

President's Message

Welcome to Transcultural Management Society!

TMS is an interdisciplinary organization whose purpose is to explore and establish the academic field of transcultural management. It is our firm belief that a close collaboration between the academic and business circle is essential in the effort to find answers to the crucial issue of how individuals and companies can effectively contribute to multicultural environments and to construct a theoretical framework of transcultural management.

It is therefore, important to distinguish culture-bound factors from economic and business factors and to pursue globally applicable practices or “best practices” while giving due heed to local cultural assets.

The primary arena is international business, but it can also apply to NPOs, educational institutions and others with multicultural backgrounds.

Culture does not simply mean national culture; there are regional, organizational, and individual cultures, too. “Transcultural” therefore, signifies diversity and can produce a synergistic effect. In this spirit, we encourage the active exchange of opinion among members transcending gender, age, nationalities and professional status.

Please join us and let us embark upon the uncharted journey to transcultural management!

**Emiko Magoshi
President of the Transcultural Management Society**

Transcultural Management Society

Purpose

“Through inclusive and active academic activities, we aim to contribute to the creation of a more peaceful, happy, and prosperous society where everyone can play an active role, regardless of culture, nationality, race, language, gender identity, sexual orientation, religion, age, or disability.”

Transcultural Management Review <Vol.18>

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The CSR Initiatives of Indian Companies: The Feedback and the Unfinished Agenda.

Naotoshi UMENO

Professor, Faculty of Business Administration, Osaka University of Commerce

< Abstract >

This paper aims at re-examining my recent book *The CSR Initiatives of Indian Companies*, published in March 2021. This paper is based on some comments and critiques received after publication. The feedback is helpful to get a better understanding of this issue and, at the same time, clarify unresolved problems. After responding to the comments and critique of the book, the author introduces the unfinished agenda referring to the arguments proposed by an Indian CSR/Philanthropy specialist, Pushpa Sundar, to deepen understanding of my research.

< Key words >

Companies Act of 2013, CSR, Philanthropy, Mandated CSR, Kerala State

< Title >

Systematic Review of LGBTQ Research in the Business Area

Tatsuya KARASAWA

Associate Professor, Kanto Gakuin University College of Business Administration

< Abstract >

The purpose of this paper is to conduct a comprehensive literature review of LGBTQ research related to the business field and to organize the main issues. We referred to the systematic review process of Tranfield et al. (2003) and analyzed abstracts of 74 LGBTQ studies extracted using the electronic database EBSCO Host Business Source Premiere with MTMineR, a text mining tool. This paper summarizes the results of the analysis and shows that the main subjects of LGBTQ research related to the business field are summarized into two issues: “LGBTQ and work Place” and “LGBTQ Support in Management”.

< Key words >

LGBTQ, Systematic Review, Text Mining, High Frequency Vocabulary, Co-occurrence Relationship

< Title >

A Study on the Recruitment Activities of Japanese Companies for International Students Studying at Universities in Japan: Based on a Questionnaire Survey of Companies Listed on the First Section 1 of the Tokyo Stock Exchange

Masayuki FURUSAWA

Professor, Faculty of Business Administration, Kindai University

< Abstract >

This paper explores recruitment activities of Japanese companies for international students based on a questionnaire survey. We find that many of the companies employ international students by chance. Therefore, many of them do not provide international students with special considerations or supporting measures in the recruitment and selection process. On the other hand, a small number of companies with measures considering their characteristics are highly satisfied with the recruitment. Japanese companies are required to reform their recruitment activities which put importance on homogeneity and recognize the benefits of diversity. We suggest they work on diversity management for cross-cultural synergy.

< Key words >

International students, employment issues, recruitment activities, diversity, cross-cultural synergy

< Title >

An International Comparative Study on Investors' Sustainability Preference

Keiji ABE

Professor, Faculty of Economics, Takasaki City University of Economics

Takeshi MIZUGUCHI

President, Takasaki City University of Economics

Atsuko SATO

Associate Professor, Faculty of Economics, Takasaki City University of Economics

Yoichi MIYATA

Associate Professor, Faculty of Economics, Takasaki City University of Economics

< Abstract >

In recent years, there has been a growing interest in ESG investment among institutional investors. How do individual investors, who are the ultimate beneficiaries of pension funds managed by institutional investors, feel about the ESG investment? Bauer et al. (2018) argued the existence of a preference for sustainability investment among Dutch individual investors. The number of institutions that have signed the United Nations Principles for Responsible Investment, which is an indicator of interest in ESG investment, is lower in Japan than in Western countries. In this study, we conducted a questionnaire survey of Japanese individuals and analyzed the results using a multinomial logit model, finding a significant relationship between the strength of social preferences and support for ESG investment. The result is similar to those of the Netherlands. Despite the cultural differences between the Netherlands and Japan, we found similarities in individuals' preferences for sustainability investments.

