

Abstracts

The Change of Companies' Recruitment : Employment Behavior after the Economic Recovery

Hitoshi Nagano (Meiji University)

Since the end of economic stagnation, companies have vigorously restarted recruiting activities. Have changes taken place in these recruiting activities? To examine this, a review of existing statistical data and an original interview survey data were carried out. The results revealed the following: First, the recruiting of recent university graduates continues to be positioned as the top priority, although the recruiting of experienced persons is focused on a certain area. Second, concerning clerical jobs and/or high school graduates, since the adequacy of an excess utilization of non-regular workers has been questioned, the recruiting of individuals who have recently left school has increased to a certain degree. The recruiting activities will change gradually and various recruiting methods will emerge. However, the recruiting of recent graduates will continue as priority for Japanese Companies.

Measuring Efficiency of Matching and an Incentive to Search through the Public Employment Agency in Japan

Masaru Sasaki (Osaka University)

This paper estimates the decomposition of the probability of job seekers leaving the unemployment pool into participation of job seekers to search for a job and the conditional probability of matching upon participation, using the prefecture-level panel data from Japan covering between 1998Q1 - 2007Q1. We investigate whether or not efficiency has improved on each stage over the sample period. From estimated results, one percent increase in the number of job seekers leads to approximately one percent increases in the number of contacts. Another finding is that the number of job openings per contact has a significantly negative effect on the rate of filled vacancy. On the first stage, efficiency of participation has improved, which in part implies that more job seekers are encouraged to search a job and visit the work counter of the employment agency. On the second stage, the efficiency of matching upon participation has deteriorated, implying that a contacted pair is less likely to reach an employment agreement.

Recruitment Methods that can reduce Turnover caused by Entry-stage Mismatches between Individual Job Wants and Organizational Climates: The RJP Approach

Satoko Hotta (University of Tokyo)

This article discusses recruitment methods that can reduce turnover. It takes into consideration Realistic Job Preview (RJP). We review previous studies on RJP, and propose "On the Job Matching" as a method of "Realistic Recruitment." We also analyze internship procedures that would put RJP into proper practice; thus shedding light on the importance of honesty and caring on the part of the organization, sufficiently disclosing information about the job, and direct interactions between the intern and actual employees. Finally, this article reconsiders organizational entry as a matter of philosophy regarding the relationship between the organization and the individual, and points out the need for increased efforts towards career education that would enable each individual to choose an organization based on careful consideration.

Economic Backgrounds of Non-employed Youths in Japan

Yuji Genda (University of Tokyo)

This paper empirically examines the determinants of jobless youths by micro data on Employment Status Surveys in 1992, 1997, and 2002. Non-working unmarried persons aged 15-34 without attending school are classified into three types: job seekers who search for jobs, non-job seekers who express a desire to work but do not search for jobs, and non-job seekers who do express no desire to work. We clarify what determines each of three types using multinomial logistic regression models. Empirical results suggest that young persons whose expected returns from working are low, such as females, older people, the less educated, and the long-term jobless, tend to refrain from working to become non-job seekers. There is an income effect that makes youths from wealthy households more likely to be jobless ones who do not express a desire to work. However, the number of jobless youths from lower-income households has been increasing and the income effect has declined recently. As the backgrounds of increasing jobless youths without a wish to work in low-income households, there is also a result that the expected return from working tends to fall among youths in poor family. Expanding jobless youths indicate the transition from choice in economic affluence to reproduction of poverty in Japan.