

LTCB International Library Selection No. 3

THE ECONOMICS OF WORK IN JAPAN

KOIKE KAZUO

Professor of Human Resource Management
Hosei University



LTCB International Library Foundation

CONTENTS

Preface to the English-Language Edition	ix
<i>Chapter 1</i> Various Worker Groups	1
The Self-employed and Employees	1
An Unlimited Supply of Labor	9
<i>Chapter 2</i> Examining the Seniority Wage Legend	13
The Commonly Accepted Views	13
The Wage Profile and Wage Scale	15
An International Comparison of Age-Wage Profiles	18
<i>Chapter 3</i> Examining the Permanent Employment Theory	29
Job Separation Rates	30
International Comparisons of Job Tenure	34

<i>Chapter 4</i>	The Careers of Workers at Large Companies	43
	Workers at Large American Companies	43
	Starting a Career	50
	Broad OJT	54
<i>Chapter 5</i>	Intellectual Skills	63
	Dealing with Changes and Problems	63
	Separated Systems versus Integrated Systems	66
	Methods of Forming Intellectual Skills	68
	The Future of Intellectual Skills	72
<i>Chapter 6</i>	Current Theories	75
	The Human Capital Theory	75
	Internal Labor Markets	78
	Explaining Job Attachment	81
	Constructing a Career	84
<i>Chapter 7</i>	Adjustment to Change: Dismissal and Unemployment	89
	Employment Adjustment	89
	Dismissals in Japan	96
<i>Chapter 8</i>	Workers at Small and Medium-Sized Companies	109
	Wage Differentials by Company Size	109
	Various Views	119
	Skill Formation at Small and Medium-Sized Companies	124

<i>Chapter 9</i>	Women and Older Workers	131
	Older Workers	131
	Women Workers	140
<i>Chapter 10</i>	The Transferability Overseas of the Japanese Way of Working	153
	The Issue	153
	Japanese Corporations in the United States and the United Kingdom	155
	Skill Formation in Southeast Asia	160
	Documentation	163
	Technical Cooperation	166
<i>Chapter 11</i>	College Graduates in Industry	177
	Transferability Abroad	177
	Early Screening System	181
	Promotion within a Japanese Corporation	186
<i>Chapter 12</i>	Labor Unions in the Workplace	195
	Labor Disputes: An International Comparison	195
	Local Unions In The United States	199
	Works Councils In West Germany	203
	Enterprise Unions In Japan	207
<i>Chapter 13</i>	Changes in Wage Levels and Unemployment	217
	Wage Levels	217
	Unemployment	223
	Distribution	229

<i>Chapter 14 Basic Theory and the Theory of Stages</i>	233
Basic Theory	233
The Theory of Labor Types	241
Stage One—the Age of The Craft Union	243
Stage Two—the Age of The Industrial Union	250
Changeover—an Explanation of National Differences	255
Epilogue	261
Appendix	265
Notes	267
Index	283
The LTCB International Library Foundation: Statement of Purpose	