

# IHRM Case Study

By

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A communication received from Mr. Takeo Naruse (Director, The Tokyo Employers' Association)

**Re: The task of utilizing foreign workers**

It was probably Germany (West Germany at that time) who took the first step toward the employment of foreign workers from early on among the developed countries whose trend in declining birthrates had been getting worse.

Germany made arrangements with many countries and took in a number of foreign workers, but among them, the most were from Turkey.

One time after that, Germany whose growing period had finished encouraged the Turkish workers to go back to their country providing lump-sum payments.

Europe has now become the EU and has been facing new immigration problems.

The issues concerned with the utilization of foreign workers always have a light and a dark side.

Japan has been an island nation for ten thousand and some years, therefore, it is a nation that the unique culture and the tradition is widespread homogeneously. For this reason, the country seems to have the both sides which are worshipping foreign culture and difficult to assimilate from the perspective of foreign people.

Nevertheless, Japan is also considering the agenda for utilization of foreign workers seriously in the context of demographic aging with low birth rate.

The basic policy is whereas they accept professional labor force positively, simple labor force is prohibited in principle; moreover, they are willing to support the development of partner countries by accepting trainees for technical internship in a positive manner.

# Hrm Case Studies With Answers

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## **Hrm Case Studies With Answers:**

This book delves into Hrm Case Studies With Answers. Hrm Case Studies With Answers is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Hrm Case Studies With Answers, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:

- Chapter 1: Introduction to Hrm Case Studies With Answers
- Chapter 2: Essential Elements of Hrm Case Studies With Answers
- Chapter 3: Hrm Case Studies With Answers in Everyday Life
- Chapter 4: Hrm Case Studies With Answers in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, the author will provide an overview of Hrm Case Studies With Answers. The first chapter will explore what Hrm Case Studies With Answers is, why Hrm Case Studies With Answers is vital, and how to effectively learn about Hrm Case Studies With Answers.

3. In chapter 2, the author will delve into the foundational concepts of Hrm Case Studies With Answers. The second chapter will elucidate the essential principles that must be understood to grasp Hrm Case Studies With Answers in its entirety.

4. In chapter 3, this book will examine the practical applications of Hrm Case Studies With Answers in daily life. The third chapter will showcase real-world examples of how Hrm Case Studies With Answers can be effectively utilized in everyday scenarios.

5. In chapter 4, this book will scrutinize the relevance of Hrm Case Studies With Answers in specific contexts. The fourth chapter will explore how Hrm Case Studies With Answers is applied in specialized fields, such as education, business, and technology.

6. In chapter 5, the author will draw a conclusion about Hrm Case Studies With Answers. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Hrm Case Studies With Answers.

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