

④ 科目名/Subject	国際教養
④ 曜日・講時・教室/Day/Period/Place	後期 月曜日 2講時 川北キャンパスA402
④ 科目群/Categories	全学教育科目展開科目-国際教育科目
④ 単位数/Credit(s)	2
④ 対象学部/Object	全
④ 担当教員(所属) /Instructor (Position)	末松 千秋 所属:
④ 開講期/Term	2/4/6/8セメスター
④ 科目ナンバリング /Course Numbering	ZDG-GLB802E
④ 使用言語 /Language Used in Course	英語

④ 授業題目 /Class Subject	【展開ゼミ】Japanese Corporate Culture, Employment Practices 日本の企業文化と雇用慣行-国際共修ゼミ-
④ 授業の 目的と概要 /Object and Summary of Class	This course introduces students to Japanese corporate culture with the history of changes in employment practices. The classes will cover the Japanese Style Management, Bubble Economy, and the Lost 20 Years. How did Japanese companies develop their management style? Why were Japanese manufacturers regarded as the strongest? What caused the Bubble Economy? Why did they have to give up the practices once thought to be essential? Why is Japan still struggling even without the shock of the big earthquake? While answering these questions, the course will emphasize the role of employment practices to illustrate the Japanese culture. Two main objectives of the course are to possess the knowledge of Japanese employment practices and to understand the rationales for changes in the practices for the past 20 years.
④ 学修の 到達目標 /Goal of Study	The goal of the course is to make students understand the basic principles of Japanese employment practices. Through the understandings the students are also expected to judge advantages and disadvantages of employment practices in other nations, especially those in their home country.
④ 授業内容・ 方法と 進度予定 /Contents and Progress Schedule of the Class	<p>The course is an online one. It consists of lectures, discussions, and presentations. The instructor will provide online lectures on key issues about the process of decision-making. Then, he will lead discussions about important items. In order for students to join the discussions actively the reading papers will be posted in the Google Classroom together with some assignments. Students will need to read the papers and related materials, turn in the assignments prior to due dates, and join the discussions actively in the class. A couple of classes toward the end will be devoted to the student presentations. Students in small groups will work on case studies and make a presentation on one of them. The time of each presentation will be 20 min to 30 min long, adjusted depending on the number of groups.</p> <p>The class schedule is as follows:</p> <ol style="list-style-type: none"> <li>1)Introduction: Present an overview of the course. Make the self-introduction of the instructor and the students. Discuss the economic development in Japan after World War II briefly.</li> <li>2)Theme: Japanese Style Management Discuss the three basic elements, Lifetime Employment, Seniority Ranking System, and Corporate Labor Union. What are advantages and disadvantage of the elements over other management styles?</li> <li>3)Theme: Japanese Employment Practices Illustrate the human resource management typical to the Japanese companies during 70' s. They provided houses, dormitories, resort houses or loans. Employees traveled together and stayed overnight for harmony. Why were hot spring spots so prosperous? Who went there?</li> <li>4)Theme: Corporate Japan Besides the employment practices there were some systems peculiar to Japan, which supported the Japanese Style Management. Keiretsu, Shitauke, or Zaibatsu were often criticized from the US as unfair business practices. Were they really peculiar to Japan?</li> <li>5)Theme: The Strongest Manufacturing Under the Japanese Style Management employees worked quite hard. "Made in Japan" was (and still is) synonymous with the highest quality. How did the employment practices function to accomplish the highest quality?</li> <li>6)Theme: What Caused the Bubble Economy Accomplishing the economic success, how did most of Japanese feel? What was their "happiness?"</li> <li>7)Theme: Too Much Assets and Too High Labor Costs In 1991 the Bubble Economy ended with burst. Restructuring and re-engineering became key words in the business. What did they try to do?</li> <li>8)Theme: Changes to Employment Practices Gave up the lifetime employment and the seniority ranking system and introduced temp employees and the performance related pay system. Why did they have to give up the practices once thought to be essential? What did the new system bring to employees?</li> <li>9)Theme: Japanese Disease Serious problems spread to the society as a whole. The huge national debts, deflation, collapse in social securities, low birthrate, or elderly society... How are they going to solve them? Why do the prime ministers change so often?</li> <li>10)Case Study The automobile industry and the electronics industry were leading powers that had driven the Japanese economy. The class will discuss one company from those industries and exemplify the management systems discussed in the classes.</li> <li>11)Case Study 2</li> </ol>

