaces this book scrutinizes the precise patterns of urban expansion and shrinkage In doing so it also summarizes current theories of public space urban space and the body in space which are relevant to both Japan and the wider international debate With detailed case studies and more general reflections from a broad range of disciplines this collection of essays demonstrates the value of cross disciplinary cooperation As such it is of interest to students and scholars of geography and urban planning as well as history anthropology and cultural studies

Configurations of Family in Contemporary Japan Tomoko Aoyama,Laura Dales,Romit Dasgupta,2014-09-15 The middle class nuclear family model has long dominated discourses on family in Japan Yet there have always been multiple configurations of family and kinship which in the context of significant socio economic and demographic shifts since the 1990s have become increasingly visible in public discourse This book explores the meanings and practices of family in Japan and brings together research by scholars of literature gender studies media and cultural studies sociology and anthropology While the primary focus is the Japanese family it also examines the experience and practice of family beyond the borders of Japan in such settings as Brazil Australia and Bali The chapters explore key issues such as ageing single households non heterosexual living arrangements and parenting Moreover many of the issues addressed such as the growing diversity of family the increase in single person households and the implications of an ageing society are applicable to other mature late industrial societies Employing both multi and inter disciplinary approaches this

book combines textual analysis of contemporary television film literature manga anime and other media with empirical and ethnographic studies of families in Japan and in transnational spaces As such it will be of great interest to students and scholars working across a number of fields including Japanese culture and society sociology of family gender studies film and media studies literature and cultural studies and gerontology **Japan's Modern History, 1857-1937** Junji

Banno,2014-08-13 Over the course of the period 1857 to 1937 in Japan six distinct stages can be identified as the country moved from Shogun rule and its subsequent overthrow from industrialisation and investment to the Meiji Constitution and then from Taish democracy to Sh wa fascism In this book Junji Banno stresses the mutual relationships between each period and to this end renames then accordingly the age of reform age of revolution age of construction age of management age of reorganisation and age of crisis Following this model the book covers eighty years of history in Japan focusing on political history and foreign relations with extensive material also on economic development and foreign influences on political institutions and practices Based on extensive archival research Japan s Modern History considers synoptically the key trends and their significance over the period of 1857 to 1937 In turn it presents in detail fascinating information on many of the main leaders and other significant figures with extensive quotations from their writings letters and diaries This book is a translation into English of a major work of scholarship by a leading historian of modern Japan and may be considered the apex of Junji Banno s work in the field As such it will be of great interest to students and scholars of both Japanese history and history more broadly **Japanese Numbers Game** T Crump,2012-11-12 An almost obsessional use of numbers

characterizes Japanese popular culture A wide variety of numerical formulae and strategies provide the means for explaining events and solving problems occurring in everyday life These include such matters as the choice of the name for a child ranking in almost any game or sport the diagnosis and cure of illness or the decision to accept a new job This text provides a general study of the field of Japanese popular numeracy It introduces the reader to a world of numbers in which fortune telling the abacus and games involving numbers as well as curious numerical names of both people and places illustrate the importance of systems of counting calculation and forecasting The study explores the cultural roots of attitudes towards numbers and makes suggestions about the contemporary implications of a culture in which mechanical numeracy and number obsession is general but the highest levels of academic mathematics still fall short of world standards **Social**

Inequality in Japan Sawako Shirahase,2014-01-10 Japan was the first Asian country to become a mature industrial society and throughout the 1970s and the 1980s was viewed as an all middle class society However since the 1990s there have been growing doubts as to the real degree of social equality in Japan particularly in the context of dramatic demographic shifts as the population ages whilst fertility levels continue to fall This book compares Japan with America Britain Italy France Germany Sweden and Taiwan in order to determine whether inequality really is a social problem in Japan With a focus on impact demographic shifts Sawako Shirahase examines female labour market participation income inequality among

households with children the state of the family generational change single person households and income distribution among the aged and asks whether increasing inequality is uniquely Japanese or if it is a social problem common across all of the societies included in this study Crucially this book shows that Japan is distinctive not in terms of the degree of inequality in the society but rather in how acutely inequality is perceived Further the data shows that Japan differs from the other countries examined in terms of the gender gap in both the labour market and the family and in inequality among single person households single men and women including lifelong bachelors and spinsters and also among single parent households who pay a heavy price for having deviated from the expected pattern of life in Japan Drawing on extensive empirical data this book will be of great interest to students and scholars interested in Japanese culture and society Japanese studies and social policy more generally

Industrial Relations in Japan Norma Chalmers, 2006-04-14 The conventional picture of industry and industrial relations in Japan is of a number of very large firms providing extremely attractive working conditions for their happy and contented workforce Norma Chalmers shows that there is in fact another very different side to the picture which occurs in the peripheral sector Here conditions are often poor wages very low and continuity of employment virtually non-existent There are many small firms where the effectiveness of worker organisation and bargaining declines as the firm's size and proximity to the industrial centre decrease Moreover as Chalmers shows the peripheral sector is very large and the conventional picture of the model workforce should probably be confined to a few flagship companies The book argues that the model nature of the large firms may stem in part from the fact that they are able to off load problems onto smaller firms who produce the components necessary for the large firm sector at disadvantageous subcontract terms

