

平成28年度

## 第二回：グローバル教育センター主催講演会

【日 時】 11月2日（水） 15：00～16：30

【使用言語】 英語

【参加費】 無料

【場 所】 文教1号館第1会議室

### Diversity and Inclusion in the Japanese Company

#### as seen through the Recruitment of Foreign University Graduates

邦題：「海外大卒業生の採用活動を通してみる日系企業における多様性と包括性」

【講師】 Hendrick Meyer-Ohle先生（シンガポール国立大学日本研究学科）

Japanese companies have begun to systematically recruit non-Japanese fresh graduates into their Japanese operations, some companies striving for a share of up to 20 percent among new recruits. The presentation locates this development within the growing discourse on employee diversity and inclusion that has mostly originated from experiences of companies in the US. Using findings from an interview study of Japanese company representatives and young foreign employees, I will develop propositions concerning the state of diversity in Japanese companies. I will especially look at how the inclusion concept, maintaining that employees seek belonging as well as authenticity, may help to interpret the current situation of young non-Japanese employees in companies in Japan.

#### 【講師プロフィール】



Hendrik Meyer-Ohle (PhD Marburg) is Associate Professor in the Department of Japanese Studies at the National University of Singapore (NUS) and for the year 2016 also Visiting Scholar at Waseda University. Before joining NUS in 2000 he worked for the German Institute for Japanese Studies in Tokyo (DIJ). Assoc Prof Meyer-Ohle teaches and researches on business and management in Japan. He has also served as Head of the Department of Japanese Studies and Vice-Dean of the Faculty of Arts and Social Sciences. His publications include “Japanese Workplaces in Transition - Employee Perceptions” (Palgrave Macmillan 2009) “Innovation and Dynamics in Japanese Retailing - From Techniques to Formats to Systems”, (Palgrave Macmillan 2003).



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