

Working in Japan

Japanese work culture is similar to America's in some ways, but also quite different in others.

Work structure

Two of the major focuses of the Japanese workplace are simultaneous recruiting of new graduates (新卒一括採用, *Shinsotsu-Ikkatsu-Saiyō*) and lifetime-employment (終身雇用, *Shūshin-Koyō*). The recruiting of new graduates is essentially a mass hiring and training of graduates all at once whenever they hire. The lifetime-employment is slightly more than the name suggests, this is relatively similar to other countries' practices. Essentially it is the idea that employees for desirable jobs are taken on for life and receive bonuses and rewards for their loyalty to the company.



Japanese work culture also tends to be a lot more rigid and has many more unspoken rules than American work culture. There is also a larger emphasis on slower more planned out decisions than the fast paced american work environment.