

Abstracts

Recruitment, Information and Matching Jobs with Applicants

Masahiro Abe (Dokkyo University)

Using internal data from a private employment placement agent, herein called Company A, the author examined job offer information to see how the content affected the matching of employment with job applications. The study reveals the following: (1) corporate recruitment methods do not differ markedly between different industries, however job seekers prioritize jobs that resemble previous employment; (2) despite imposing conditions, many employers do not always respect qualifications; (3) strict requirements (except for certified qualifications and past work experience) tend to limit the number of applicants; (4) hiring probability does not increase relative to the job-seeker's ability, except in relation to qualifications and similar job experience; (5) satisfying job requirements in terms of type and age only contributes initially to raising salaries. In order to facilitate labour mobility, not only should the labour market be developed to remove the information imbalance between job offers and job seekers, but those responsible for job to applicant matching should also use the relevant information more efficiently.

Job Matching: Information and Social Networks

Shin Watanabe (Sophia University)

This study focuses on the impact of job information and social networks to analyze the matching processes linking persons to jobs in different sectors and different sized firms. Many workers as well as many employers use social networks to collect information concerning workers and jobs. This study reviews the literature on supply networks by which workers search for opportunities to use their labour and recruitment networks by which employers bring in new labour to explain the role of information and social networks in matching processes.

Personal Information in HRM Systems

Tadashi Hiroishi (Senshu University)

Traditionally, Japanese companies have collected personal information about their employees through personnel rating systems and self-assessment systems ("jikoshinkoku seido"), which is used in decision-making about salaries, job rotations and promotions. However, companies also need information about each employee's aptitudes, capabilities and personalities, which is not easily obtained through traditional systems. Individual assessment is particularly valuable in creating strategies in job rotation and career development as well as promotions to management levels, where it is desirable to have staff well-suited to the positions. From this viewpoint, this paper encourages use of an HRM system by which each employee's aptitude and capacity can be assessed and developed and by which career goals can be achieved. Many companies have adopted or are considering adopting an HRM system focused on each employee's accomplishments. Increased use of the system will introduce elements of individual management in HRM, and furthers the need for appropriate methods for gathering and using employee personal information such as individual goals.

Disclosure of Information in the Labour Market from a Legal Point of View

Makoto Iwade (Representative Partner of Law Office Loi United)

Information disclosure and confidentiality of personal information have been required in Japan's labour market. This raises various issues concerning information held by an employer or a worker from both practical and theoretical viewpoints, including processing and control of information, personnel treatment based on information, the limit and methods of information disclosure and measures for violation in using restricted information. Based on a survey on statutes and precedents, particularly recent orders for exhibits, this study attempts to determine a theoretical goal, the limit and other problems concerning disclosure of information. Moreover, the paper is intended to serve as a reference for business practices.