

Abstracts

International Comparison of Atypical Employment: Concepts and Current Situation in Japan, U.S. and European Countries

Kazuya Ogura (The Japan Institute of Labour)

The main theme of this article is the comparison of atypical employment among Japan, USA and European countries. The objective and scope of the article are explained in section I. In section II, considering the concept of typical employment, the concepts of atypical employment in each country are introduced to compare. In section III, statistical aspects are referred to some tables concerning part-time work, temporary agency work and fixed-term employment in which available data could be given. In the final section, I introduce several research outcomes concerning atypical employment which could not be referred in this article because of the volume and the objective.

The Legal Regulation of Labour Not Directly Employed by Its Users

Junichiro Mawatari (Kobe Gakuin University)

The increase of "labour not directly employed by its user" dues to many multiple conditions other than the evasion of labour law. It was far after the industrial revolution that the contract of service had become majority of types of contract of working population. Modern labour law reflects the Fordism age when the typical employment had become predominant. New working styles will develop in the post-Fordism society. We should be prudent to apply old labour law for the new working styles.

Flexible Staffing Arrangements and Workplace Problems

Takuma Kimura (University of Tokyo)

Diminished organizational performance caused by business-related demerits stemming from the use of non-permanent employees/external human resources as a means of reducing personnel costs must not be allowed to occur. Accordingly, this article attempts to elucidate the mechanism via which Flexible Staffing Arrangements (FSA) give rise to such business-related demerits by examining the quantitative aspects of FSA, including the ratio of non-permanent employees/external human resources, and the qualitative aspects represented by the arguments for utilizing FSA and the scope of work to be undertaken by such employees. The result of a quantitative analysis of data collected via a survey in the workplace revealed that the majority of problems generated by FSA are based on qualitative as opposed to quantitative factors.

Turnover Intentions of R & D Professionals

Yukiko Murakami (Waseda University)

This article focuses on the turnover intentions of R & D professionals at large Japanese companies, Survey responses from 1220 R & D professionals were analyzed to determine what factor influences their desire to leave their organizations. The results suggest that only one fourth of R & D professionals intend to leave their companies, Their careers, job satisfaction, and levels of achievements give different influences on their turnover intentions depending on their age and the type of organization they wish to leave for.