< Key Words >

sustainability preference, social preference, ESG investment, ESG literacy, national culture

< Title >

Organizational Strategy for European Operations and the Role of the Regional Headquarters (RHQ)
-A case study from the IT industry-

Norikazu KOBAYASHI

General Manager, NEC Europe

< Abstract >

With the progress of globalization, and as the world's second largest market, Europe is a strategically important area for many companies. The characteristics of the European market, however, are very different from other major markets such as Japan and the US, and require a different management approach.

This paper uses a case study to identify some of the main issues faced by European operations, before revisiting previous research on international business organization design and cross-cultural management to review and analyze the transformation process of the company in question around organization structure and cultural synergy creation.

< Key words >

Organization design, regional headquarters (RHQ), global matrix, cross-cultural management, cultural synergy creation

< Guest Speaker >

Yasuo NAKATANI

Representative Executive Officer, President and CEO, Hitachi Transport System Ltd.

< Lecture Title >

Toward New Dimensions ~ LOGISTEED of Hitachi Transport System

< Guest Speaker >

Hirotake YANO

Founder, Daiso Industries Co., Ltd.

< Lecture Title >

My Life Story

TMS Awards

TMS Awards for 2021 were given to the following members:

Best Paper Award

Chieko Matsuda (Tokyo Metropolitan University, Graduate School of Management Professor, Ph.D. of Management)

“Can Board Diversity Have an Effect on Decision Making for Investment?”

(Transcultural Management Review, No.17, pp.63-78.)

Best Presentation Award

Hirabayashi Nobutaka (DBA, Professor, Faculty of International Business Management, Kyohei University)

“A Study on Personality Trait Extraction Considering Learner’s Ego State, and Development of English Learning Service Adapted to Personality Traits Using ACL”

(Conference on Nov 28, 2020)

What is Transcultural Management Society?

Transcultural Management Society (TMS) was founded in Tokyo in March 2003.

TMS is an interdisciplinary organization whose purpose is to explore and establish the academic field of cross-cultural management or transcultural management.*

TMS considers collaboration of the academic field and the business circle crucial in its endeavor. The membership reflects this spirit and TMS encourages active exchange of opinions among members of academic and business backgrounds.

TMS holds conferences and workshops regularly and publishes its journal annually. TMS promotes communication and interaction among members of diverse cultures: profession, gender, age, nationalities, ethnic group, language, religion and other attributes.

TMS covers the following fields : Cross-cultural management, international business, diversity management, multinational companies, global corporations, human resources management, strategic alliance, global marketing, personnel motivation, brand management, transplant of production overseas, implication of information technology, business ethics and others.

*Note :Cross-cultural management and intercultural management can be used interchangeably. TMS prefers to use a new word called “transcultural”: “trans” means both “across” and “beyond” and “transcultural” signifies the encompassing of diverse cultures.

Activities

Conference on November 28, 2020
(Saturday 10:00-18:30 on Zoom Online)

- MC: Masashi ARAI** Associate Professor, Faculty of International Relations, Asia University

- Speaker: Aki OGANE** University of Tokyo Graduate School of Humanities and Sociology
Cultural Resources Studies

“Private Donation for Non-profit Orchestras and Performing Arts Organizations in Japan: How should it be designed and operated?”
- * **Commentator:** Professor, School of Commerce, Waseda University
Jusuke IKEGAMI
- Speaker:** Global women’s Association Representative director
Sachiko MARUYAMA
“Global human resource development utilizing overseas Japanese network”
- * **Commentator:** Graduate School of International Management, Aoyama Gakuin University
Toshiko SUDA
- Speaker:** AXA Life Insurance Co., Ltd.
Takashi TANEMURA Corporate Officer, Head of Internal Audit
“Commonality in management style of European insurers and its comparison with those of Japanese and US Insurers, based on my work experience.”
- * **Commentator:** Professor, Faculty of Business and Commerce, Keio University
Atsushi YASHIRO
- Speaker:** The Graduate School of Information & Communication Visiting Professor
Hidemitsu SASAYA
“A Study on Cross-Cultural Management Using SDGs”
- * **Commentator:** Former Professor, Department of Business Management, School of Business Studies, Tokai University
Toyokazu ONO
- Speaker:** Center for the Multicultural Public Sphere , Utsunomiya University
Cheng, An-chun
“Issues on the Acceptance of Care-giving Foreign Workers in Taiwan: A Focus on the Problem of “Missing” workers in the Changing Labor Market”
- * **Commentator:** Professor, Faculty of Business Administration, Aichi Institute of Technology
Satomi KATO
- Speaker:** Professor, Rikkyo University, Business School
Yukiko NAKAGAWA
“Global Human Resource Management of HUAWEI , Operating in 176 Countries”
- * **Commentator:** Senior Associate, JCMS
Motomichi IKAWA

