

Abstracts

Where Does Career Support and Education in Universities Stand? Erosion by Business, or a New Type of Education?

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The current landscape of university education has changed drastically, especially regarding support in the transition from university to work. In this paper, I review the process of expanding career support and education at universities in three stages: (1) from employment support to career support, (2) from career support to career education, and (3) to the universal stage of career support and education. During these stages I will track the impact of higher education policies and the human resource and education business on the expansion process. How should we look at these situations? As one point of view, I present the viewpoint of the “erosion” of university education by business, which can be validated and actually causes many problems. On the other hand, according to another perspective, although the present form of career support and education that has developed into an distorted shape cannot be affirmed as it is, there are universities that capture the possibility of a prototype for career support and education in a universal stage, including the redefinition of university education.

The Function of University Job Placement Divisions: Now and in the Future

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This paper article discusses how the expanding job-placement business may change the ways in which university job-placement offices function. It begins by defining the functions of job-placement agents (paid placement services) as job-placement businesses and of university job-placement offices as a “safety net” through employment assistance. Then, using the results of an interview survey with university job-placement offices and New Graduate Support Hello Work personnel, it studies two points: (1) how university job-placement departments utilize agents, and (2) whether the status of university job-placement offices is declining proportionally with the expanding use of agents. For point (1), university job-placement offices’ use of agents is not progressing at the present time, as they are uneasy and cautious about the placement services that agents provide. Nonetheless, some universities are attempting to use agents by selecting and using those that are superior. As for point (2), university job-placement offices are aware of the expanding use of agents by students; however, their opinions on the effects of such use vary. Regardless, none of the offices considered the effects to be great. This article also studies points (1) and (2) with regard to New Graduate Support Hello Work, which provides placement services in a manner similar to agents but free of charge. However, these services are largely oriented toward supplementing the operations of university job-placement offices and will not bring change. At the present time, no significant changes are being affected on the “safety net”-type function of university job-placement offices. Nonetheless, change may occur if universities themselves begin providing fee-based rather than free job placement in the future.

From Recruitment Magazine to Recruitment Website: On the Connection between Universities and Business

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Employment portal sites (hereafter referred to as “recruitment websites”) such as *Rikunabi* and *Mynavi* are now indispensable for job-hunting and recruitment activities of university graduates. Until recruitment websites appeared in the late 1990s, recruitment magazines delivered information. These information sources had two roles: (1) standardizing job-hunting practices, and (2) controlling the flow of recruitment information. The second role was crucial when the “hiring agreement” banning firms’ early recruitment activities took place. Magazines were used as channels to contact male students in prestigious universities, who were the preferred candidates. While it was hoped that the information gap would be resolved by the emergence and spread of recruitment websites, there was criticism about the creation of the phenomenon of

mass applications and mass selection, and polarization among students and companies. However, social survey results indicate that relationships between the quantity and quality of job-hunting activities and university ranks have remained constant. It can be concluded that changes that claimed to be a result of the shift to recruitment websites did not, in fact, have any impact on reducing or expanding the gap.

What Advantage Does Outsourcing of Recruitment and Selection of New Graduates Bring? From a Survey of HR Professionals on New Graduate Hiring in 2020

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Several studies exist on methods of recruitment and selection (R&S) of new graduates in Japan, but very few focus on the outsourcing of R&S functions. The present study uses a two-wave online survey of HR professionals to clarify the actual state of outsourcing of new graduate R&S activities and to determine whether R&S outsourcing has led to desired results. The study results show that the proportion of companies outsourcing their R&S activities is relatively small, but that outsourcing activities such as public relations and paper tests were relatively high. Apart from that, firms such as nonmanufacturing companies, those with few employees, those with foreign affiliations, and those with overseas headquarters tend to outsource R&S functions. Furthermore, regarding the impact of outsourcing R&S functions on R&S results, outsourcing public relations has been found to increase the job offer acceptance rate and improve the quality of candidates selected. The study clarifies that the outsourcing of planning and selection functions may decrease the job offer acceptance rate and that outsourcing of follow-up functions may damage the reputation of recruited candidates with their line managers. To improve outcomes of the R&S of new graduates, it is necessary to manage the combination between in-house operations and outsourcing for each R&S function, such as planning, recruitment, selection, and follow-up of prospective employees.

Diversity of Employment Status in Perspectives of Contract Term, Worked Hours, and Designation: The Potential of Open-ended Short-time Regular Employment

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Beyond the regular-nonregular dichotomy, this study indicates that diversity of employment status in Japan has effects on treatment in employment. Using two years of data from the Japan Panel Study of Employment Dynamics (JPSED) compiled by Recruit Works Institute enables a detailed analysis of the differences between employment statuses because of the large sample size of the panel data set. This study divides employees into eight types by three elements—employment contract terms, worked hours, and designation—and then examines the differences of treatment in wages, training, and probability of promotion to open-ended full-time regular employment, which is regarded as the most secure status in Japan. The results indicate that open-ended short-time regular employees are treated more hospitably than other limited employees regardless of gender. In addition, this paper finds that regular employees have advantages over non-regular employees in opportunities for off-the-job training, and that it is easier for open-ended short-time regular employees to gain promotion to regular employment in the narrow sense. Although the amendment of the Labor Contract Act including an obligation to change fixed-term contracts to open-ended under certain conditions was legislated to improve employment stability, this study reveals that open-ended short-time regular employment status, which still accounts for a small share of employees in Japan, could be a channel to secure employment.

Examination of the Relationship between Social Security System Income Security and Working Condition Regulations: With Reference to UK and German Law

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This article examines the relationship between social security system income security and working condition regulations through comparative studies on related system reforms in the UK and Germany. In the UK, in-work benefits related to in-work poverty

had been expanded, but in recent years there has been a trend toward strengthening minimum wages while reducing in-work benefits. In Germany, a statutory minimum wage was introduced after it was revealed that benefit reforms to promote employment led to low-wage work. In these processes, reciprocal effects between the social security system and the wage level were recognized. Benefits to compensate for low wages serve as an incentive for low-wage work, while the expansion of low-wage work affects the stability of the social security system. In addition, a limitation on securing livelihoods by raising wages was noted, because the smaller the percentage of employed people in a household, the more disadvantageous it will be. Therefore, it will be important to raise the wage level while addressing needs for family support, rather than compensating for low wages with general benefits. It is also necessary to secure a place of employment for people under various circumstances.