

Abstract

The subject of this work is to assess the evolvement of Japanese Human Resource Management mainly from the last decade of the 20th century, the time of the economic crisis in Japan, until present times. The different style of Japanese HRM is considered to be one of the reasons behind the success of Japanese firms on the international markets in the latter half of the 20th century. After 40 years of continuous growth the adaptation to the new worsening conditions was inevitable, which is a situation not unlike the one the western firms are facing today.

Focus of this thesis mostly lie in elaborating on the origins and principles of the HRM methods seen as typically Japanese, their reaction to unfavorable economic situation and how this process could be applied in western settings. Then, based on the past changes and worldwide trends, I will outline the possible future development.

The aim of this thesis is to uncover to what extent the Japanese Human Resource Management principles are uniquely Japanese and tied to Japanese environment, to map their adaptation to economy in crisis and to find out if this approach is applicable in western firms.