

ENTERPRISE
UNIONISM
IN JAPAN



Enterprise Unionism In Japan

Dae Yong Jeong



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Enterprise Unionism in Japan Hirosuke Kawanishi,1992 First Published in 1992 Routledge is an imprint of Taylor Francis an informa company

American Enterprise in Japan Tomoko Hamada,1991-01-01 This book describes how American and Japanese management ideologies meet collide and contend in the process of competitive cooperation during a joint venture in Japan In a detailed case study Hamada describes the very real problems when Japanese and American managers run a business operation and analyzes them from a comparative relativistic and historical perspective The author presents a novel and effective way of viewing organizational dynamics seeing the unfinished cultural process between different sub groups who create and recreate the symbolic meanings of corporate phenomena Her succinct analysis of Japanese and American behavioral modes makes both practical and theoretical contributions to the field of international management Highlighting the interdependence between corporate culture and broader societal culture Hamada looks closely at interactions between American and Japanese businessmen analyzes their cultural differences and proposes that these differences can be viewed not just as a source of continuing conflict but of dynamic cooperation

The Evolution of Enterprise Unionism in Japan Dae Yong Jeong,2007 This paper proposes an alternative framework to understand enterprise unionism by emphasizing political dynamics and the role of the state in labor relations Our framework delineates the strategic behavior patterns of the tripartite IR actors and maintains that the initial period of the collective bargaining era constituted a critical juncture state labor policy that occurred in distinctive ways in different countries and that these differences played a central role in shaping the different union structures in the following decades Our historical analysis shows that unlike its counterparts in Western countries the Japanese state was able to eradicate the horizontal union movement at the onset of the collective bargaining era because of its late developer advantages and Cold War politics resulting in enterprise unionism in Japan

The Economic Effects of Trade Unions in Japan T. Tachibanaki,T. Noda,2000-09-05 The book attempts to examine whether trade unions in Japan contributed to raising wages productivity and firm s performance In the western world trade unions are often regarded as organizations which prevent firms from performing well The Japanese case may be different from Europe and North America The book investigates who in Japan joins trade unions and asks whether there is any difference in the satisfaction level of employees the wage level and labour

turnover rates between union members and non union members *Law and Industrial Relations:China and Japan After World War II* Vai Io Lo,1999-01-01 Chinese and Japanese trade unions may seem emasculated and weak when compared with their Western counterparts in that they do not stand up to management to protect the interests of workers The author s careful analysis probes the reasons for this difference tearing down stereotypical notions about societies with a Confucian heritage to examine the significant role of law in shaping industrial relations in modern China and Japan Through a comparative analysis of their trade union laws this work analyses the role of law in shaping postwar industrial relations in China and Japan and the interplay amongst such elements as the State or the Party management and workers The work focuses on industrial relations in commercial and industrial enterprises addressing such issues as the performance or nonperformance of trade unions in China and Japan and possible explanations and the prospects and limitations of using codified laws to effect change or control in the postwar industrial settings of these two countries The work s helpful features include a comparative approach the use of case studies to maximize objectivity and insight a unified and clearly expressed thesis and conclusions including a summary of findings footnotes and cross references an index and concise explanations of the relevant legal provisions and the manner in which they have been applied **An Introduction to Japanese Society** Yoshio Sugimoto,2010-06-22 Essential reading for students of Japanese society An Introduction to Japanese Society now enters its third edition Here internationally renowned scholar Yoshio Sugimoto writes a sophisticated yet highly readable and lucid text using both English and Japanese sources to update and expand upon his original narrative The book challenges the traditional notion that Japan comprises a uniform culture and draws attention to its subcultural diversity and class competition Covering all aspects of Japanese society it includes chapters on class geographical and generational variation work education gender minorities popular culture and the establishment This new edition features sections on Japan s cultural capitalism the decline of the conventional Japanese management model the rise of the socially divided society thesis changes of government the spread of manga animation and Japan s popular culture overseas and the expansion of civil society in Japan Labour Law in Japan Tadashi A. Hanami,Fumito Komiya,Ryuchi Yamakawa,Chikako Kanki,2025-07-22 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on Japan not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers

