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ABSTRACT

[Purpose]

The rapid growth in the number of ASEAN workers in Japan has meant there is a lack of in-depth research in this area, specializing in South East Asian regions. Working in Japan for ASEAN workers has both positive and negative impacts for both foreign workers and Japanese workers. Many ASEAN job seekers are motivated to work in Japan. Moreover, foreign employment contributes to strengthen the Japanese economy. Although, Japanese companies are trying to remove seniority promotion system, something that might not fit with foreign workers, it appears that Japanese employer-centered management remains. Recent research has been focused on the overall foreign workers, but has yet to explore the mismatch between ASEAN workers and Japanese recruiters. Thus, this paper seeks to identify those mismatches and offer possible solutions of strategical diversity employment in order to fully utilize ASEAN workers.

[Contents]

This paper first describes demographic changes in Japan such as the ageing society and the gradually decreasing working population. It is followed by the general facts of ASEAN regions including population and economic growth. These include facts of the rapid growth of diverse employment in Japan, new policy on foreign workers of Japanese government, overseas business expansion of Japanese private sectors, and growth of ASEAN working population in Japan. The main challenge of diversity employment in this paper is long-term career development for ASEAN workers. Therefore, the research identifies ideal working conditions for ASEAN workers, and benefits and disadvantages of hiring ASEAN workers. After the discussion based on quantitative and qualitative research, this paper concludes with the better placement ideas for ASEAN workers to fully utilize their skill and achieve long-term employment.

[Results]

There are many ASEAN workers in Japan, however, the majority of workers are unsatisfied with their working environment. An ideal working environment for ASEAN workers was identified by quantitative method. The disadvantages and disadvantages of hiring ASEAN workers were further identified through interviews. The main themes that emerged were as follows; Japanese level of ASEAN job seekers, job transfer degree, desirable working conditions for ASEAN job seekers, and positive and negative impression of ASEAN workers from Japanese recruiters’ point of view. Analysis of the research found that job misplacement of workers is the reason why short-term job turnover occurs. Workers from ASEAN countries wish to be in charge of business decision making, but Japanese recruiters are reluctant to supply posions of responsibility to these workers. The author concludes that these companies would benefit from employment diversity to counter misunderstanding and prejudice in the workplace.

[Key words]

ASEAN, diversity employment, job mismatch, Japanese recruiters, Job seekers