



FOR HARMONY AND STRENGTH

Japanese White-Collar Organization
in Anthropological Perspective

THOMAS P. ROHLEN

For Harmony And Strength Japanese White Collar Organization In Anthropological Perspective

Mark Granovetter, Richard Swedberg



For Harmony And Strength Japanese White Collar Organization In Anthropological Perspective:

For Harmony and Strength Thomas P. Rohlen, 1979-07-06 Rohlen has demonstrated that traditional anthropological method and theory can be adjusted to the analysis of complex organizations. The book provides a holistic perspective of a Japanese bank and its more than 3 000 employees. Methodologically Rohlen analyzed this bank in much the same fashion as he would have carried out the study of a small community. Eleven months of participant observation within the bank and among its employees after work provided the major source of data. Possibly the most important finding of the study is that despite surface similarities with banks throughout the world the Japanese have evolved an institution which is radically different. This bank like many modern Japanese businesses is organized to secure a common livelihood and way of life for its employees more than the best cultural analysis of a Japanese business for the book also contributes to the fields of Japanese cultural change and modernization process. Essential reading. American Anthropologist. The account is adorned with an unusually rich selection of illustration from the speeches of firm officers, company records and documents and of course extensive observations from employees. As a case study of a single Japanese organization *For Harmony and Strength* is a superb effort that penetrates deeper than any other book in the English language. Contemporary Sociology. A first rate contribution to the literature in applied anthropology and comparative and cross cultural management for the insights it provides on management of white collar employees in Japan. Industrial and Labor Relations Review. A well written thoroughly researched study of the internal life of a single Japanese organization. Unlike most previous writers Rohlen deals with the separate recruitment work and leisure patterns of the bank's women employees. As an anthropologist he has particular sensitivity to the ritual meanings of bank songs, ceremonies and extensive training activities. One of the best analyses to date of how Japanese organization works. Library Journal. What emerges from Rohlen's convincing and penetrating analysis is a picture of a thoroughly Japanese business organization deeply imbued with Japanese cultural values in its sensitivity to cultural meanings and in its analytical coherence in the presentation of data. This book is a model of scholarship matched by few ethnographies. It will be consulted by those specializing in Japan, those interested in organizational behavior and those interested in seeing the meanings of fundamental matters for a long time to come. Journal of Asian Studies. *American Enterprise in Japan* Tomoko Hamada, 1991-01-01 This book describes how American and Japanese management ideologies meet, collide and contend in the process of competitive cooperation during a joint venture in Japan. In a detailed case study Hamada describes the very real problems when Japanese and American managers run a business operation and analyzes them from a comparative, relativistic and historical perspective. The author presents a novel and effective way of viewing organizational dynamics, seeing the unfinished cultural process between different sub groups who create and recreate the symbolic meanings of corporate phenomena. Her succinct analysis of Japanese and American behavioral modes makes both practical and theoretical contributions to the field of international management. Highlighting the interdependence between

corporate culture and broader societal culture Hamada looks closely at interactions between American and Japanese businessmen analyzes their cultural differences and proposes that these differences can be viewed not just as a source of continuing conflict but of dynamic cooperation

The Sociology of Economic Life Mark Granovetter, Richard Swedberg, 2018-04-17 This book incorporates classic and contemporary readings in economic sociology and related disciplines to provide students with a broad understanding of the many dimensions of economic life It discusses Max Weber's key concepts in economics and sociology

[Globalizing Japan](#) Harumi Befu, Sylvie Guichard-Anguis, 2003-09-02 Globalizing Japan explores the social and cultural dimensions of Japan's global presence Japan's expansion and presence as an economic giant is witnessed on an everyday basis Both consciously and unconsciously we regularly come into contact with Japan's industrial and cultural globalization from cameras and automobiles to judo cuisine or animation Japan's presence in the popular imagination is heavily influenced both by the country's historical past and its global present This book will appeal to students and scholars of Japanese Studies Anthropology and Cultural Studies

