

## Syllabus format 2025

Semester	2025Summer		
Course	Management in Japanese Corporations		
Instructor	TBD		
Instructed only by foreign language			
Instruction Language	English		
Active Learning included			
Active Learning Type	Discussion, Debates	Group work	Presentation
	Flipped Class	Practicum/Fieldwork	Experience
	Investigation	Mock classes	PBL Others
Course Description	This course provides a comprehensive exploration of the intricate interplay between various forces that shape Japanese management and business practices. Students will delve into the social, economic, technological, and ethical factors influencing decision-making in Japanese organizations. By examining cultural dimensions and influences on behavior within Japanese companies, participants will gain a deeper understanding of how values and norms impact organizational dynamics. Additionally, the course will equip students with strategic insights for Western organizations seeking to navigate the complexities of operating in Japan and engaging with Japanese stakeholders both domestically and globally. Through case studies and real-world examples, learners will develop practical approaches for managing cross-cultural interactions and fostering productive relationships. Moreover, the course emphasizes the development of intercultural communication and negotiation skills essential for effective collaboration in a global business environment. By honing their capabilities in navigating differences and finding common ground, students will be prepared to succeed in intercultural settings and drive positive outcomes in diverse business contexts. The course meets for a minimum of 45 hours per two week period. Students receive 4 Oberlin University credits with a minimum grade of a D.		
Course Objectives	By the conclusion of this course, students will demonstrate the following competencies:  1) Analyze in-depth the multifaceted impact of social, economic, technological, and ethical factors on Japanese management and business practices, including how these forces shape decision-making processes and organizational structures in Japan. 2) Evaluate the intricate cultural dimensions present in Japanese organizations, exploring how values, beliefs, and communication styles influence individual behaviors, team dynamics, and overall organizational performance within the Japanese business context. 3) Formulate strategic approaches for Western organizations seeking to establish and sustain operations in Japan, encompassing nuanced insights into navigating cultural differences, managing stakeholder relationships, and adapting business practices to align with Japanese market norms. Furthermore, analyze the challenges and opportunities associated with engaging with Japanese stakeholders on a global scale and in the domestic Japanese market. 4) Develop and apply advanced intercultural communication skills to effectively interact with diverse individuals and groups in cross-cultural settings, including honing negotiation capabilities to facilitate constructive dialogue, resolve conflicts, and achieve mutually beneficial outcomes in intercultural business interactions.		
Course Schedule	※Fill in according to the number of times the class is to be held.		
	Date	Details	
1st	1-Jul	Day 1: Introduction 1) course introduction 2) introducing each other 3) introduction of instructor/ its story of career in multi-cultural environment  Group Discussion: Nation's culture	
2nd	2-Jul	Day 2: Japanese social concept (Part 1) Episode 1/ cultural gap between Japanese and foreigners  Group Discussion: How you interpret behaviors of Japanese?	
3rd	3-Jul	Day 3: Japanese social concept (Part2)  Group Discussion: What do you think of the impact of Japan culture to business in Japan and business in the global market?	
4th	4-Jul	Day 4: Japan's modernization history  Group presentations of SWOT analysis of Japan's social concept in business	
5th	7-Jul	Day 5: "Monodukuri and Toyota Production System  Episode 2: Different context causing confusions Group Discussion/ How do you solve the gap between Japanese customer and foreign supplier?	
6th	8-Jul	Day 6: Business with Japanese car makers  Challenges to grow business with Japanese OEM Episode 3: Matrix Organization causing fragmented & ineffective efforts Episode 4: Lack of understanding decision making process Group Discussion/ What do you recommend to solve such issues with Japanese customers?	
7th	9-Jul	Day 7: Vehicle development process  Episode 5: Lack of understanding vehicle development process Group Discussion/ What do you recommend to solve such issues with Japanese customers?  Field Work: visit to small company in Tokyo to see the manufacturing and discuss with the management	
8th	10-Jul	Day 8: Organizational Development of Japan Office  Group Discussion/ What do you recommend to solve such issues in Japan office?	
9th	11-Jul	Day 9: Students do a PowerPoint presentation on any business topic related to Japan in the class, encouraged with a cross-cultural approach.  This is part of the assessment for the course grade in addition to students' participation to the class.	
Textbook	The instructor will provide class materials.		
Supplementary Reading			
Homework	Daily homework will focus on study and fieldwork for development of the final presentation/project/test.		
Grading	90-100 = A 80-89 = B 79-70 = C 60-69 = D 50 and below = F Breakdown: •Class Participation: 25% •Attendance: 25% •Assignments: 20% •Final Project: 30%		