History of Japanese Economic Thought Tessa Morris Suzuki, 2020-09-16 Economics in the modern sense of the word was introduced into Japan in the second half of the nineteenth century However Japanese thinkers had already developed during the seventeenth and eighteenth centuries a variety of interesting approaches to issues such as the causes of inflation the value of trade and the role of the state in economic activity Tessa Morris Suzuki provides the first comprehensive English language survey of the development of economic thought in Japan She considers how the study of neo-classical and Keynesian economics was given new impetus by Japan's economic miracle while Marxist thought particularly well established in Japan was developing along lines that are only now beginning to be recognized by the West She concludes with an examination of the radical rethinking of fundamental economic theory currently occurring in Japan and outlines some of the exciting new approaches which are emerging from this shaking of the foundations

Natural Disaster and Nuclear Crisis in Japan Jeff Kingston, 2012-03-12 The March 2011 earthquake and tsunami in Japan plunged the country into a state of crisis As the nation struggled to recover from a record breaking magnitude 9 earthquake and a tsunami that was as high as thirty eight meters in some places news trickled out that Fukushima had experienced meltdowns in three reactors These tragic catastrophes claimed some 20 000 lives initially displacing some 500 000 people and overwhelming Japan's formidable

disaster preparedness This book brings together the analysis and insights of a group of distinguished experts on Japan to examine what happened how various institutions and actors responded and what lessons can be drawn from Japan's disaster The contributors many of whom experienced the disaster first hand assess the wide ranging repercussions of this catastrophe and how it is already reshaping Japanese culture politics energy policy and urban planning

Policy Entrepreneurship and Elections in Japan Takashi Oka, 2011-04-22 Ozawa Ichir is one of the most important figures in Japanese politics having held the positions of Chief Secretary of the Liberal Democrat Party and after defection from the LDP President of the Democratic Party of Japan Ozawa has distinctive ideas that set him apart from the average Japanese politician he believes in the concept of the independence of the individual as opposed to the importance of the group and as a policy entrepreneur he has had a huge impact on political change not only advocating but precipitating institutional change in a key political area the election system Using extensive interview data from key players in the political arena this book examines Ozawa's struggle to normalize alternation in office between two competing political parties particularly significant given the results of the 2009 election which handed over power to the Democratic Party of Japan and how he has used his entrepreneurial talents to precipitate and carry out institutional change Not only a political biography but also an in depth analysis of the Japanese political and electoral systems this book will be of huge interest to anyone interested in Japanese politics and electoral systems

Labour Migration from China to Japan Gracia Liu-Farrer, 2011-05-24 Chinese students are the largest international student population in the world and Japan attracts more of them than any other country Since the mid 1980s when China opened the door to let private citizens out and Japan began to let more foreigners in over 300 thousand Chinese have arrived in Japan as students Student migrants are the most visible controversial and active Chinese immigrants in Japan The majority of them enter Japan's labour market and many have stayed on indefinitely Based on the author's original fieldwork data and government statistics this book gives a comprehensive portrayal of an often neglected group of international migrants in a society that for decades has been considered a non immigrant country It introduces Chinese students diverse mobility trajectories analyses their career patterns describes their transnational living arrangements and explores the mechanisms that give rise to their identity as new overseas Chinese This book contributes to our understanding of international migration and international education in an age of globalization It points out that student migrants are key to the internationalization of Japanese society and potentially in other countries where immigration is still considered a challenging reality This book will be of interest to students and scholars of Chinese Studies Japanese Studies Sociology and Labour Studies

Globalizing Japan Harumi Befu, Sylvie Guichard-Anguis, 2003-09-02 This book explores the social and cultural dimensions of Japan's global presence as an economic giant Areas examined include Japanese multinational corporations popular music and perceptions of Japan in France and Korea

Ideology and Practice in Modern Japan Roger Goodman, Kirsten Refsing, 2002-09-11 The issue of how Japanese society operates and in particular why it has succeeded has

generated a wide variety of explanatory models including the Confucian ethic classlessness group consciousness and uniqueness in areas as diverse as body images and language patterns In Ideology and Practice in Modern Japan the contributors examine these models and the ways in which they have sometimes been used to create a sense of Japaneseness that obscures the fact that Japan is actually an extremely complex and heterogenous society In particular practice at the micro level of society is explored to illuminate or express a broader ideology The contributors investigate a wide variety of subjects from attitudes to death to the role of education from film making to gender segregation to see what can be said about the phenomenon in particular what it tells us about Japan in general and what conclusions can be drawn for our understanding of society in the broadest sense Human Resource Development Margaret Anne Reid, Harry A. Barrington, Mary Brown, 2004 This new edition has been updated to take account of the growing emphasis on interactive learning online learning and other recent developments It also adopts a more accessible and student friendly approach with case material examples activities and questions

Unveiling the Magic of Words: A Overview of "**How The Japanese Learn To Work Nissan Instituteroutledge Japanese Studies**"

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