International Comparisons of Vocational Education and Training for Intermediate Skills Paul Ryan, 2019-07-23 Paul Ryan has brought together the writings of the most prominent British research into vocational preparation in Britain in comparison to the other advanced economies primarily within the EEC The book originally published in 1991 documents various aspects of inadequacy in British practice at the time concentrating upon intermediate skills which are of crucial importance for economic performance The introduction outlines the strengths and weaknesses of comparative research Part 1 discusses the use which has been made of it by policy makers in Britain and various aspects of comparative methods in practical comparisons including an Anglo Scottish one Part 2 concerns vocational preparation in connection with productivity and produce markets noting its importance for economic performance and its dependence upon companies product choices Part 3 contains studies of the organization of skills and work and the finance of training within the EEC as a whole Part 4 comprises studies of training in relation to labour market structures each of which indicates similar alternatives for training policy in Britain alternatives whose relevance and political prospects can only be enhanced by the demise of Thatcher government deregulatory policies

Organizational Science Abroad C.A.B., Yg. Osiagweh, 2013-11-11 Organizing consists of making other people work We do this by manipulating symbols words exhortations memos charts signs of status We expect these symbols to have the desired effects on the people concerned The success of our organizing activities depends on whether the others do attach to our symbols the meanings we expect them to Whether or not they do so is a function of what I have sometimes called the programs in their minds their learned ways of thinking feeling and reacting in short a function of their culture The assumption that organizations could be culture free is naive and myopic it is based on a misunderstanding of the very act of organizing Certainly few people who have ever worked abroad will make this assumption The dependence of organizations on their people's mental programs does not mean of course that we do not find many similarities across organizations Some

characteristics of human mental programming are universal others are shared by most people in a continent a country a region an industry a scientific discipline or even a gender

Constructs For Understanding Japan Yoshio Sugimoto, Ross E. Mouer, 2013-09-05 First published in 1989 This volume has emerged from the International Colloquium on the Comparative Study of Japanese Society Held at Noosa Heads in Queensland from 29 January to 6 February 1982 the colloquium brought together participants from eight countries to discuss about thirty papers The participants came with a common sense of dissatisfaction with the group model or consensus oriented theories as a means of understanding Japanese society The papers and discussion focused on alternative approaches for conceptualizing Japanese society and on methodological issues in the comparative study of Japanese society

Japanese Workers in Protest Christena L. Turner, 2023-04-28 This first ethnographic study of factory workers engaged in radical labor protest gives a voice to a segment of the Japanese population that has been previously marginalized These blue collar workers involved in prolonged labor disputes tell their own story as they struggle to make sense of their lives and their culture during a time of conflict and instability What emerges is a sensitive portrait of how workers grapple with a slowed economy and the contradictions of Japanese industry in the late postwar era The ways that they think and feel about accommodation resistance and protest raise essential questions about the transformation of labor practices and limits of worker cooperation and compliance This title is part of UC Press's Voices Revived program which commemorates University of California Press's mission to seek out and cultivate the brightest minds and give them voice reach and impact Drawing on a backlist dating to 1893 Voices Revived makes high quality peer reviewed scholarship accessible once again using print on demand technology This title was originally published in 1996 This first ethnographic study of factory workers engaged in radical labor protest gives a voice to a segment of the Japanese population that has been previously marginalized These blue collar workers involved in prolonged labor disputes tell their own

[The Routledge Companion to Cross-Cultural Management](#) Nigel Holden, Snezhina Michailova, Susanne Tietze, 2015-04-24 This Routledge Companion provides a timely and authoritative overview of cross cultural management as an academic domain and field of practice for academics and students With contributions from over 60 authors from 20 countries the book is organised in to five thematic areas Review survey and critique Language and languages moving from the periphery to the core Cross cultural management research and education The new international business landscape Rethinking a multidisciplinary paradigm Edited by an international team of scholars and featuring contributions from a range of leading cross cultural management experts this prestigious volume represents the most comprehensive guide to the development and scope of cross cultural management as an academic discipline

The Vitality of Japan Armand Clesse, Takashi Inoguchi, E.B. Keehn, J.A.A. Stockwin, 2016-07-27 In this volume the reader will find interesting forms of analysis on Japan just as it was embarking on potentially the most important changes in its political system since 1955 when the Liberal Democratic Party was created through a merger of Japan's two dominant conservative

parties of that era With the old Cold War verities no longer in place new challenges arose for the Japanese government and Japanese corporations The challenges of the 1990s include a protracted domestic economic downturn and the need to begin redefining Japan's international profile in the face of an increasingly powerful China an ever more desperate North Korea and shifts in the shared responsibility built into the US Japan security treaty