	<p>The class will discuss another company to learn about the applications of the management systems. The rest of the class will discuss important points on the student presentations. A set of case studies for the student presentation will be given out.</p> <p>12)Student Presentations Student groups will make presentations followed by questions and answers.</p> <p>13)Student Presentations Student groups will make presentations followed by questions and answers.</p> <p>14)Student Presentations Student groups will make presentations followed by questions and answers.</p> <p>15)Summary Return the graded student presentations and summarize the course.</p>														
<p>成績評価方法 /Evaluation Method</p>	<p>The presentation will account for 50% of the final grade, while the assignments and the overall class participation will contribute 30% and 20%, respectively. Discussions during the case studies and after the student presentations are more important and will make up one-half of the overall class participation. Low class attendance, missing three or more classes, will be regarded as no class participation. Overdue assignment may not be accepted.</p> <p>Grades for the course will be assigned as follows:</p> <p>AA…… Excellent (90–100%) A…… Good (80–89%) B…… Fair (70–79%) C…… Passing (60–69%) D…… Fail (0–59%)</p>														
<p>教科書および参考書 /Textbook and References</p>	<table border="1"> <thead> <tr> <th>No</th> <th>書名</th> <th>著者名</th> <th>出版社</th> <th>出版年</th> <th>ISBN/ISSN</th> <th>資料種別</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>『Changes in Japanese Employment Practices: Beyond the Japanese Model』</td> <td>Keizer, Arjan</td> <td>Routledge</td> <td>Routledge</td> <td><a href="https://www.routledge.com/9780415447584/Changes-in-Japanese-Employment-Practices-Beyond-the-Japanese-Model/book/9780415447584">978-0-415-44758-4</a></td> <td></td> </tr> </tbody> </table>	No	書名	著者名	出版社	出版年	ISBN/ISSN	資料種別	1.	『Changes in Japanese Employment Practices: Beyond the Japanese Model』	Keizer, Arjan	Routledge	Routledge	<a href="https://www.routledge.com/9780415447584/Changes-in-Japanese-Employment-Practices-Beyond-the-Japanese-Model/book/9780415447584">978-0-415-44758-4</a>	
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<p>関連URL /URL</p>															
<p>授業時間外学修 /Preparation and Review</p>	<p>Copies of the textbooks and other reading materials will be posted on the Google Classroom. Students need to read them before each class and prepare for the discussions conducted in the classes.</p> <p>There will be four to five written assignments.</p> <p>The final presentation is the group one. Students need to prepare for the presentation outside of the class hours.</p>														
<p>実務・実践的授業 /Practical business ※○は、実務・実践的授業であることを示す。 /Note: "○" Indicates the practical business</p>	<p>○</p>														
<p>その他 /In Addition</p>	<p>Students enrolling in this course must have good English proficiency.</p>														
<p></p>	<p>1単位の授業科目は、45時間の学修を必要とする内容をもって構成することを標準としています。1単位の修得に必要な学修時間の目安は、「講義・演習」については15～30時間の授業および授業時間外学修(予習・復習など)30～15時間、「実験、実習及び実技」については30～45時間の授業および授業時間外学修(予習・復習など)15～0時間です。 One-credit courses require 45 hours of study. In lecture and exercise-based classes, one credit consists of 15–30 hours of class time and 30–15 hours of preparation and review outside of class. In laboratory, practical training, and practical skill classes, one credit consists of 30–45 hours of class time and 15–0 hours of preparation and review outside of class.</p>														