

# Human Resource Management Issues of Foreign Firms in Japan

----- Joint Workshop by -----

Research Institute for Economics and Business Administration, Kobe University  
and  
Duisburg - Essen University, Germany

Date: February 23<sup>rd</sup> (Tue) and 24<sup>th</sup> (Wed) 2010

Place: Kaigishitsu, 2nd floor of Economics main building

13:40 – 13:45

## Opening Address

Ken-Ichi SHIMOMURA, Director-Elect, RIEB, Kobe University, Japan

## - First day session: Febr. 23<sup>rd</sup> Tuesday -

Chair: Koji OKUBAYASHI, Setsunan University, Japan

13:45 – 14:00

## Welcome Remarks

Werner PASCHA, Duisburg - Essen University, Germany

Ralf BEBENROTH, RIEB, Kobe University, Japan

14:00 – 14:45

## Fabian FROESE, Korea University, Korea

Paper: Froese/ Peltokorpi: Recruiting challenges of foreign firms in Japan

*Commentator: Kiyoshi Takahashi, Kobe University*

14:45 – 15:30

## Sue BRUNING, University of Manitoba, Canada

Paper: Bebenroth /Pascha /Bruning : Beyond the CEO: Complementarities in foreign based subsidiaries executive staffing decisions

*Commentator: Hiroaki Funahashi, Corning K.K., Japan*

15:30 – 15:45

## Coffee Break

15:45 – 16:30

## Patricia ROBINSON, Hitotsubashi University, Japan

Paper: Robinson: Facilitating Cross-cultural issues through Process

Work: Surfacing Important but invisible issues in American MNEs in Japan

*Commentator: Yasuhiro Hattori, Shiga University, Japan*

16:30 – 17:15

## Elena GROZNAYA, Kobe University, Japan

Paper: Foreign or National? What culture-related factors define the choice of foreign companies by women employees in Japan

*Commentator: Kuniko Mochimaru, Josai University, Japan*

17:30 –

## Reception at the university restaurant (Sakura)

## - Second day session: Febr. 24<sup>th</sup> Wednesday -

Chair: Toshihiro KANAI, Kobe University, Japan

9:15 – 10:00

## Tomoki SEKIGUCHI, Osaka University, Japan

Paper: Sekiguchi/ Yamao: The Change of Nationality in Top Executives of Foreign Affiliates: A Study of North American, European and Asian MNCs in Japan

*Commentator: Donghao Li, Wakayama University, Japan*

10:00 – 10:45

## Rolf SCHLUNZE, Ritsumeikan University, Japan

Paper: Schlunze: Hybrid solutions for IHRM – a European-Japanese model

*Commentator: Jaffer Hussainee, Kwansai Gakuin University, Japan*

10:45 – 11:00

## Coffee Break

11:00 – 11:45

## Markus PUDELKO, University of Tuebingen, Germany

Paper: Pudelko / Haas: Conflicts in Foreign Subsidiaries. Japan versus the West

*Commentator: Shiho Nakamura, Nakamura Gakuen University, Japan*

12:00 –

## Sayonara words by Ralf Bebenroth and Werner Pascha

Workshop is free of charge.

Please register with your information below at [kenjo@rieb.kobe-u.ac.jp](mailto:kenjo@rieb.kobe-u.ac.jp) by February 18<sup>th</sup>.

1. Name 2. Affiliation 3. Contact Information (e-mail address)

Further information at: <http://www.rieb.kobe-u.ac.jp> or at: <http://www.Bebenroth.eu>

International workshop conducted in English language