- Speaker:** Office of Academic Research and Industry-Government Collaboration, Professor (Special Appointment)
Naotaka HIRAMI
- “Management characteristics for the survival of fude industry in Japan
An analogy with the rebozo industry in Mexico”*
- * **Commentator:** Associate Professor, Faculty of Business Administration, Aichi University
Chitose FURUKAWA
- Speaker:** Professor, Faculty of International Management, Kyohei University
Nobutaka HIRABAYASHI
- “A study on personality trait extraction considering learner’s ego state and development of English learning service adapted to personality traits using ACL”*
- * **Commentator:** Professor, Faculty of Commerce, Takushoku University
Motoko NAGAO
- Guest speaker:** Representative Executive Officer, President and CEO, Hitachi Transport System Ltd.
Yasuo NAKATANI
- “Toward New Dimensions ~ LOGISTEED of Hitachi Transport System”*

**Conference on May 16, 2021
(Sunday 13:00-18:30 on Zoom Online)**

- MC:** Nisato SUZUKI Senior Assistant Professor, Meiji University
- Speaker:** Student (Doctoral program), Graduate School of Business Administration, Meiji University
IDRISSOVA, Ainash
- “Systematic Review of the Immigrant Entrepreneurship Research”*
- * **Commentator:** Professor, Faculty of Global and Interdisciplinary Studies, Department of Global and Interdisciplinary Studies, Hosei University
Takamasa FUKUOKA
- Speaker:** Researcher, Keio Economic Observatory, Keio University
Yukiko NAKAGAWA
- “Effective management of Diverse and Inclusive Organization to educe all members’ capabilities: Insights from interviews with multinational companies in Germany and Switzerland”*
- * **Commentator:** Director, EQ Partners
Yoshinobu NAKAMURA
- Speaker:** Professor, Faculty of Economics, Takasaki City University of Economics;
Takeshi MIZUGUCHI, Professor, Faculty of Economics, Takasaki City University of Economics;
Keiji ABE, Associate Professor, Faculty of Economics, Takasaki City University of Economics;
Atsuko SATO, Associate Professor, Faculty of Economics, Takasaki City University of Economics;
Yoichi MIYATA Associate Professor, Faculty of Economics, Takasaki City University of Economics

“Comparative Study on Individual Investors’ Sustainability Preferences.”

* **Commentator:** Professor, Waseda Business School, Waseda University
Jusuke IKEGAMI

Speaker: Professor Emeritus, Hakuoh University

Hiroo TAKAHASHI

“Management of Intercultural Cohesion — a case study of Nestle, the world’s biggest beverage & food company”

* **Commentator:** Professor Emeritus, J.F. Oberlin
Yoshiharu KUWANA

Guest speaker: Founder, Daiso Industries Co., Ltd.

Hirotake YANO

“My Life Story”

Conference on November 20, 2021
(Saturday 10:00-18:00 on Zoom Online)

MC: Fumiya MIYAMOTO Associate Professor, College of Business Management, J. F. Oberlin University

Speaker: XU, Yijing Assistant Professor, Tsukuba Gakuin University

“The influence of intercultural experience on employee motivation”

* **Commentator:** Researcher, Keio Economic Observatory, Keio University
Yukiko NAKAGAWA

Speaker: Chief Executive Officer, EdMuse Co., Ltd.

Keisuke FUKUI

“Intercultural Management and Innovation: Experience in Business Development in Vietnam and Indonesia”

* **Commentator:** Professor, Waseda Business School, Waseda University
Jusuke IKEGAMI

Speaker: Lecturer, Department of Cross Cultural Studies, Gifu City Women’s College

“Implementation of Japanese philosophy on breeding marine animals through employee training: A case study of a Chinese marine theme park”

* **Commentator:** Associate Professor, Faculty of Social Sciences, Waseda University
Yukimi SHIMODA

Speaker: Singapore Office General Manager, Global Business Division, Toppan Forms Co., Ltd.