practical guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in Japan and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations *Encyclopedia of Japanese Business and Management* Allan Bird,2005-10-18 The Encyclopedia of Japanese Business and Management is the definitive reference source for the exploration of Japanese business and management Reflecting the multidisciplinary nature of this field the Encyclopedia consolidates and contextualises the leading research and knowledge about the Japanese business system and Japanese management thought and practice It will be welcomed by scholar and student alike as an essential resource for teaching an invaluable companion to independent study and a solid starting point for wider exploration **The Dynamics of Asian Labour Markets** John Benson,Ying Zhu,2011-03-02 This book explores the dynamics of Asian labour markets in a cross section of eight Asian economies including Japan South Korea Taiwan Hong Kong Singapore China India Vietnam Thailand and Indonesia It considers how these markets have responded to globalisation and assesses likely future trends and developments **Women's Employment in Japan** Kaye Broadbent,2012-11-12 The low status accorded to part time workers in Japan has resulted in huge inequalities in the workplace This book examines the problem in depth using case study investigations in Japanese workplaces and reveals the extent of the inequality It shows how many part time workers most of whom are women are concentrated in low paid low skilled poorly unionised service sector jobs Part time workers in Japan work hours equivalent to or greater than full time workers but receive lower financial and welfare benefits than their full time colleagues Overall the book demonstrates that the way part time work is constructed in Japan reinforces and institutionalises the sexual division of labour **Japan Business** Christine Genzberger,1994 An encyclopedic view of doing business with Japan Contains the how to where to and who with information needed to operate internationally **Research Handbook of Comparative Employment Relations** Michael Barry,Adrian Wilkinson,2011-01-01 Besides a well written introduction by the two editors the book presents seventeen other chapters some by well known writers on the subject or related social sciences This is a substantial resource book for scholars and students of comparative ER especially for those who look towards the evolution of ER in the new economic world that is in formation and in a comparative perspective the book contains intellectually stimulating analyses of employee relations realities across the globe Scholars belonging to different disciplinary perspectives from which ER has been studied in the past will also find in it a good reference material of comparative analyses The publishers too deserve accolades for their professionalism and first rate copy editing and production Debi S Saini Vision the Journal of Business Perspectives The book is a comprehensive volume of studies on employment relations in a wide variety of settings an enriching compendium Silvia Florea Management of Sustainable Development The Research Handbook of Comparative Employment Relations is an essential resource for those seeking to understand contemporary developments in the world of work and the way in which employment relations systems are

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Contesting Precarity in Japan Saori Shibata,2020-07-15 Contesting Precarity in Japan details the new forms of workers protest and opposition that have developed as Japan s economy has transformed over the past three decades and highlights their impact upon the country s policymaking process Drawing on a new dataset charting protest events from the 1980s to the present Saori Shibata produces the first systematic study of Japan s new precarious labour movement It details the movement s rise during Japan s post bubble economic transformation and highlights the different and innovative forms of dissent that mark the end of the country s famously non confrontational industrial relations In doing so moreover she shows how this new pattern of industrial and social tension is reflected within the country s macroeconomic policymaking resulting in a new policy dissensus that has consistently failed to offer policy reforms that would produce a return to economic growth As a result Shibata argues that the Japanese model of capitalism has therefore become increasingly disorganized

Modern Japanese Organization and Decision-making Ezra F. Vogel,Joint Committee on Japanese Studies,1975-01-01

Labour Law and Industrial Relations in Japan Tadashi A. Hanami,2013-11-11

Japanese Labour and Management in Transition Mari Sako,Hiroko Sato,2013-01-11 Japanese Management and Labour in Transition explores the changing face of Japanese industrial relations Part one of the work outlines recent trends in Japanese labour markets labour law and corporate strategy and explores the responses of both management and labour to pressure posed by these trends Part two analyses the interaction between the state management and labour considering both the macro and the micro levels This compilation of up to date research by leading Japanese scholars challenges the traditional view of lifetime employment and focuses on the growing economic pressures that Japanese management and labour currently face

The Japanese Economy David Flath,2014 Conventionally Japan is presented as the exception to mainstream economic theory This book attacks that notion bringing analytical economic thought to all aspects of the most dramatic economic success story since the 1950s

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 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

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Table of Contents Enterprise Unionism In Japan

1. Understanding the eBook Enterprise Unionism In Japan
 - The Rise of Digital Reading Enterprise Unionism In Japan
 - Advantages of eBooks Over Traditional Books
2. Identifying Enterprise Unionism In Japan
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Enterprise Unionism In Japan
 - User-Friendly Interface
4. Exploring eBook Recommendations from Enterprise Unionism In Japan
 - Personalized Recommendations
 - Enterprise Unionism In Japan User Reviews and Ratings
 - Enterprise Unionism In Japan and Bestseller Lists
5. Accessing Enterprise Unionism In Japan Free and Paid eBooks

- Enterprise Unionism In Japan Public Domain eBooks
- Enterprise Unionism In Japan eBook Subscription Services
- Enterprise Unionism In Japan Budget-Friendly Options
- 6. Navigating Enterprise Unionism In Japan eBook Formats
 - ePub, PDF, MOBI, and More
 - Enterprise Unionism In Japan Compatibility with Devices
 - Enterprise Unionism In Japan Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Enterprise Unionism In Japan
 - Highlighting and Note-Taking Enterprise Unionism In Japan
 - Interactive Elements Enterprise Unionism In Japan
- 8. Staying Engaged with Enterprise Unionism In Japan
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Enterprise Unionism In Japan
- 9. Balancing eBooks and Physical Books Enterprise Unionism In Japan
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Enterprise Unionism In Japan
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Enterprise Unionism In Japan
 - Setting Reading Goals Enterprise Unionism In Japan
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Enterprise Unionism In Japan
 - Fact-Checking eBook Content of Enterprise Unionism In Japan
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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