Hiring Fresh Graduates for Tokyo: Objectives and Obstacles of the Overseas Recruitment Activities of Japanese Companies

Japanese companies have over the last years stepped up activities to hire fresh non-Japanese graduates from oversea and Japanese universities to begin their careers in Japan. Companies justify these activities with the need to acquire specialist skills or to develop personnel for overseas business and markets, yet also with the need to inject diversity into headquarters in Japan or to just cope with shrinking numbers of Japanese graduates. Once hired new employees need to be integrated into corporate cultures and human resource management practices that still display high levels of distinctiveness. This presentation explores this development at a relatively early stage. Through interview research with young foreign employees, human resource managers, recruitment agents and university career offices, it traces motives, expectations and experiences from the hiring process to first experiences in companies and hereby arrives at proposals about the factors that determine the success or failure in the recruitment and employment of young non-Japanese employees.

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Everybody is welcome to attend, but we appreciate if you register by e-mail
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