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Analysis on Causes of Workplace Conflict between Japanese Managers and Local Staff of Japanese Manufacturers in Thailand and Vietnam

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<Abstract>

Thailand and Vietnam are two popular destinations for Japanese overseas investment, so it is important to minimize conflict in the workplace between Japanese managers and the local employees of these two countries. This study examined how Japanese and two other nationalities perceived three possible causes of conflict in the workplace and how these differences would increase the conflict between Japanese and Thai or Vietnamese employees. Differences in national culture and in styles of conflict management, as well as understanding of traditional human resource management were examined as the possible causes of conflict between Japanese and Thai or Vietnamese employees. The results showed similarities and differences in these three possible causes of conflict among these three nationalities, and recommendations are made for dealing with national differences in these areas.

<Keywords>

Overseas Japanese Manufacturers, Thailand and Vietnam, Conflict at Workplace, National Culture, and Traditional Japanese Management