

Abstracts

Nonprofit Organization and Its Legal Environment

Koichiro Yamaguchi (The University of the Air)

In 1998, the law was enacted to stimulate the activity of nonprofit organizations. Around us there are already about 100 thousand such organizations with over 7 million volunteers. This article, discussing the legal environment for the activity of nonprofit organizations, ① the deregulation of organizations with the tax reduce, ② the improvement of working conditions for the employee, and ③ the clear definition of the legal status of volunteers. The article touches also about the relationship between the trade union and the nonprofit organization and prospects that the development of nonprofit organizations makes no obstacles for the trade union organization.

NPO Labour Demand: An Empirical Study of International and Environmental Organizations

Dai Miyamoto (Doshisha University)

This paper empirically analyzes NPO labour demand that had been hardly examined in early researches. According to the analysis, the employment ratio of unpaid/paid worker and each worker's demand can be explained by the model that NPO maximizes production under the condition that revenue and expenditure becomes equal. The employment ratio is decided by the difference of employment cost and production contribution. The elasticity of the revenue to paid worker's demand is larger than that of other variables. Their job creation is expected by increasing the revenue through the tax break and so on. These consequences suggest the possibility that NPO becomes the receptacle of paid employment.

The Cash Opportunity Costs of Child Rearing in France and Japan

Tomo Nishimura (Kwansei Gakuin University)

The birth rate has become quite low and still continues to fall in Japan, whereas there is a country, such as France, where the birth rate had decreased once but is currently stabilized. Hypothesizing that this difference is mainly due to the scale of the loss in a lifetime income for a woman who bears a child, we estimated and compared the sizes of the income loss between France and Japan. As a result, we found that it is more significant for a Japanese mother, irrespective of the number of children. The disparity is more striking in the case of a mother with just one or two children. It was also shown that a longer career interruption causes the income to decline more dramatically.

Research on Job Performance: Implications for Human Resource Management in Japan

Tomoki Sekiguchi (University of Washington)

This article reviews the research on job performance that has been conducted mainly in the United States and discusses the applicability of the research findings to Japanese human resource management. The literature that focuses on job performance itself and the literature that focuses on predictors of job performance are reviewed in the separate sections. Implications for Japanese human resource management can be summarized as twofold: First, it is useful for us to understand job performance as a multidimensional and broad construct that includes both behavioral and outcome components. Second, comprehensive understanding of the dynamic process in which various predictors cause job performance enables us to configure human resource management systems that are consistent with job characteristics and organizational structures.