

## Understanding Restricted Regular Employment: Differences by Company Size with a Focus on Wages and Satisfaction Levels\*

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### Abstrak

As the Japanese government seeks to encourage greater implementation of restricted regular employment systems, it is important to ascertain the current developments regarding such forms of employment. Focusing particularly on the differences that arise depending on company size, this paper investigates the attributes of restricted regular employees and factors determining wages and satisfaction levels. The analysis results show that restricted regular employment is helping companies to provide more flexible ways of working, as reflected by the fact that women who are caring for and raising children tend to work as regular employees with restrictions on their working hours. The results also suggest that as many large companies have multiple places of business and need employees to be prepared for the possibility of personnel transfers particularly those that involve moving to a new place of work—their approach to forms of employment that restrict such transfers may involve lowering wages. The findings also indicate that in small and medium-sized companies, which may need to operate with a comparatively limited number of staff and may therefore assign a wide scope of work duties to each employee, placing restrictions on scope of work duties allows employees to concentrate on certain types of work and in turn increases their levels of job satisfaction.