

1. Record Nr.	UNINA9910821352103321
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Titolo	Kimono in the boardroom : the invisible evolution of Japanese women managers / / Jean R. Renshaw
Pubbl/distr/stampa	New York ; , : Oxford University Press, , 2023
ISBN	0-19-770320-8 1-280-47099-2 0-19-535354-4 1-60256-247-4
Descrizione fisica	1 online resource (304 p.)
Collana	Oxford scholarship online
Disciplina	331.4/816584/00952
Soggetti	Women executives - Japan Businesswomen - Japan Women - Japan - Social conditions
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Previously issued in print: 1999.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Contents; Introduction: The Mystery of the Invisible Women Managers; Part I: Japan's Hidden Assets; Part II: The Drama of Corporate Life: Roles, Actions, and Status; Part III: Pawaa: A Redefinition of Power and Leadership; Epilogue: A Future For Japanese Women Managers? Evolution or Retreat; Glossary; Notes; References; Index
Sommario/riassunto	Japanese women comprise more than 40per cent of the workforce, but are not thought of as managers. This text challenges that perception. Traditional norms of lifetime employment, the seniority system, and the tightly knit nature of Japanese industry all restrict women's entry into management.