Abstracts

Legal Problems of Worker Dispatching
Hiroyuki Minagawa (Chiba University)
This Article discusses the issues on the worker dispatching. First, we introduce the contents of regulation of Worker Dispaching Law, point out the legal nature of WDL, analyze the problem of regulation, regarding correction of "disguised" worker dispatching, and give some condsiderations to the tendency of jurisdiction concerning the continuance of employment relationship between dispatch worker and worker dispatching agency or client company.

Management of Dispatched Engineers in the Japanese R&D Sections : The Training Opportunity at User's R&D Workplace and its Effect on Engineer's Motivation
Yoshihide Sano (Hosei University) and **Koji Takahashi** (University of Tokyo)
This paper focuses on dispatched engineers working for manufacturing companies in product development as typical workers employed by temporary help agency on regular basis. We analyze their jobs and careers, and their attitude toward them. There were four key findings as follows. Firstly, dispatched engineers are involved in a wide range of work processes including conceptual and basic designing, though they are mainly involved in evaluating prototypes as well as in drawing. Secondly, assuming the wide scope of assignment, they tend to expand gradually the boundary of the assigned process and choose careers requiring more sophisticated work. Thirdly, most dispatched engineers expect this kind of career development from their work and are highly interested in improving their skills as prerequisites for their career goals. Fourthly, companies can enhance the motivation of dispatched engineers working on product development by giving them opportunities to improve their skills. By doing so, manufacturing companies would be able not only to maintain and raise the productivity of their product development but also to support the system for using dispatched engineers collectively because it would help their skill formation necessary for the wide range of tasks in product development.

Developing Temporary Workers' Careers: A Study based on Interviews
Tamie Matsuura (University of Tokyo)
This paper, based on interviews with temporary agencies and temporary workers, discusses how temporary agencies, client firms and temporary workers should develop the careers of temporary workers. The interview results suggest that it is critical for temporary agencies to offer career counseling focusing on encouraging temporary workers to consider their future careers and to strategically link off-the-job training and job matching. The results also suggest that, in order to develop temporary workers' careers, temporary workers should actively and persistently strive to receive meaningful work assignments while building a good relationship with temporary agencies and client firms.

Appropriate Contract System: From a Case Study in the Manufacturing Industry
Takuma Kimura (Osaka University of Economics)
The major challenge in establishing an appropriate contract system in the manufacturing industry is to train contractors to be independent with management and supervisory skills in order to allow contractors to manage contracted work by themselves. Our case study revealed that a manufacturing factory which had improved contract systems provided training for their workers based on individually designed career paths built through an analysis of the job and skills. Clear career

paths, training of workers and involvement of contract workers in designing these practices made them psychologically empowered, thus improving their motivation and performance. We conclude that cooperation between an outsourcer and a contractor can help promote an appropriate contract system.