## THE JAPANESE JOURNAL OF LABOUR STUDIES

## NIHON RODO KENKYU ZASSHI

Vol. 67 August 2025 No. 8

## SPECIAL ISSUE How Are HR Practices Instilled?

**OPINION** 

Start Small, Grow Big

Fumie Ando

ARTICLES

Team Processes and Communication to Achieve Creative Transformation in the Way We Work

Hiroyuki Yamaguchi

Psychological Effects of Message Delivery:

An Approach from Framing and Regulatory Fit

Yoichiro Hayashi

Practices to Encourage Small and Medium-sized Enterprise Owners to Adapt

"The Support Program for Balancing Treatment and Work" Based on the Health Communication Framework Ta

Takashi Shimazaki Takashi Yamauchi

akashi Yamauchi Machi Suka

How the Instillment of HR Practices Shapes the Relationship between HR Practices and Performance

Ikutaro Enatsu Takahito Maruko

Sustaining Servant Leadership: An Exploratory Study on Servant Leaders' Tactics to Manage the Depletion Effect on Leaders

Takahiro Anada Tomoki Suzuki

Change Approaches for Implementing Human Resource Policies within an Organization

Yasushi Ichimori

NOTE

Legislative Trends in the Promotion of Employment of People with Disabilities in Germany:

The Act to Promote an Inclusive Labour Market

Ayumi Nakai

Yuichiro Haruna

**BOOK REVIEW** 

Takayasu Yanagiya Labour Law Issues Relating to Corporate Welfare Benefits: Japanese-German Comparative Legal Research

ARTICLE TODAY

Diana Nunes "De nouveaux vecteurs d'inégalités systémiques de genre :

les discriminations algorithmiques dans le recrutement"

Fumiko Narita

**FIELD EYE** 

In the Torrent of "Americanness"

Kana Iwahori Yasuhiro Hattori

PUBLISHED MONTHLY BY
THE JAPAN INSTITUTE
FOR LABOUR POLICY AND TRAINING

8-23, Kamishakujii 4-chome, Nerima-ku Tokyo, Japan Homepage: https://www.jil.go.jp/

定価937円 (本体852円) 発行人・独立行政法人 労働政策研究・研修機構 本誌掲載記事の無断転載を禁止します © 2025 PRINTED IN JAPAN 三鈴印刷株式会社

雑誌 06967-08



4910069670853 00852