

Abstracts

Issues for Career Counseling in Japan: Reconsidering the Career Counselor Profession

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The purpose of this article is to enhance the discussion needed in order to develop the field of career counseling and career counselor in Japan, on which the industry as well as government have paid hot attention. Career counseling is expected as an effective means of coping with problems on human resources, caused by the structural changes in the industrial sectors. In order to respond this expectation, were proposed the clarification and conceptualization of those terms of counseling, counselor, and career as well as professionalization for career counselor.

Issues of Career Counseling in Workplace

Tomoyuki Konno (Institute of Behavioral Sciences)

Career counseling is a psychological support to find the answers to "Who am I?", "Where am I going?" and "How do I get there?" These are the basic three key questions for career development. Career counseling is the process of career development to find one's own answers. In Japan, however, most of HRM/HRD staff of enterprises do not recognize what career is and what career development is. It should be the essential for each individual and each enterprise to understand the concepts of career and career development.

Career counseling services should be the core program of Career Development Programs (CDP) and CDP should be implemented upon the correct recognition of career development.

Are NPO Wages Low? : A Comparison with Profit Organization (PO)

Dai Miyamoto (Doshisha University)

This paper analyzes the wage differential between NPO and PO through the comparison with ordinary workers in PO service sector (firm size: less than 100 people). Moreover, the recognition that NPO wages are lower is also examined. For the wage differential, NPO wages of female are higher in the size of 10-99 people. On the other hand, those of female in 5-9 and male are lower, but the differential of male is not large. For the recognition, workers who enter NPO by job change are 70%, and over 50% of them decrease the wage when entering. Additionally, various statuses in employment exist in NPO. It seems that these strengthen the recognition. However, it is necessary to note the point that these results don't explain the entire NPO.

Achievement at an Early Age and Career at a Late Stage: University Education, Job Rotation and Internal Promotion of CEOs

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This article explores the factors that cause positional differences among workers in the late stage of their careers. Our study uses a set of data on the graduates of a faculty at one of Japan's national universities. We show that those who had higher possibility of passing the entrance examination, better grade points at university, and also experiences job rotation between different business units of the same company in their early thirties were more likely to be promoted to executive positions. However, we also prove that a promotion to an executive position does not increase the workers' salaries when they are assigned to external but affiliated companies of a smaller-sized workforce.