

Tiga pilar manajemen sumber daya manusia Jepang penilaian derajat konvergensi model tradisional Jepang terhadap model Barat = The Three pillars of Japanese human resource management : an assessment of the degree of convergence of the traditional Japanese model towards the western model

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Abstrak

Makalah ini dibuat dengan tujuan untuk meneliti dan memberikan penilaian atas tren perubahan yang terjadi pada aplikasi model tradisional sumber daya manusia di Jepang. Adapun tiga hal yang menjadi 'pilar' dari model tradisional tersebut adalah: pengabdian kerja seumur hidup, sistem remunerasi berdasarkan senioritas, serta perserikatan pekerja pada setiap perusahaan. Sejauh mana ketiga pilar ini bergerak menuju model Barat masih bergantung kepada konteks kultural, sosial, dan kebiasaan yang sangat melekat kepada individu pekerja di Jepang. Sehingga, dapat dikatakan bahwa reformasi terhadap sistem sumber daya manusia di Jepang menjadi kebaratan tidak dapat terjadi.

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This paper was made with the purpose to make a research and to provide an assessment of the trends of changes that occur in the application of the traditional model of human resources in Japan. The three elements that had become the 'pillars' in the tradisional Japanese model are: lifetime employment, seniority-based remuneration system, as well as the enterprise unionism on each company. The extent to which these 'pillars' are converging towards the Western model will still depend on the strong cultural and social contexts, and individual behavior that are inherent in the Japanese employees. Thus, it can be said that the reform of the tradisional Japanese HRM model into a Westernized model cannot occur completely.