

Abstracts

Rationality of the Diversification of Employment Categories and the Transition among Separate Categories of Employees in the Internal Labor Market: A Study Based on the Human Resource Portfolio System

Mitsutoshi Hirano (Kobe University)

Modern Japanese firms are required to build a Human Resource Portfolio System (HRPS) which rationalizes the diversification of employment categories and the transition among separate groups of employees in the internal labor markets, instead of a dichotomy based on two types of employment status, that is, regular workers and non-regular workers. The specific objectives of this research are: (1) to build the concept of HRPS based on transaction cost economics with reference to previous researches concerning employment portfolios, (2) to develop HRPS measurement criteria by combining human asset specificity and uncertainty within tasks, then ascertaining the validity of HRPS by examining the results of questionnaires sent to 459 businesses in Osaka Prefecture and (3) to consider the significance of the diversification and transition among employment categories from the HRPS perspective.

Diversification of Internal Labor Market and Determinative Factors

Takashi Nishimura (Tokushima University) and **Motohiro Morishima** (Hitotsubashi University)

This paper discusses the determinative factors about internal labor market based on human resource architecture with showing the statistic data. The results showed that the combinations of full-time employees caused the differences about the job characteristics, the human resource development policies and wage among employment categories. We insist the diversification of internal labor market in Japan, with showing three types of internal labor market. Though each types of internal labor market is determined by the competitive advantage firms have, organizational variables also affect the formation. Even the same type of internal labor market, there is tendency to have the differences about wage between employment categories whether firm has the path to core employee from non-core employee or not.

How Could Non-regular Employees Become Regular Employees? Transitions through Internalization and Separation

Yuji Genda (University of Tokyo)

This paper empirically studies the transitions of employment style for those who had worked as non-regular employees after graduation, to regular employment using an original survey. We divided them into inter-firm transitions and intra-firm ones. As to the intra-firm transitions which have never been examined by public surveys, they moved positions while keeping almost the same job characteristics and work placements. On the other hand, it is more general for inter-firm turnovers to change the types of jobs and work places. The judgment as to whether non-regulars can be regular employees is mainly based on the work contents through intra-firm transitions while it is based on the personality of workers through inter-firm transitions. The work conditions improved more drastically with inter-firm transitions than with intra-firm ones. By estimation controlling for several individual characters, the annual earnings after becoming regular workers, however, do not depend on the transition path.

Employment Classification and its Switch for Younger People: Issues and Remarks

Toshiaki Shirai (Osaka Kyoiku University)

This paper examines if employment classification by combining regular and non-regular employees and its switch are suitable for the needs of younger people. A review of previous researches on this topic shows that currently younger people need economic independence and work-life balance for both males and females. The employment classification requires such choices between independence with over-work and temporary work without independence, therefore it is not suitable for younger people's needs. In order to match the needs, economic independence for all, less work time and more commitment to domestic work for males, and more support for females to work and raise children are required.

The Conditions to Choose How to Work when Housewives Become Re-employed

Mari Okutsu (The Japan Institute for Labour Policy and Training)

The purpose of this study is to analyze the conditions to choose how to work when a woman who has once quit work due to marriage, child care, etc. becomes re-employed. In the case of finding a first new job, low restraint to the workplace, and less working and commuting hours were more important conditions in selecting work than wages or stability of employment. When those conditions were met, the degree of satisfaction of own vocational career was improved. The features of child-nurturing behavior of Japanese mothers are expected to be reflected in these results.