

Doshisha University

2014 Report on the Individual Research Allowance – Research Progress and Results

2015 / 03 / 26 submitted

Department	Title	Name
Business School	Professor	Keith Jackson
Research Topic	Comparing Human Resource Management Responses to Demographic Shift (Ageing Societies) in Germany and Japan.	
Summary of Research Results	<p>Research Objectives (recap):</p> <ol style="list-style-type: none"> 1. To identify and compare patterns of response among Human Resource Management (HRM) practitioners and policy-makers in Japan and Germany to what is variously termed ‘ageing societies’ or ‘demographic shift’ – a phenomenon impacting on current employment and future economic prospects across the world’s developed economies, most notably in Japan. 2. To identify patterns of good HRM practice and policy-making in Japan and across business sectors; namely, manufacturing, services, and public / not for profit sectors. 3. Inform future HRM policy-making and practice in respect of older (55+) employees in Japanese organisations and thereby offer the potential to increase and sustain the productivity of these organisations. <p>Research Results (summary):</p> <ol style="list-style-type: none"> 1. The proposal for a Special Issue (in English) has been accepted for publication by the Germany-based journal <i>Management Revue</i>, an internationally recognised, peer-reviewed academic journal. I am lead editor of this journal along with a colleague at Soka University. We expect the Special Issue to be published in Winter 2015 by Rainer Hammp Verlag, Germany. 2. In pursuit of Research Objective #1 (above), I have received 5 (five) contributions to the Special Issue from HRM researchers, practitioners and employment policy makers working in Germany and Japan. As lead editor, I am currently preparing these contributions for peer review and subsequently for publication. 3. As Keith Jackson, Doshisha University, I have drafted one sole author contribution and two co-authored contributions to the Special Issue. I am preparing these contributions for peer review. 4. In pursuit of Research Objective #2 (above) I am working with my co-editor (Prof. Debroux) to facilitate a dialogue from the German and Japanese contributors to this Special Issue. These contributors represent co-author teams of HRM researchers, practitioners and policy-makers from universities and from for-profit / not-for-profit companies / government institutions in Germany and Japan. we are working towards identifying polices and practices that might be summarised and later disseminated as HRM ‘best practice’ in response to ageing societies in Germany, Japan and (where generalizable) in other national and regional economies. 5. In pursuit of Research Objective #3 we are preparing to offer seminars and conference presentations summarising our research and promoting the forthcoming launch of the Special Issue. To this end we are in negotiation with universities and industry / policy research institutions in Japan, Germany and the UK: e.g. The British Association for Japanese Studies (UK), Daiwa Foundation (London), DIJ (Tokyo). 	