

## Abstracts

### For Better Work Life: An Experimental Approach to Quality of Work Life in Japan Makiko Nishikawa (Hosei University)

In the first half of this paper, we examine the concept of quality of work life (QWL) and how it is measured and investigated in European literature. We then apply the concept to analyze the Japanese survey data, Kinrosha-tankan, which was consecutively conducted between 2006 and 2008. Using structural equation modeling, five components, i.e., autonomy, flexibility, work intensity, work-life balance, and self-actualization, are extracted, and the causal relationships between these five components are examined for male full-timers (MFT), female-full timers (FFT), and female part-timers (FPT). The findings suggest that the same components and causalities for MFT, FFT, and FPT are found: autonomy, flexibility and work intensity all affect both work-life balance and self-actualization, and work-life balance also affects self-actualization, though the strength of the relationships between the five components for the three groups differ. Among the three components which affect work-life balance and self-actualization (i.e., autonomy, flexibility, and work intensity), it is autonomy that has a positive impact on both work-life balance and self-actualization. It is reported in existing literature that the level of job autonomy is lower in Japan than in other advanced economies, so improving autonomy seems to be vital to enhance Japanese QWL.

### Married Woman with Young Children and Independent Contract Work: A Comparative Study between the US and Japan

Zhou, Yanfei (The Japan Institute for Labour Policy and Training)

This paper investigated whether married women with small children are more likely to be employed in independent contract work, which is known as a relatively free and flexible work style, through a comparative perspective between Japan and the US. I find that in both countries, having of children under the age of six, and the number of children impose a positive impact upon married women's likelihood to be employed as independent contractors. Nevertheless, independent contractors of both countries are earning a much lower wage on average than regular workers. This wage difference disappears in the US, when accounting for an individual's educational attainment, social experience, residential area, etc. In Japan however, a significant proportion of wage difference remains even on ceteris paribus conditions. The wage difference disappears in the US because independent contractors there are more likely to engage in over-time work when compared to regular workers, which indicates a tradeoff between job flexibility and a high risk of over-time work. Japan's independent contractors, on the other hand, are less likely to engage in over-time work in comparison with regular workers. In general, Japanese married women would rather sacrifice wages in order to gain job flexibility and lower the likelihood of over-time work.

### The Effect of Individual Bargaining on Wage Setting: An Empirical Analysis Using an Executive Search Firm's Microdata

Hisanobu Kakizawa (Osaka Sangyo University), Mami Saboda (Career Consultant), Osamu Umezaki (Hosei University)

In this paper, we examine the extent to which the theories of wage setting mechanisms explain the salaries of job changers by using a micro data set of their job matches. We especially focus on the argument that firms are more willing to bargain with each job applicant when they need more competent workers, and when the degree of heterogeneity of abilities among applicants is higher. We also analyze the point that the wages of workers determined through bargaining of this kind tend to vary around greater mean level, with a larger magnitude of variance than usual. The main results of econometric analysis are as follows: (1) Firms prefer wage bargaining to wage posting when they recruit workers to highly ranked positions, and also when job requirements cannot be clearly verified by ordinary competency signals such as skill qualifications which are widely recognized in public. (2) Wage is significantly increased when it is determined through

a bargaining process. (3) The variance of expected wage is observed to be significantly larger when wage is bargained than when wage is posted.

“For the time being” Orientation and Career Formation in the Initial Stage: Analysis of Accession Activities of Newly Employed Persons as Local Public Servants

Tsuyoshi Nakashima (Chiba Keizai University)

Examining the idea of “for the time being” in linguistics and philosophy, this study reviewed the outlook among newly employed young public servants who gave the unclear reason of “wanting to get a regular job for the time being (as a public servant)” (FTBO: “for the time being orientation”). After investigating young people with FTBO, we statistically examined the FTBO influence on career formation, revealing the following. (1) The FTBO group characteristically includes many second and later born children with a high stability orientation and a clear desire for the work type. (2) Time preference, a main point of economics study, shows that FTBO related to public servant employment results not from impatience as a “want to feel secure before others” or from ambiguous consciousness as a “wish I could be” or “for some reason”. Instead, FTBO is likely to arise during entrance examination preparation. (3) The formation of career consciousness is influenced strongly by FTBO because “being a public servant is equal to stability”. (4) An especially significant statistical difference was recognized by which FTBO originated from a chronology-based choice: the feeling that a job “will be a next step” brightens the course of professional life and a vision of the future. Results suggest that behavioral characteristics are based on FTBO, because it encourages an individual decision and can lead young people to prosper self-consciously despite diverse and difficult experiences when finding a job.

[訂正]

2013年特別号の論文「教員のキャリア形成を校長はどう考えているか」の執筆者・古市好文氏の略歴欄「主な著作」の記述に誤りがありました。下記のとおり訂正いたします。

(誤) 法政大学教職資格過程教職資格過程年報

(正) 法政大学教職資格課程年報