“The Enhancement Activities of a Governance System in an Overseas Subsidiary “

* **Commentator:** Professor, Graduate School of Management, Tokyo Metropolitan University
Chieko MATSUDA

Speaker: Lecturer, College of Business Management, J. F. Oberlin University
Sho KAWASAKI

“Gender Diversity Management in the Workplace: A Case Study of Dualistic, Pluralistic, and Monistic Approaches”

* **Commentator:** Associate Professor, Faculty of Business Administration, Aichi University
Chitose FURUKAWA

Speaker: Manager, Corporate Communications, Panasonic Europe B.V.
Katsuhiko (Kevin) OTANI

“10 years in Europe - live case studies from the front line for cultural difference “

* **Commentator:** Director, EQ Partners
Yoshinobu NAKAMURA

Speaker: Associate Professor, Ritsumeikan University;
Shinichiro TERASAKI, Associate Professor, Aoyama Gakuin University;
Hiroaki ISHII, Lecturer, Kochi University
Yuriko ISODA

“Consumer affinity and regulatory foci: An approach from psychological distance toward foreign countries”

* **Commentator:** Professor, Faculty of Economics, Nanzan University
Takashi HAYASHI

Fellow Session: Professor Emeritus, J.F. Oberlin
Yoshiharu KUWANA

“Toward the New Growth of Japanese Multinational Enterprises in an Era of Great Change As Viewed From the Perspectives of Organizational Evolution, Innovation and Diversity”

Guest speaker: President, Matsumotomethod, Inc.
Kazuya MATSUMOTO

“How to ‘hook’ your audience when speaking online”

The 14rd International Session

Friday, Dec. 11, 2020, 19:00-21:00 Venue: Zoom Online

MC: Jiro USUGAMI Professor, School of Business, Aoyama Gakuin University

Opening Remarks: Vice President of J.F. Oberlin University
Emiko MAGOSHI President of the Transcultural Management Society

Speaker: Dr. ZHENG Wei Associate Professor, Takushoku University
“How do we develop intercultural management skills for Japanese expats working globally?”

* **Moderator:** Professor, School of Business, Aoyama Gakuin University
Dr. Sean M. HACKETT

Speaker&Panelist: Executive Officer and Head of Human Resources, AXA Life Insurance Co., Ltd.
Ms. Claudette Byers
“Living in a cross-cultural setting”

* **Moderator&panelist:** President of the Transcultural Management Society, Vice President of J.F. Oberlin University
Prof.& Dr. Emiko Magoshi

The 15rd International Session

Friday, May. 21, 2021, 19:00-21:00 Venue: Zoom Online

- **MC: Jiro USUGAMI** Professor, School of Business, Aoyama Gakuin University

- **Opening Remarks: Emiko MAGOSHI** Vice President of J.F. Oberlin University
President of the Transcultural Management Society

- **Speaker: Norikazu KOBAYASHI** General Manager, Strategy & Business Development, NEC Europe
“Organizational Strategy for the European Operation - A Case Study in the IT Industry-”

- * **Moderator: Nobutaka HIRABAYASHI** Professor, Department of International Business Management, Kyoei University

- **Speaker: Ms. Rochelle Kopp** Managing Principal, Japan Intercultural Consulting
“How Work-at-Home is Working Out in Japan During COVID-19”

- * **Moderator: Dr. Sean M. HACKETT** Professor, School of Business, Aoyama Gakuin University

The 16rd International Session

Friday, Dec. 17, 2021, 18:10-21:00 Venue: Zoom Online

- MC: Dr. Sean M. HACKETT** Professor, School of Business, Aoyama Gakuin University

- Opening Remarks: Jiro USUGAMI** Professor, School of Business, Aoyama Gakuin University

- Speaker: Yasuhiro WATANABE** J. F. Oberlin University
“What the Japanese Destination Management Organizations (DMO) should learn from the Western DMOs.”

