

**Course Syllabus**  
**Special Summer Program 2020**

Course title	Japan Employment Practice and Human Capital Accumulation		
Month of offering the course	July <input type="checkbox"/>	Way of teaching	F2F <input type="checkbox"/>
	August <input checked="" type="checkbox"/>		Online (Zoom) <input checked="" type="checkbox"/>
Teaching schedule	Day of the Week: Monday, at Aug.3, 10. 17. 24	Time: 10:30-12:00 13:00-14:30	
Names of Instructor	Name: ( )	Total Number of Classes (90min): 8 classes (2 classes X 4 days)	
	Name: ( ) (No. of class/instructor)		
Course description	<p>Through the rapid change of the business environment triggered by the areas of technology, demographics, society and economy, every industry in the world wide must have the grand design to survive the hardship by using human capital capability. Japan industry had survived its tough stages after World War 2 and experienced several recessions, but by using its fundamental advantage in human capital power, they have recovered as one of key player in word business. Japan industry has the special paradigm in some of its fundamental assumptions and approaches for the human capital, especially in the people management practices. Those were settled by the accumulated knowledge and experience from Meiji era and there are many effective lessons and learns toward next decades.</p> <p>In this course, by focusing on the several practices and cases in Japan, students will learn the industry knowledge in human capital areas which enhanced Japan development stage, especially in order to apply the practices to the developing regions and revitalizing countries.</p> <p>Knowledge and experience accumulated by the numerous changes in industry should be the clues to generate industry-wide and country-wide policies, in addition to the corporate strategies.</p> <p>From that aspect, in this course, by exploring the past practices and current trend of new provision, the characteristic and the advantages of Japan industrial practice in human capital areas will be identified.</p> <p>Upon completion of this course, student should be able to:</p> <ol style="list-style-type: none"> <li>1. Understand the objectives and advantages of Japan Human Capital practices</li> <li>2. Diagnose the business environment and apply the best human capital practices to pursuit business goals</li> <li>3. Apply Japan Human Capital practices to the development stages of the industry and economics.</li> </ol>		
Texts (readily available for free should be chosen)	None		
Remarks (delivery methods, pre-requisite, class outline, etc.)	<p>Teaching Methodology : Interactive lecture, case study , video viewing and discussion</p> <p>Pre-requisite: None</p> <p>Class operation: On-Line (Zoom) – URL will be informed after course registration closed</p> <p>Case for the class:</p> <ul style="list-style-type: none"> <li>◆ Human Resources Practices and the Labor Market in Japan, IVEY W13342</li> </ul>		

	♦ Yamato Transport: Part-Time employment of Housewives, IVEY W13706