Abstracts

An Empirical Analysis of Promotional and Career Development System of White Collar Workers in a Large Japanese Company

Katsuhito Uehara (Hitotsubashi University)

The purpose of this paper is to outline my study of a Japanese general trading company’s promotional structure and career development plan based on an employee roster of 2,933 university graduates who entered Company A from 1963 to 1977. Like many traditional Japanese companies, Company A appeared to employ a late selection approach. At the same time, after their second transfer, the level and the speed to which they were promoted to manager changed significantly according to the department to which they were transferred. The speed to which they were promoted to manager, the type of professional skills attained and the highest level to which they were ultimately promoted were found to be linked directly to the departments to which they were transferred.

The Role of Law as to the Allocation of Interest concerning Employee Inventions: An Analysis of the Employee Invention System in the United States and Suggestions for the Remuneration Decision Process

Takeo Sakai (Doshisha University)

This article is a fundamental work for the interpretation of the Japanese new employee invention system, which analyzes the legal controls on remuneration decision process. In order to do so, this article looks at the United States’ employee invention system as a subject of consideration. In the analyses of this system, first it is made clear of how the law operates to promote independent negotiations between parties, and second, the legitimacy and rationality of this system is considered by looking at the relationship with the compensation practice and the labour market in the United States.