- Moderator: Dr. Rolf D. Schlunze** Professor Ritsumeikan University

- Speaker: CHI Cheng (Cindy)** Ritsumeikan University
“Cultural-crossvergence: A Chinese SOE and its subsidiaries’ IHRM hybridization in sub-Saharan Africa”

- Moderator: Yoshitaka OKADA** Honorary Professor Institute for International Strategy Tokyo International University
Professor Emeritus, Sophia University, Professor Institute for International Strategy Tokyo International University

- Special Guest Speaker: Matthew J. Wilson, Esq.** Dean, Temple University, Japan Campus
“Developing Global Ready Employees Through Higher Education”

- Closing message: Emiko MAGOSHI** President of the Transcultural Management Society, Professor J.F. Oberlin University

Regional Session

The 7th Session of the Kyushu Division

Saturday, March 14, 2021, 13:15-17:00

Venue: Zoom Online

MC: Junichi ICHIKAWA Associate Professor, Department of Economics,
Orio Aishin Junior College

Opening Remarks: Chairman, Kyushu Division

Toyokazu ONO

Speaker: Junichi ICHIKAWA Associate Professor, Department of Economics,
Orio Aishin Junior College

“Verification of support and efforts for startups and regional revitalization in Kitakyushu City”

Commentator: Katsuyuki IWAMOTO Associate Professor, School of Business
Administration, Tokai University.

Speaker: Toru TAKAHASHI Visiting Professor, School of Business
Administration, Meiji University

“Innovation that the Japanese sports world has influenced the world”

Commentator: Tatsuya KARASAWA Associate Professor, College of Business
Administration, Kanto Gakuin University

Speaker: Etsuko TSUTSUMI Professor, Hokkai School of Commerce

“Class consciousness / regionality of members in corporate management and new working style after Covid-19”

Commentator: Tomoko KOBORI Part-time lecturer, Chiba University of
Commerce

<Special lecture >

Speaker: Former Professor, Tokai University

Toyokazu ONO

“The origin of Mr. Ar Naito, the translator of “The Little Prince” and the French culture of the Meiji, Taisho and Showa periods”

Closing Remarks: President of The Transcultural Management
Emiko MAGOSHI Society

The 7th Session of the Chubu Division

Saturday, June 20, 2020, 14:00-18:00

Venue: Zoom Online

MC: Tomoyasu KIMURA Emeritus of Nagoya University of Foreign
Studies

Greetings from the President President of the Transcultural Management
Emiko MAGOSHI Society

Opening Remarks: Nagoya University of Foreign Studies
Tomoyasu KIMURA

Speakers: Associate Professor of Education Center for International Students at Nagoya Institute of Technology
Dr. KIM Eunju

“On the Employment and Retention of International Students”

Moderator: HAN Samtaek Professor Korean Productivity Center University & Global Business Promotion Center

Speaker: Emeritus of Nagoya University of Foreign Studies
Mr. KIMURA Tomoyasu

“Contemporary International Studies Special Lecture B—Reviewed in Terms of Diversity Management—”

Moderator: HAN Samtaek Professor Korean Productivity Center University & Global Business Promotion Center

<Special Session>

Guest Speaker: Economic News Correspondent

Ms. OSADA Hiromi

“International Media and Japanese Media on Reporting”

The 8th Session of the Chubu Division

Saturday June 19, 2021, 14:00-18:00

Venue: Zoom Online

MC: Tomoyasu KIMURA Emeritus of Nagoya University of Foreign Studies

Greetings from the President President of the Transcultural Management Society
Emiko MAGOSHI

Opening Remarks: Nagoya University of Foreign Studies
Tomoyasu KIMURA

Speakers: LIN Qingyun Professor of Nagoya University of Foreign Studies

“Cultural Factors in Accounting”

Moderator: Nagoya University of Foreign Studies

Tomoyasu KIMURA

Speaker: CHENG An-chun Coordinator, Center for the Multicultural Public Sphere of Utsunomiya University

“The Education and Career Issues of Young Japan-based South Americans in their Transnational Life – Focused on the Learning Experiences of 10 University Students —”

Moderator: Satomi KATO Professor, Aichi Institute of Technology

<Special Session>

Guest Speaker: Former President of Chukyo University, Academic Advisor
Hitoshi YASUMURA

“The lifestyle of Leo Tolstoy in Ivan The Fool and His Other Works”

The 10th Session of the Kansai Division
Saturday, September 26, 2020, 14:00-17:00
Venue: Zoom Online

- MC: Kyuho CHE** Osaka University of Commerce
- Opening Remarks:**
Masayuki FURUSAWA Kindai University
- Speaker: Masayuki FURUSAWA** Kindai University
“A study on job-hunting issues of international students in Japan: Based on the questionnaire survey of career centers of the universities”
- * **Commentator:** IoT Link Labo
Akira TAI
- Speaker:** Hokkai School of Commerce,
Etsuko TSUTSUMI, Orio Aishin Junior College
Junichi ICHIKAWA
“Entrepreneurial spirit and regionality: Fostering an entrepreneurial mindset after Covid-19”
- * **Commentator: Yasuro UCHIDA** University of Hyogo
- Closing Remarks:** Vice President, Professor of International
Emiko MAGOSHI Management, J.F. Oberlin University