Japan's Changing Generations Gordon Mathews, Bruce White, 2012-10-02 This book argues that the generation gap in Japan is something more than young people resisting the adult social order before entering and conforming to that order Rather it signifies something more fundamental the emergence of a new Japan which may be quite different from the Japan of postwar decades It argues that while young people in Japan in their teens twenties and early thirties are not engaged in overt social or political resistance they are turning against the existing Japanese social order whose legitimacy has been undermined by the past decade of economic downturn The book shows how young people in Japan are thinking about their bodies and identities their social relationships and their employment and parenting in new and generationally contextual ways that may help to create a future Japan quite different from Japan of the recent past

Japanese Capitalism and Modernity in a Global Era Peter Matanle, 2003-09-02

First Published in 2004 Routledge is an imprint of Taylor Francis an informa company

Managing in the Modern Corporation John Hassard, Leo McCann, Jonathan Morris, 2009-10-22 This book is an examination of the effects of organizational restructuring in large corporations

Understanding Japanese Society Joy Hendry, 2012-10-02 With the ever growing contact between Japan and the rest of the world comes an increasingly important need to understand a society that is fascinating but still often confusing to the outsider In this brand new fourth edition of *Understanding Japanese Society* Joy Hendry brings the reader up to date both with recent changes as Japan hit the world headlines under the triple 2011 disasters and with underlying continuities in ways of thinking that have matured over a long history of dealing with foreign influences and an unpredictable environment This welcome new edition of Hendry's bestselling introductory textbook provides a clear accessible and readable introduction to Japanese society which does not require any previous knowledge of the country Fully updated revised and expanded the fourth edition contains new material on the effects of the earthquake tsunami and nuclear disasters of 2011 a renewed interest in politics and popular participation increased frequency of local spiritual support as unemployment continues to grow and marriage gets later and later the effects of a dramatic drop in the birth rate on Japan's education system the continuing global success of Japanese animation manga and computer games despite a turn away from international travel the cool new Ainu the attraction of healing Okinawa and changes among other Japanese minorities a new role for Japanese fathers in child rearing This book will be invaluable to all students studying Japan It will also enlighten those travellers and business people wishing to gain an understanding of the Japanese people

Ethnography and Law Eve Darian-Smith, 2017-11-30 Ethnographies of law are historically associated with anthropology and the study of far away places and people In contrast this volume underscores the importance of ethnographic research in

analyzing law in all societies particularly complex developed nations By exploring recent ethnographic research by socio legal scholars across a range of disciplines the volume highlights how an ethnographic approach helps in appreciating the realities of legal pluralism the subtle contradictions in any legal system and how legal meaning is constantly reproduced on the ground through the cultural frames and practices of peoples everyday lives Transnational Corporations and Business Strategy Donald J. Lecraw, Allen J. Morrison, 1993 Primary School in Japan Peter Cave, 2007-11-30 The balance between individual independence and social interdependence is a perennial debate in Japan This book based on an extended detailed study of two primary schools in the Kinki district of Japan discusses these debates **Education and Training in Japan** Thomas P. Rohlen, Christopher Bjork, 1998 This collection written by Japanese and foreign scholars represents an inclusive cross section of the most important work in key areas of this field Topics include the impact of Japanese education and training on Japan s economy and culture the Japanese influence on the East Asian approach to education in comparison with the educational systems of Korea Taiwan Singapore and Hong Kong Japan s promotion of learning organizations and Knowledge workers for the Information Age *The ^AOxford Handbook of Organizational Climate and Culture* Karen M. Barbera, 2014-05-07 This Handbook is a unique compendium of thinking research and practice on organizational climate and culture integrating scholarship from both fields into one major work Authors explore these themes in context of contemporary practice with comprehensive case studies of 3M McDonald s the Mayo Clinic PepsiCo and Tata

Beamtimes and Lifetimes Sharon Traweek, 2009-06-30 The unique breed of particle physicists constitutes a community of sophisticated mythmakers explicators of the nature of matter who forever alter our views of space and time But who are these people What is their world really like Sharon Traweek a bold and original observer of culture opens the door to this unusual domain and offers us a glimpse into the inner sanctum

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