

1. Record Nr.	UNINA9910785496903321
Titolo	Challenges of human resource management in Japan // edited by Ralf Bebenroth and Toshihiro Kanai
Pubbl/distr/stampa	Abingdon, Oxon ; ; New York : , : Routledge, , 2011
ISBN	0-415-85539-X 1-136-93614-9 1-136-93615-7 1-282-91313-1 9786612913136 0-203-84670-2
Descrizione fisica	1 online resource (256 p.)
Collana	Routledge contemporary Japan series ; ; 32
Altri autori (Persone)	BebenrothRalf KanaiToshihiro <1954->
Disciplina	658.300952
Soggetti	Manpower planning - Japan Personnel management - Japan
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Book Cover; Title; Copyright; Contents; Figures and tables; Contributors; 1 Challenges of human resource management in Japan: An introduction; Part I: Japanese HRM from an international perspective; 2 Taking stock of the research on evolving relationships between Japanese human resource management practices and firm performance; 3 Japanese human resource management: Inspirations from abroad and current trends of change; 4 Expatriation and performance; 5 Human resource management and employment systems in Asia: Directions of change and new challenges 6 Demystifying the relationship between intercultural adjustment and effectiveness in international assignments: Reflections on Japanese expatriate managers7 Global talent management and learning for the future: Pressing concerns and opportunities for growth for Japanese multinationals; Part II: Japanese HRM from a domestic perspective; 8 Strategic human resource management research in the Japanese context: Unique opportunities for theory advancement; 9 Psychological

contract in Japanese companies: An explorative study on contents, fulfillment, and breach of contracts

10 Cognitive framework for performance appraisal: An empirical study of narrative evaluations in a Japanese auto company
11 Diversification of employment categories in Japanese firms and its functionality: A study based on the human resource portfolio system;
12 Quantum leap experiences for leadership development: Stories and lessons of Japanese top and middle managers; Index

Sommario/riassunto

Human resource management systems differ across corporations around the world. Japan has unique characteristics that create specific challenges for HRM and there is currently a lack of research focusing on Japanese HR issues available to westerners. This book examines the major challenges and dilemmas in human resource management as Japan's industrial society continues its resurgence in the global arena. The first part of the book deals with Japanese HRM from an international perspective, analysing the overall structure of Japanese HRM systems and comparing these with current international
