

THE  
**Human Side  
of Japanese  
Enterprise**

**Hiroshi Tanaka**

# The Human Side Of Japanese Enterprise

**Anshuman Khare, Hiroki  
Ishikura, William W. Baber**



## **The Human Side Of Japanese Enterprise:**

**Personality in Industry** Hiroshi Tanaka, 2013-12-17 Japanese management styles and their relationship to Japanese business success have been aridly studied and analysed in the West but rarely do Western observers understand fully the importance of cultural and historical factors in the Japanese economic miracle This book provides a unique insight into the unseen world of Japanese business by intertwining the history growth and performance of ASICS a major Japanese corporation with the life of its remarkable founder Kihachiro Onitsuka and the dramatic and complex changes in Japanese life economy and culture since the end of the Second World War First published in 1988 this title is part of the Bloomsbury Academic Collections series Personality in Industry Hiroshi Tanaka, 2012 Japanese management styles and their relationship to Japanese business success have been aridly studied and analysed in the West but rarely do Western observers understand fully the importance of cultural and historical factors in the Japanese economic miracle This book provides a unique insight into the unseen world of Japanese business by intertwining the history growth and performance of ASICS a major Japanese corporation with the life of its remarkable founder Kihachiro Onitsuka and the dramatic and complex changes in Japanese life economy and culture since the end of the Second World War First published in 1988 this title is part of the Bloomsbury Academic Collections series Bloomsbury Publishing

**An Analysis of Douglas McGregor's The Human Side of Enterprise** Stoyan Stoyanov, Monique Diderich, 2017-07-05 What makes a good manager Though we can probably all point to someone we think of as a good manager what precisely makes them so good at their job is a complex question and one central to good business organization Management scholar Douglas McGregor's seminal 1960 book *The Human Side of Enterprise* is perhaps the most influential attempt to answer that question and provides an excellent example of strong evaluative and reasoning skills in action Evaluation is all about judging the strength and weakness of positions a critical evaluation asks how acceptable a line of reasoning is how adequate relevant and convincing the evidence is McGregor sought to find out what makes a good manager by evaluating different management approaches their assumptions about human behavior and effects they had In his view management approaches could be roughly broken down into two theories Theory X which held a negative idea of employee motivations and Theory Y which made positive assumptions about them In McGregor's evaluation Theory Y produced markedly better results in productivity and other measurable areas On this basis McGregor reasoned out a strong persuasive argument for adopting Theory Y strategies on a grand scale

**The Human Side of Service Engineering** Christine Leitner , Walter Ganz , Clara Bassano and Debra Satterfield, 2022-07-24 *The Human Side of Service Engineering* Proceedings of the 13th International Conference on Applied Human Factors and Ergonomics AHFE 2022 July 24 28 2022 New York USA *The Human Side of Japanese Enterprise* Hiroshi Tanaka, 1988 *The Japanese Enterprise System* W. Mark Fruin, 1992 This volume merges four streams of inquiry and interpretation in a study of the evolution and emergence of Japan's leading industrial firms during the twentieth century First it is a historical study of how

the industrial institutions of modern Japan appeared and matured Second it is an organization study of the basic forms of social and economic interaction in Japan Third it is a development study of how circumstances of rapid technical and economic change have shaped the Japanese business system It is also a strategy study of how Japanese managers have responded to and shaped these circumstances This fourfold synthesis offers a model of institutional development under conditions of late economic development and private initiative that falls somewhere between a capitalist development state and a free market economy Business policy rather than industrial policy is accentuated revealing a set of robust institutions and a dynamic to activate and interrelate them

**International Bibliography of Business History** Francis Goodall, Terry Gourvish, Steven Tolliday, 2013-12-16 The field of business history has changed and grown dramatically over the last few years There is less interest in the traditional company centred approach and more concern about the wider business context With the growth of multi national corporations in the 1980s international and inter firm comparisons have gained in importance In addition there has been a move towards improving links with mainstream economic financial and social history through techniques and outlook The International Bibliography of Business History brings all of the strands together and provides the user with a comprehensive guide to the literature in the field The Bibliography is a unique volume which covers the depth and breadth of research in business history This exhaustive volume has been compiled by a team of subject specialists from around the world under the editorship of three prestigious business historians

**Transforming Japanese Business** Anshuman Khare, Hiroki Ishikura, William W. Baber, 2019-12-06 This book explores how the business transformation taking place in Japan is influenced by the digital revolution Its chapters present approaches and examples from sectors commonly understood to be visible arenas of digital transformation 3D printing and mobility for instance as well as some from not so obvious sectors such as retail services and fintech Business today is facing unprecedented change especially due to the adoption of new digital technologies with a noticeable transformation of manufacturing and services The changes have been brought by advanced robotics the emergence of artificial intelligence and digital networks that are growing in size and capability as the number of connected devices explodes In addition there are advanced manufacturing and collaborative connected platforms including machine to machine communications Adoption of digital technology has caused process disruptions in both the manufacturing and services sectors and led to new business models and new products While examining the preparedness of the Japanese economy to embrace these changes the book explores the impact of digitally influenced changes on some selected sectors from a Japanese perspective It paints a big picture in explaining how a previously manufacturing centric successful economy adopts change to retain and rebuild success in the global environment Japan as a whole is embracing yet also avoiding innovating but also restricting various forms of digitalization of life and work The book with its 17 chapters is a collaborative effort of individuals contributing diverse points of view as technologists academics and managers

**Business** 日本経済出版社, 2003      **Control And Coordination Of Subsidiaries In Japanese Corporate**

Groups Akira Mitsumasu, 2015-06-29 This book attempts to bridge academic knowledge and practitioner's knowledge regarding the control and coordination of subsidiaries in Japan. It specifically explores two questions: why do corporations establish subsidiaries and form corporate groups? How do corporate groups manage their subsidiaries? Based on the case studies presented in the book, the author identifies four different types of parent subsidiary relationships and uses this typology to understand control and coordination issues within Japanese organizations. The chapters in the book are designed to cover many characteristics of large Japanese corporate groups. Chapter 2 gives the definition of corporate group in Japan and distinguishes it from the keiretsu business group, while Chapter 3 provides a backdrop and context for understanding the corporate landscape in which Japanese firms today operate. Chapters 4 and 5 provide a literature review on some of the major literatures that are related to the research questions concerning why corporate groups exist and how they are managed. Chapter 6 attempts to bridge academic knowledge with practitioners' knowledge by looking at five corporate groups: Hitachi, Panasonic, Mitsubishi Heavy Industry, Nihon Yusen, and Japan Airlines, and by identifying areas where practitioners' knowledge could be used to expand existing theories. Chapter 7 proposes a four-part classification of subsidiaries to facilitate the discussion of different issues that arise under different parent subsidiary settings. Chapter 8 attempts to illustrate a simplistic roadmap for creating successful subsidiary management, while Chapter 9 concludes the book. Written in a simple and accessible manner, this book will be of interest to business practitioners, decision makers in organizations, and academics alike.

*The Journal of the Association of Teachers of Japanese*, 1990

**Selected Data on the Occupation of Japan and the Far East Command** Supreme Commander for the Allied Powers, 1950

*Corporate Flexibility in Japan* Stephen Graves, 1989

The Eternal Japan Sazō Idemitsu, 1975

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**Proceedings, Managing the High Technology Firm** Luis R. Gomez-Mejia, Michael W. Lawless, 1988

**The Journal of the American Chamber of Commerce in Japan**, 2001

**Hands Across the Sea**, 1985

Harvard Business School Core Collection, 1998 Baker Library, 1998

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