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Autore	Keizer Arjan B.
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Sommario/riassunto	Japan's employment practices were long considered a cornerstone to its economic success. However, the reversal in economic performance during the 1990s altered the positive perception and inspired major adaptations like the rise in performance-related pay ('seikashugi') and non-regular employment. This book presents case-studies of the adaptations in personnel management by major Japanese firms. It highlights the diversity, the stability and the considerations behind the adaptations that are implemented by these firms. Drawing on insights

from institutional theory, it shows how factors such
