Challenges of Human Resource Management in Japan

Edited by Ralf Bebenroth and Toshihiro Kanai
Contents

List of figures and tables ix
List of contributors xi

1 Challenges of human resource management in Japan: an introduction 1
RALF BEBENROTH AND TOSHIHIRO KANAI

PART I
Japanese HRM from an international perspective 9

2 Taking stock of the research on evolving relationships between Japanese human resource management practices and firm performance 11
NEALIA S. BRUNING

3 Japanese human resource management: inspirations from abroad and current trends of change 28
MARKUS PUDELKO AND ANNE-WIL HARZING

4 Expatriation and performance 61
RALF BEBENROTH AND DONGHAO LI

5 Human resource management and employment systems in Asia: directions of change and new challenges 79
PHILIPPE DEBROUX

6 Demystifying the relationship between intercultural adjustment and effectiveness in international assignments: reflections on Japanese expatriate managers 97
BEATRIZ MARIA BRAGA AND EDSON KEYSO DE MIRANDA KUBO
Contents

7 Global talent management and learning for the future: pressing concerns and opportunities for growth for Japanese multinationals 124
MARY YOKO BRANNEN

PART II
Japanese HRM from a domestic perspective 131

8 Strategic human resource management research in the Japanese context: unique opportunities for theory advancement 133
TOMOKI SEKIGUCHI, NORIHKO TAKEUCHI, AND TOMOKAZU TAKEUCHI

9 Psychological contract in Japanese companies: an explorative study on contents, fulfillment, and breach of contracts 154
YASUHIRO HATTORI

10 Cognitive framework for performance appraisal: an empirical study of narrative evaluations in a Japanese auto company 171
KIYOSHI TAKAHASHI

11 Diversification of employment categories in Japanese firms and its functionality: a study based on the human resource portfolio system 188
MITSUTOSHI HIRANO

12 Quantum leap experiences for leadership development: stories and lessons of Japanese top and middle managers 210
TOSHIHIRO KANAI AND YOICHI FURUNO

Index 236