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And Present – including network and discourse analysis, ethnographic explorations, and more – the book reveals historical developments and in-depth analyses of established and emerging composition of sectors and industries where cultural capital matters. Throughout the book, the common theme conveyed to

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And Present readers is a consistently strong message that the change is ongoing and the evolution of management style is real in the Japanese context. The book would be of great interest to researchers, academics and practitioners in fields of global management, international management, and Asian capitalism.

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This book provides a comprehensive analysis of the changes that have taken place in the systems and practices of Japanese management over the last quarter century, identifies the positive and useful attributes that ought to be maintained, and clarifies the behavioral principles that



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And Present form the groundwork of their strengths. Observing the changes in the business environment brought about by the forces of intensifying globalization, the book presents a highly effective management model that builds on the superior aspects of Japanese-style management while overcoming its weaknesses. It is a multi-

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layered human-resources management model that combines the mutually complementary aspects of the Japanese and Anglo-Saxon systems, incorporating the strengths of both systems. This hybrid model is aimed at increasing workplace motivation, promoting the creation of new value, and enhancing performance and can

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And Presently in many countries around the world. It will be of interest to business strategists and consultants, scholars, and entrepreneurs.

Japan's rapid rise to economic superpower status has led to a worldwide interest in and attempts to emulate

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Japanese management practices. This book, based on extensive original research, considers both the opportunities and problems of the transfer of Japanese management practices to other areas in East Asia. It remains one of the few books of its kind, as other books on Japanese management have concentrated on its

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And Present to the West. Because many Japanese subsidiaries have been established longer in East Asia than elsewhere and the local work forces have become accustomed to Japanese management practices when transferred elsewhere have become apparent in a way they have not where Japanese management

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practices are much newer.

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, 36 entries in the bibliography,

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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

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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



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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

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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

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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

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And Present 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

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And Approaches are presented.

Meanwhile, changes in management practices are examined.

Standard works on the employment systems of Japanese companies deal almost exclusively with men. Women, however, constitute the vast majority of

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And Present 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

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And Present 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

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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.

Engineered in Japan presents a unique and comprehensive examination of technology



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And Present in the most successful Japanese companies: unique in that all chapters go beyond superficial descriptions of stylized practices to look in depth at particular issues, often contradicting or qualifying the conventional wisdom; comprehensive in that it covers the entire technology life

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cycle from basic R&D, to development engineering, to manufacturing processes, to learning from the Japanese. Each chapter is based on original research by noted scholars in the field, and identifies technology management practices that have become a major source of competitive advantage for highly

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successful Japanese companies.

Engineered in Japan documents the best practices from such companies as Toyota, Hitachi, Toshiba, and Nippondenso, and discusses how these technology management practices can be usefully adopted in other cultural contexts. Going beyond past observations, the authors all

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And Present delve below the surface of Japanese management approaches. They look more closely than has been done before at how particular methods are applied, and they identify some new practices that have not yet been highlighted in books on Japanese methods. Presenting recent data that contradict some conventional thinking

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about U.S.-Japanese differences, they look at old techniques from a new perspective.

"U.S. managers can perhaps learn more from the process of creation in Japan and the organizational structures that support innovation," say the editors in their introduction, "than from the particular approaches, tools, and technologies

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created." A running theme throughout the book is that Japanese managers and engineers tend to think in terms of systems, focusing not just on the parts but on the connections between them.

Engineered in Japan is must reading for technology managers and engineers, along with anyone interested in Japanese

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business, engineering, and management.

This book focuses on various business practices to manage ailing companies during economic depression or in the aftermath of man-made and natural disasters. The methods implemented by various Japanese enterprises, such as

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Japan Air Line, Tokyo Electricity Company, Nissan and Toyota, to overcome their challenges are elaborated in this book. The scope of the book covers: restructuring under government financial support; private turnaround management of huge conglomerates; reorganization of business domains; accounting for risk



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And Present management, and robust supply chain management in the aftermath of disasters.

Following the burst of the "economic bubble" in the 1990s, many Japanese companies were required to reform their management systems. Changes in corporate governance were widely

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And Present that decade in studies on Japanese management. These discussions have resulted in little progress, however, since Americanization became the dominant discourse concerning governance and the management system. There have been few studies conducted from an academic point of view on the

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And Present internal aspects of organizations that practice traditional Japanese management theory. This book examines how, and the degree to which, the development of market principles accompanying the advances of globalization has affected the traditional Japanese system. It focuses on four aspects of corporate management:

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And Present institutions, strategy, organization, and human resource management. The aggregation of the new management system in Japanese companies is regarded as a distinctive Japanese-style system of management. With emphasis on these four aspects, research was conducted on the basic

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structure of that system, following changes in the market, technology, and society. Further, specific functions of the basic structure of the Japanese-style management system were studied. Those findings are included here, along with a discussion and analysis of the direction of future changes.

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With the service industry taking up the largest portion of its GDP, Japan has much to share in the area of managing service industry. This book explores and elucidates the unique management styles in non-manufacturing industries or service industries in contemporary Japan, both

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practically and theoretically through case studies. These specially selected cases are the management of the world No.1 convenience store chain of Seven-Eleven, the sales finance business and auto sales business of Toyota, application of TPS (Toyota Production System) to life insurance company, performance

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evaluation of local government, BSC (balance scorecard) in local government hospitals, cost and pricing policy of telecommunication company, Japanese-style OC hospitality OCO in the retail industry, service level agreement (SLA) in IT and shared service companies, and ICT (Information & Communication



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Technology) applied to BPN (Business Process Network) of service industry. The analyses presented in this book were carefully laid out in regard to the business in general. It will be useful for business practitioners in service industry and beneficial to the scholars, students or general readers interested in this area.

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This book outlines the particulars of Japanese management and how modern Japanese management employs many practices which are very successful and worth adopting. The main objective of this book is to illustrate the many teachings that Japanese management practice can

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And Present offer the rest of the world. The book thus targets managers who deal with Japanese business partners, or work in Japan, students of Japanese Studies, Asian Studies or International Business.

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