A Comparative Study of Japanese and Chinese CEO Attitudes (2)

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ABSTRACT

The purpose of this paper is to compare attitudes by Japanese and Chinese employers. This paper will focus on their attitudes toward people, how they perceive human nature, whether they prefer freedom to equality, whether they are self-centered or other-centered, they consider individual life or public welfare more important, and whether they prioritize individual profit or public profit?

Also, this paper will examine their attitudes toward layoffs. Are layoffs necessary, and do employees accept them under any circumstance, or only when the company is suffering economically? Is the basic nature of human beings to work hard or to avoid hard work? The former idea is based on Theory Y, and the latter on Theory X.

Do differences among employees motivate them to work hard or not? If they are laid off and receive sufficient social welfare support from the government, are they disinclined to work, or do they still try to work hard?

Do they work for only for money, or for something else? Do they work hard only in free markets, or in planned ones as well?

To answer these questions, I collected data from Chinese employers in Harbin, China. Japanese data was collected by a research company. A total of 262 Japanese and 217 Chinese answered the questionnaires, and the data was analyzed by SPSS.

My hypothesis is: there are differences between Japanese and Chinese employers’ attitudes toward human beings. Because we have different cultures, customs, history, social systems, etc., it is quite natural to have different ideas.

But not only differences are expected. Many similarities are also expected. For example, it is believed that basic human nature is the same or at least similar all over the world. Therefore, we have the similar ideas as well. The results of the data analysis show there are both differences and similarities between Japanese and Chinese employers.

Key Words: employers attitudes, comparison between Japanese and Chinese, basic human beings