

Abstracts

Person-oriented Thinking and Occupational Self-Esteem as Potential Correlates of Occupational Misconduct

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Many of the recent industrial scandals are attributable to top-management decision-making through informal discussion, which can be seen as organizational misconduct in terms of social psychology. In empirical studies employing social psychology, misconduct in an organization is categorized into individual infringement and organizational infringement, with the two having no correlation. Organizational infringement is governed mainly by a person-oriented thinking style in the organizational climate, while individual infringement is governed by an ill-maintained line of command or ill-established rules. In addition, it was found that occupational self-respect consisted of two dimensions, which were self-respect based on one's job and self-respect based on one's performance. It was also found that the former had the potential to prevent organizational infringement.

Scientists and Engineers' Occupational Community and Organizations: Their Partial Inclusion and Role Conflict in Organization

In-Seok Chae (Senshu University)

This article emphasizes the importance of introducing the occupational lens when we try to explain and anticipate organizational behavior of scientists and engineers. Because they belong to both the occupational community and the working organization, they tend to experience two specific problems: their partial inclusion and role conflict in organization. Finally, I discuss organizations' accommodation to the occupational community of scientists and engineers in order to improve their creativity and R&D performance.

CSR and Trade Unions

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The aim of this paper is to clarify trade union commitment to CSR activities at the enterprise level. In particular, it focuses on the labour dimension of CSR which directly influences the quality of labour. According to survey analysis, trade union commitment to CSR activities is still at an initial stage, led entirely by management in the majority of cases. As for the labour related area of CSR, numerous problems continue to exist. Firstly, disclosure is lagging behind in the field of employment and working conditions. Secondly, labour-management recognition concerning matters with weak legal enforcement power is relatively low. However, development of CSR activities at enterprises will encourage labour-management discussions on a wide range of issues at the enterprise level. From this perspective, CSR activities seem to enhance awareness of CSR issues and enhance the voice of enterprise-level unions in matters of employment and labour.

Who Gives Support to Shareholder-oriented Management?

Koji Takahashi (University of Tokyo)

There are keen discussions among specialists concerning how far shareholder-oriented corporate governance will be accepted in the future. This paper, based on the viewpoint that social norms concerning corporate governance have considerable influence on the actual practice of corporate governance, investigates the number and type of individuals who support shareholder-oriented corporate governance in Japan utilizing the results of a random national sampling survey. The results can be summarized as

follows: Firstly, approximately 20% support shareholder-oriented corporate governance. Secondly, males, those with better education, those with higher household incomes, those of a mature age, and white collar workers tend to have an opinion about this issue. Thirdly, corresponding to the hypotheses, those with higher incomes and unemployed individuals who share a “capitalist factor,” non-regular employees and those working at small companies who share an “outsider factor,” tend to express a shareholder-oriented opinion. On the other hand, unlike the hypotheses, young people, males, and those with better education also tend to support shareholder-oriented corporate governance. Fourthly, a belief in free competition has a positive influence on shareholder-oriented opinion; on the other hand, a belief in meritocracy does not have such an influence. From these results, it is unrealistic to predict that shareholder-oriented corporate governance will develop abruptly through the support of the general public in the near future. Nevertheless, it is possible that a demand for shareholder-oriented corporate governance will heighten gradually in the long term, if some assumptions are fulfilled.