Abstract (in English):

The aim of this thesis is to find, whether the Japanese management techniques are based on unique characteristics of Japanese ethnicity and the organization of their society, or based on general principles of management theory applied to concrete Japanese conditions. Methodologically it will be based on approach of social anthropology (Nakane, Doi) concentrating on the relationship between an individual and the group, national homogeneity, hierarchy, and roles of institutions.

The author will first describe nihonjinron theory and its main arguments, concentrating on the factors relating with specific Japanese management methods, especially in human resources management and quality management. Afterwards she will analyse in detail management methods with emphasis on the development in 1990s. Finally, based on concrete examples she will evaluate, if -and if yes, to what extent – are Japanese management methods transferable to different environment, and will try to assess the future development of these methods in globalized society. During evaluations she will be using data of Japanese companies operating abroad.