

# 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

## < PROGRAM >

- 13:40–13:45**      **Opening address**  
**Ken-ichi SHIMOMURA, Director-Elect, RIEB, Kobe University**  
**- 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**  
**Ralf BEBENROTH, RIEB, Kobe University**
- 14:00–14:45**      **Fabian FROESE, Korea University, Korea**  
Recruiting Challenges of Foreign Firms in Japan
- 14:45–15:30**      **Sue BRUNING, University of Manitoba, Canada**  
Beyond the CEO: Complementarities in Foreign Based Subsidiaries Executive Staffing Decisions
- 15:30–15:45**      **Coffee break**
- 15:45–16:30**      **Patricia ROBINSON, Hitotsubashi University, Japan**  
Inter-Linkages between Educational Institutions & White Collar Labor Mobility in Japan, Germany & the U.S.
- 16:30–17:15**      **Elena GROZNAYA, Kobe University**  
Foreign or National? What Culture-related Factors Define the Choice of Foreign Companies by Women Employees in 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,**  
Nationality of Local Top Management in Foreign MNC Affiliates Operating in Japan
- 10:00–10:45**      **Rolf SCHLUNZE, Ritsumeikan University, Japan Sue**  
Hybrid Solutions for IHRM – a European-Japanese Model
- 10:45–11:00**      **Coffee break**
- 11:00–11:45**      **Markus PUDELKO, University of Tübingen, Germany**  
Conflicts in Foreign Subsidiaries. Japan versus the West
- 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