

Abstracts

Theories of Careers and Carriers of Career Theories

Toshihiro Kanai (Kobe University)

Each tenet in career theories reflects the nature of the life and career of its proponent as an intellectual carrier of the tenet or its relevant theory. This tendency is more salient in the research domain of careers as compared with other domains in organizational behavior, for one thing, and it is more profoundly observed in those career theories that primarily shed light on subjective aspects of life and career, for another. The present paper takes theories proposed by Edgar Schein, John Krumboltz, and Nigel Nicholson into consideration; among these three, the development of Schein's theory is more deeply described. The way this argument makes sense is through my reaction to their views, which in turn, has something to do with my own view of how I make sense of my own career. Therefore, for my part too I bring in the issue of the influence of my own career as well as my encounter with these three giants upon the development of my own tenets in career theories. For this purpose, in introducing the vignettes of the three career theorists based on the firsthand experiences of my encounter with them, I also provide confessional accounts of my own career and work in the domain of career theories. Among these three giants in the construction of career theories, the life/career of Schein and its influence upon his own career and socialization theories are more fully described as a more detailed illustration of the linkage between the career theory and its proponent, e. g., the carrier of the career theory. Standing on the shoulders of giants, we shall improve the quality and quantity of Japanese career studies.

Career Transition in the J League: Theories and Practices for Career Support

Kiyoshi Takahashi (Kobe University)

Kozaburo Shigeno (Japan Professional Football League)

This paper discusses career transition problems from the cases of professional football players in the Japanese league (J League). It considers the support systems that help these players to achieve an effective transition by learning from the case of the J League's Career Support Center. Since 2002, the Career Support Center has offered both employment and educational support to incumbent professional players and retiring players. The institute has noted two problems in the transition process between athletic and vocational careers: 1) psychological problems in which loss of the role as professional players causes the disruption of self-identity; and 2) problems of insufficient preparation when retiring players possess neither a clear career vision nor the technical and vocational skills required for employment. This paper also stresses that supportive staffs in the center need to provide players with the opportunity for self-initiative for seeking a new career independently.

What Kind of Person does not leave the Company?

Kazuya Ogura (The Japan Institute for Labour Policy and Training)

We analyzed the micro data based upon economics/organizational psychology research, then analyzed the characteristics of people intending to stay in their company, and searched for differences among such people. The results of this found the following points. (1) Those people intending to stay in their company had worked at that company for a long time, had high salaries with lighter working hours, in a favorable situation in terms of labor demand supply when joining that company, or were people who had joined a company where they could do work they wanted to do, and as such had a high level of satisfaction. (2) The primary factors from an economics perspective, income and working hours, were an important factor influencing the intention to stay, but a conscious appreciation of the company and work was also an important factor. (3) The degree of self-realization of people intending to stay in their company was affected by their thinking regarding the job in terms of motivation versus a practical attitude rather than work-focused versus lifestyle-focused. (4) Those intending to stay in their company and with a strong sense of putting practical matters first were those with a low level of satisfaction with their working conditions and low level of knowledge regarding management policies, focusing on working hours and ease of taking time off and who had

chosen their present company passively or involuntarily. Such people were numerous amid the younger section.

Career Transition among Working Women

Atsuko Kanai (Nagoya University)

This paper examines the state and the problem of career transition at the opportunity of their marriage or childbirth and child-rearing among working women, which is characteristic of women. First, these career transitions have three patterns, that is, 1) leaving her job, 2) keeping her job, and 3) re-entering employment after child-rearing. The reasons for leaving the job were the difficulty of managing both work and family. The rates of keeping the job were over 50 percent at marriage, but only 10 percent at childbirth. The demands of re-entering employment after child-rearing were high, but the rate of realization was low because of the difficulty of managing both work and family. Second, it examines the coping strategy of work-family conflict. There were found three effective coping strategies, that is, flexible role assignment between husband and wife, home role reduction, and home role fulfillment. But, it pointed out that home role fulfillment has the risk of causing physical and psychological problems. Finally, it pointed out that career transition at the opportunity of their marriage or childbirth and child-rearing had necessity for not only women but also men from the viewpoint of their life career, and argued the necessities of the policy of managing both work and family, especially countermeasures against the long working hours in Japan.