Online interactive session

The 11th Session of the Kansai Division
Saturday, December 19, 2020, 14:00-17:00
Venue: Zoom Online

- MC: Toshiya MURATA** Relo Panasonic Excel International
- Opening Remarks:** Kindai University
Masayuki FURUSAWA
- Speaker:** J. F. Oberlin University
Fumiyuki MIYAMOTO
“Comparing consumer-effects by cosmetics packages in China with that in Japan, and analyzing their factors: Through empirical experiments of image-motifs”
- Commentator:** Kindai University
Shohei TABATA
- Speaker:** Spiceup Academia
Tatsuo MORIYAMA
“Results and challenges of online internship training program”
- Commentator:** Meiji University
Akio YAMAMOTO
- Closing Remarks:** President of the Transcultural Management
Emiko MAGOSHI Society
(J. F. Oberlin University)

Online interactive session

The 12th Session of the Kansai Division
Saturday, February 27, 2021, 14:00-16:40
Venue: Zoom Online

MC: Kenji NAGASATO University of Hyogo
Opening Remarks: Osaka University of Commerce
Kyuhō CHE
Speaker: Kindai University
Masayuki FURUSAWA

“A study on the impacts of the COVID-19 outbreak on the overseas management of Japanese multinational companies: Based on the interview survey of Japanese expatriates who have returned to Japan temporarily due to the pandemic - an analysis by using M-GTA”

Commentator: Nanzan University
Takashi HAYASHI

Speaker: Professor, Tsuru University
Hideshi SAWAKI

“Cross-cultural management issues and problem solving: Japanese entrepreneurs in ASEAN”

Commentator: Kwansai Gakuin University
Takeshi FUJISAWA

Closing Remarks: President of the Transcultural Management
Emiko MAGOSHI Society
(J. F. Oberlin University)

Housekeeping announcement

The 13th Session of the Kansai Division
Saturday, September 25, 2021, 14:00-16:45
Venue: Zoom Online

MC: Hiroyuki YAMABE Nara Prefectural University
Opening Remarks: ReloExcel
Toshiya MURATA
Speaker: Kindai University
Masayuki FURUSAWA

“A study on the recruitment activities of Japanese companies for international students: Based on a questionnaire survey of the companies”

Commentator: Utsunomiya University
An-chun CHENG

Speaker: Naotoshi UMENO Osaka University of Commerce
“CSR activities of the Indian companies, focusing on the companies in the Kerala State”

Commentator: Tokyo International University
Norio SAKURAI

Closing Remarks:
Emiko MAGOSHI

President of the Transcultural Management
Society
(J. F. Oberlin University)

Housekeeping announcement

The 4rd Session of the Hokuriku Division
Saturday, October 30, 2021, 14:00-
Venue: Zoom Online

MC: Ayako TAKAGI

Toyama College

Opening Remarks: Toru HIRATA

Kanazawa Professional University of Food
Management

Speaker: Gen NAGATA

Lecturer, Department of Management
Information, Toyama College

*“Current Situation and Issues of Modal Shift : Focusing on Social Environment Changes in
Rail and Marine Transport”*

Commentator: Yanhua JIN, Ph.D

Lecturer, Department of Social Sciences,
Hagoromo University of International Studies

Speaker: Ryo ANDO

Director, Collaborative Research Center,
Kanazawa Professional University of Food
Management

*“Promotion and leadership of art projects involving human resources from different fields in
the region Taking the Kanaza WAZA Research Institute in Kanazawa as an example”*

Commentator:

Takayuki SHINODA

Associate Professor, Frontier Science and Social
Co-creation Initiative, Kanazawa University

Speaker: Hideyuki NOMA

General Manager, International HR Group,
Human Resources Department, YKK
CORPORATION

Speaker: Kenichi SUZUKI

Manager, Planning Team, International HR
Group, Human Resources Department, YKK
CORPORATION

*“Activities of Diversity Management and Utilization of International Human Resource of
YKK Group”*

Closing Remarks:
Emiko MAGOSHI

President of the Transcultural Management
Society
(J. F. Oberlin University)

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Visiting Professor, University of Hyogo

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- MURATA, Toshiya
Group Manager, ReloExcel, Inc.

