





CONFÉRENCE

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Prof.invité à l'Unistra, Sophia University

«Japanese Lifetime Employment Revisited»



Lifetime employment is seen as one of the major pillars of traditional Japanese management. Next to its economic importance it also plays a very emotional role for many Japanese. Lifetime employment and seniority principle are deeply rooted in Japanese culture and society creating a strong bond between employee and corporations generally considered major achievements of the Japanese economic development. However in the past years lifetime employment is increasingly named a hindrance for Japanese corporations to become more global, competitive and productive. Despite rising criticism there are little attempts to change the human resource systems of Japanese corporations.

The presentation will provide an overview on the concept of lifetime employment, its historical background and development, relevance and the legal framework it is based on. It will further discuss the recent attempts to improve and adapt the Japanese Human Resource management system and presents how modern Japanese corporations deal with lifetime employment and still stay internationally successful.

<u>Conférence tout public – en anglais</u> <u>Entrée libre – dans la limite des places disponibles</u>

Mercredi I^{er} février 2017 à 17h30 Maison Universitaire France-Japon 42a, Avenue de la Forêt Noire à Strasbourg