Module 03 Course Project

Evaluate Company’s Culture for Diversity

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Author Note

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**Introduction**

Both in the world and inside the country Japan is believed to be a culturally and ethnically homogenous country. For the non-Japanese, the belief of Japan as a standardized country is much inbuilt in them, and for many citizens of Japan, it is skepticism to see a non-Asian speak the Japanese language so decently. Of course, such issues do not guarantee Japan to be a diverse country. The experience is also aging for the few people that speak the Japanese language. Japanese are very sensitive to change, and new ideas and don do not trust new behavior and skills from the outside world. However, the country has much anxiety about the future state of the country and at the same time resist change emotionally. Due to globalization and negative impacts on social change, demographics and weak economic growth, the Japanese have run out of choices but to implement specific reforms. The business culture of Japan is known for its employees that go for a lifetime. The downsizing of the companies and business organization has led to the restructuring of the offices alongside closing the offices that are running against the culture of the Japanese. The competitiveness of business growth and the downsizing has made the country realize that racial diversity is a great benefit to the country’s economy. Although women mainly overcrowd the workplace, their work-force is much low. Laws have been enforced to ensure that a significant representation is present within the organization.

***Challenges of racial diversity in Japan***

Culture comprises of a practical and visible impact on the performance of the organization and the satisfaction of an individual. The effectiveness of an organization lies in the working and understanding of the constraints of culture. Culture is subject to change which requires organizations to efficiently study it and make adjustments concerning behavior, process and the structure of the shift in perception. In Japan, various challenges of culture face racial diversity in business organizations. The technical competency establishes a more complex surprise in the organizations. The time concept is different among distinct cultures which means that if a meeting is scheduled to held at 10 am may start at 12 pm, and members will not see the need for an apology. The language barrier is also another cultural constraint in Japan. It is true the international business language is English. However, in a situation where someone has to understand a complicated word in English and translate those into their work may be wary. The system of management in Japan is unique to the country. (Andrews & Ashworth, 2015)

The effectiveness of the business lies upon the individual’s ability to work within the codes of behavior and the value system that is accepted within the company. Such may be difficult to employ in Japan due to is management system. Also, it is perceived that every worker understands English which may even bring more complications which is a misleading concept in business. Japanese considers silence to be a more productive time during the time of negotiations which may give experts higher marks when dealing with such people since lack of discussion will only lead to a conclusion of mediation. Also, women in Japan do not see themselves fit as managers in Japanese organizations due to lack of role models. In the entire nation of Japan, there are only ten percent of the total managers in the organizations that are women. (Kemper et al., 2016)

For a business organization to be more successful, there is a need of having employees that are in love of what they are doing which means that they will deliver their best. At the same time, customers that love doing business with that particular organization are also required for the business organization to reach the highest success level. Without the feeling of inclusion, the workers will feel they are not connected to the general success of the business. There are ten ways to ensure inclusive work culture in the business organization.

***Ethical and legal implications protecting Racial Diversity in Japan***

Legal and ethical implications have since been made to ensure that racial diversity is protected in the Japan business organizations cultures. The NIH has since been asked to continue aging women from all ethnic and racial groups to involve themselves into the business researches, and substantial participation in all the business organizations in the country and assume even the dominant position in these offices. The commission of the HIH that is the study of the institutional and attitudinal barriers to involve the poor, ethnic and racial groups and women to take part In their research to help in eradicating such barriers and protect the racial diversity. (Kemper, 2014)

Various regulations have since been implemented in Japan where it is an offense to victimize, harass or discriminate any person in the business organization, a member of any organization staff or visitors inside the country due to their culture or race. Any form of discrimination is strictly prohibited whether it is associated, actual or perceived. Policies have since been developed that regards any person present in any organization, to be part of its success and therefore should not in any way be harassed. Japan has found that racial diversity has had a great significance to the business growth which has forced the nation to integrate its organization systems to fit it other people from different races. (Zhou, 2016)

***Techniques to ensuring inclusive work culture***

One method is by defining the goals and creating a realistic vision or written inclusive, dynamic culture. Next is enlisting the whole team of leadership and identifying the fellow champions through displaying either in actions or words. It allows them to put into their list of visions. Supporting the leadership team’s work is essential in ensuring that they too feel connected to the entire business progress. They may be asked questions like what factors made that work that they wake up for each day. In case they were their direct report, which thing would they need to wake up each day? If they were an hourly employee like others, what factors would facilitate they're coming to work and wanting to be successful? Which elements have been having held them back into that particular feeling? What would be the manager’s comment? And what would be the claim of their hourly employees? Their responses should then be compared from the assessment data of the organization and weigh how much they apprehend the perspective and needs of the hourly employees and their managers. (Church et al., 2014)

The other way is holding individuals liable for the people they employ so that they are responsible for their sick and better performance. Marketing an individual’s own culture so that it infuses to the organization needs and requirements are also another technique of ensuring inclusive work culture. Some issues that arose during the process of assessment should be identified, and necessary actions are taken. Developing the method of communication will make employees believe that their feedback is well understood and at the same time appraising their progress. The relationship between the critical issues and the manager’s actions alongside inclusive work culture development and implementations should be consistently made. Lastly, the employees need to understand the business and personal benefits of the inclusive culture implementation. Some employees may not like the organization and may be holding its progress back. Such employees should be freely released since they may find somewhere that they work better. (Hollifield et al., 2014)

**Conclusion**

Business organizations with a diverse workforce have attracted many talents from people of distinct races which in return have seen its success. Industries that have utilized entirely different workers with distinct personalities and backgrounds can manage a bigger range of customers as compared to those companies that only rely on employees from the same ethnic and racial group. It may be difficult to find a customer with good knowledge about racial diversity, participating in a business activity that only involves one race of which is not his or her race. Having different ethnic employees is not only good for the business itself but also to the employee’s relationship. These employees learn new things from each other each day and are motivated from the beginning to the end of the business operation. Racial diversity in the business also enhances Employee's creativity as they learn new ideas, and skills from other ethnic groups alongside their culture. Japan’s culture, for instance, was against change but due to the economic competency and business drawback, they were forced to employ racial diversity that despite the culture challenges has dramatically improved its growth economically.

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