

COMPLETION REPORT

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Sociological Impact of Work Culture on Japanese Middle Income Population

Japan is one of the countries which has the longest working hours in the world. This can be seen in most Japanese companies which require their employees to work for more than eighty (80) hours of overtime every month voluntarily. Due to their loyalty and dedication towards their work, they pay less attention to their family life which will eventually lead Japan to a 'super-aged nation' in years to come. Therefore, this research aims to identify the drawbacks of their work culture towards the development of the nation. The objectives of this research are to (1) identify the relationship between the middle-class work culture in Japan towards the development of the organizations, (2) to identify the negative impacts of Japanese's work culture to the society, and (3) to determine the values of life which will be taught to the younger generations. This research was conducted in Kanto and Kyushu area. 900 sets of questionnaires were distributed physically and through google forms but only 345 responses were received, hence the response rate is 38.33%. Convenience sampling methods were used whereby the respondents are selected based on their availability and willingness to participate in this research. From the results obtained from the questionnaires, it is found that the relationship between the middle-class work culture in Japan is mediumly correlated with the development of the organizations. Most of the respondents strongly agree that they always faced high pressure due to tough jobs and they feel that the long working hours produce waste and inefficient human capital allocation. Respondents believed that long working hours push away women from contributing to the nation's economy. In addition to this, respondents feel that they had abandoned their old parents due to their busy schedule and they find it difficult to segregate their working time and their family time. Due to their hectic work culture, almost all the respondents agreed that Japan has a low birth rate and a rapidly aging population, hence the Japanese population is declining. Respondents believe that they cannot produce more babies because there are many sexless marriages in Japan. A large group of respondents agrees that many of their colleagues, friends, or acquaintances are still unmarried because they are not ready to take up extra responsibilities. Due to this situation, they realized that Japan needs to bring in more foreign workers in the future as Japan's workforce will decline by 20% in the next 20 years. They realized that karoshi and karojisatsu are increasing among the young adults resulting from the failure in achieving key performance indicators (KPIs) in their organizations. Almost everyone agreed that family values and importance of the family time are taught to the younger generations. Although the Japanese government tighten the rules regarding the extra working hours and introduced some new policies, the government should award the compliance organizations on the latest rules in terms of tax exemptions, providing additional leave policies, and others to promote a healthy work-life balance among the Japanese.

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