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Project Summary

Organizational efficiency has shown to be affected by both work processes and employees (Daft & Armstrong, 2009). As Honda’s co-founder claims, “Japanese and American management are 95% the same” (Soichiro, as quoted in Doktor, 1990). Research has shown that it is the remaining 5% that can make their workforce more productive and affect outcomes such as efficiency and the financial success.

This presentation focuses on selected human resources and management practices often seen in today’s Japanese organizations. Specifically, we show the uniqueness of Japanese employee recruitment, promotion, employee motivation, workspace, and working styles.

References:

Daft, R. L., & Armstrong, A. (2009). *Organization theory and design*. Toronto: Nelson Education.

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