

Abstracts

Why Do Young Workers Quickly Leave Their First Jobs? Discussion of Changes in the Japanese Employment System

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In this paper I examine how the rising turnover rate of young workers in recent years has been influenced by not only the recession at graduation but also changes in work environments. Using Brown's decomposition analysis, I find that the limited recruiting by huge companies that have their own long-term employment system has added to the rapid turnover of young workers. Also, for the same firm size, recent young workers leave their companies more often than previous young workers. These factors are not markedly below those factors of the depression of the labor market for graduates. However not only the economic situation for recruitment but also changes in the workplace are important in thinking about the careers of future young workers.

Analysis of Organizational Restructuring based on Actor Network Theory: Analysis of the Behavior Modification Process for Organization Members by Organizational Restructuring

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An organization structure is a pattern of the division of labor and means of adjustment, and it can be a deciding factor for the behavior of the organization's members. Therefore organizational restructuring (changes in the organization structure) has the potential to cause the members' behavior to change. In this study, an organizational restructuring case in a corporate organization is analyzed, to search for what kind of process of organizational restructuring causes changes to the behavior of its members from a viewpoint of actor network theory (ANT). ANT's frame of reference which understands social phenomena as a network of various participating actors supplied a perspective to view organizations as hybrid communities of practice. According to this, organizational restructuring is change in a hybrid community of practice which consists of both human actors and non-human actors, and changes the state of the network. As a result, a member, as the node, may potentially change with the alterations to the state of the network, which leads to behavior change. This is different from viewpoints which understand and explain the behavior changes of members by organizational restructuring through human actors (focusing on social or psychological aspects), and indicates new possibilities for analysis to include non-human actors.