



22–23 September 2015

**International Workshop:
Global HR and the Japanese Company**

Organized by:

Hendrik Meyer-Ohle, Department of Japanese Studies, National University of Singapore
Harald Conrad, School of East Asian Studies, University of Sheffield, UK

Supported by:

The Japan Foundation

Facing the challenges of increased global competition and a shrinking human resource base in Japan, Japanese companies have found themselves under considerable pressure to reform their personnel management systems. In recent years, they have come up with a number of new initiatives such as the amplified hiring of young foreign graduates from Japanese and overseas universities as well as more systematic HR development programs for Japanese employees in overseas operations. The purpose of this workshop is to scrutinize these developments in the light of recent scholarship on international human resource management, boundary-less careers and diversity management. Moreover, the workshop brings together academics and HR practitioners to reflect on these and possible future developments and to discuss potential changes in university curricula in response to these trends.

22 September

9:00-10:30: Academic Session I Venue: AS4/03-28

Venue: Faculty of Arts and Social Sciences, Department of Japanese Studies, Bld. AS4, 3rd Floor, Room 28

Chair:

Alexander WOLLENBERG, Lecturer, Binus University (Indonesia), Faculty of Business, Jakarta

Presenters:

Naoki ANDO, Professor, Faculty of Business Administration, Hosei University, Tokyo

Localization and its Implications for Subsidiary Performance: A Case of Japanese MNCs

Yu ZHENG, Lecturer in Asian Business and International HRM, School of Management, Royal Holloway University of London

“Chicken and Duck Talk”: Life and Death of Cross-cultural Training at a Japanese Manufacturing Plant in China

10:30-11:00: Coffee Break

11:00-12:30: Academic Session II Venue: AS4/03-28

Chair:

Natenapha WAILERDSAK Yabushita, Assistant Professor, Thammasat Business School, Bangkok

Presenters:

Srabani Roy CHOUDHURY, Associate Professor in Japanese Studies, School of International Studies, Jawaharlal Nehru University, Delhi

How Egalitarian are Japanese Firms in India? A Case Study of Japanese Joint Ventures in India

Shige MAKINO, Professor, Department of Management, Director, Center for International Business Studies, CUHK Business School, The Chinese University of Hong Kong

Passion Transfer across Borders: A Case of Japanese Multinationals

12:30-14:00: Lunch Break

14:00-15:45: Session with Company Representatives I Venue AS7/01-02

Venue: Faculty of Arts and Social Sciences, Bld. AS7, 1st floor, Room 02

Chair:

Hendrik MEYER-OHLE, Associate Professor, Department of Japanese Studies, National University of Singapore

Honami MATSUGASAKI, Joint General Manager, Planning Department, APAC, Sumitomo Mitsui Banking Corporation

Stella WONG, Head of HR, APAC, Sumitomo Mitsui Banking Corporation

Toyohiro MATSUDA, Head, HRD Office in Asia, Mitsubishi Corporation, Singapore

Muneatsu MIIDA, Deputy Managing Director, Group Administration, Denka Chemicals Holdings Asia-Pacific, Singapore

Richard CHUA, Managing Director, Yamato Asia, Singapore

15:45-16:15: Coffee Break

16:15-18:00: Session with Company Representatives II Venue AS7/01-02

Chair:

Harald CONRAD, Sasakawa Lecturer in Japan's Economy and Management, School of East Asian Studies, University of Sheffield

Takuya SHIMOMURA, HR Manager, DeNA Asia Pacific Holdings, Singapore

Masahiro NISHIJIMA, General Manager, Japan Airlines, Singapore

Hitoshi SUZUKI, Managing Director, Leggenda, Singapore

Takeshi KAZAMI, President and CEO, NTT Singapore, Singapore

18:30~ Workshop Dinner (Invited Only)

23 September

9:00-10:30: Academic Session III Venue: AS4/03-28

Chair:

Carol HOOI, Associate Professor, University of Nottingham, Malaysia Campus

Presenters:

Mitsuhide SHIRAKI, Professor, President, Institute for Transnational Human Resource Management, Waseda University

The Globalization of Business and the Globalization of Human Resources: With Special Reference to Japanese Expatriates in Asia

Mari YAMAUCHI, Visiting Professor, Institute for Technology, Enterprise and Competitiveness, Doshisha University, Kyoto

Japanese Employment Systems in Transition: Growing Divergence and Globalization

10:30-11:00: Coffee Break

11:00-12:30: Academic Session IV Venue: AS4/03-28

Chair:

Hendrik MEYER-OHLE, Associate Professor, Department of Japanese Studies, National University of Singapore

Presenters:

Gracia LIU-FARRER, Professor, Graduate School of Asia-Pacific Studies, Waseda University, Tokyo

The Trials of Globalization: Employees' Experiences in Globalizing Japanese Firms

Akiyoshi YONEZAWA, Associate Professor, Graduate School of International Development, Nagoya University and Yukiko SHIMMI, Lecturer, Graduate School of Law, Hitotsubashi University

Study Abroad Experiences and Career Paths of Japanese Workforce

12:30-14:00: Lunch Break

14:00-15:30: Academic Session V Venue: AS4/03-28

Chair:

Harald CONRAD, Sasakawa Lecturer in Japan's Economy and Management, School of East Asian Studies, University of Sheffield

Presenters:

Shiho NAKAMURA, Associate Professor, College of Business Administration, Ritsumeikan University, Osaka

A Longitudinal Study of Headquarter HRM Practices in Japanese MNCs

Hendrik MEYER-OHLE, Associate Professor, Department of Japanese Studies, National University of Singapore and Harald CONRAD, Sasakawa Lecturer in Japan's Economy and Management, School of East Asian Studies, University of Sheffield

Building an International Human Resource Base: Japanese Multinationals and the Recruitment of Fresh Foreign Graduates for Tokyo

15:30-17:00: Coffee and Final Reflection Session Venue: AS4/03-28