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| Nota di contenuto | Pt. I. Features of Japan's internal labor markets -- 1. Internal labor markets in search equilibrium -- 2. Demand and supply of skills in a corporate hierarchy -- 3. Measuring occupational and internal labor markets -- 4. Earnings and seniority in internal labor markets -- 5. Recruitment and promotion in Japanese firms -- 6. Product market competition and internal labor markets -- Pt. II. Recent changes in wage and employment structures -- 7. Institutional changes in Japanese internal labor market -- 8. Changes in the employment and wage structure of Japanese firms, 1976-1996 -- 9. Changes in Japanese earnings profiles -- 10. The impact of growth and business cycles on Japanese corporate hierarchies. |
| Sommario/riassunto | Japanese labour market practices have attracted considerable attention in the West for two reasons. Firstly, innovative human resource management (HRM) is responsible for the development of competitive |

industrial sectors. Secondly, inner flexibility of the labour market has produced low unemployment and wage flexibility. This study, originally published in 2000, provides a thorough investigation of the distinctive features of Japanese internal labour markets (ILM) and occupational labour markets (OLM), closely analyses important changes in ILM and considers future developments. It combines a mixture both of descriptive and of theoretical and econometric work and builds on the authors' well-known previous research in this area. Also contains a detailed case study and the econometric analysis of HRM policies used by a large Japanese firm. Although the focus is on Japanese ILM, international comparisons are made throughout, mainly with reference to Europe and the United States.
