



HR Japan Roundtable

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Manager's Choice

Recruitment of foreign new graduates in Japan: Are Japanese firms ready?
William B. [See it >](#)

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コミュニティIPTVチャンネル「サイバージャヤTV」をカジーのネットワークで放映 businesswrit.com • 1 day ago
(ビジネスワイヤ) - マレーシアが誇るサイバーシティー...

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Most Popular Discussions

Recruitment of foreign new graduates in Japan: Are Japanese firms ready?
As the Japanese working population continues to get older the acquisition of foreign new graduate talent will play an integral role in ensuring Japanese companies stay competitive in the years to come. As an HR Practitioner or someone like myself who started their ...
posted 12 days ago

William

[Kaori S.](#) 1 day ago • [Hi Gary,](#) ... >

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Dear HR Japan Roundtable, I recently joined this group and would like to consult about the topic of checking references in Japan.
Over the years in various HR settings I have found that Japanese employers almost never check employment references nor conduct a comprehensive background investigation. However, if they are conducted, are the previous Japanese employers restricted in what kind of ...
posted 2 months ago

Richard

[Legal issues for HR professionals: reference checking/background...](#)
gallith.aceast.com
Human resources specialists may become uncomfortable when the term reference checking enters a conversation because of the difficulty in obtaining information from current or ...
posted 2 months ago

[Keizo H.](#) 11 days ago • [Keizo likes this.](#)

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Which of the following areas is your company willing to outsource versus manage internally?
Vote on this LinkedIn Poll to see the results divided by age, seniority, and gender. Use Polls to leverage the collective wisdom of millions of business professionals on LinkedIn.
posted 13 days ago

Brad

[Brad C.](#) 12 days ago • I think outsourcing certain tasks can help a business in their overall strategy. I outsource accounting since I don't want to do it ... >

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"The HR Agenda" coming June 25th!
Japan's first ever bilingual HR publication will be published by the Japan Human Resource Society on June 25th with the theme, "Rise Up Japan".
For more information on how your company can get involved or receive copies of this maiden edition, contact inquiry@jhrs.org for ...
posted 17 days ago

Jessop

THE HR AGENDA The HR Agenda - Online Edition hragenda.hrcentral.co.jp
The HR Agenda - Online Edition A Japan-focused On-line HR Magazine.

[Brent C.](#) 12 days ago • Gary if you are interested in receiving copies feel free to contact me and I can come talk to you and specialized group. I've even got ... >

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Better Title: Steps for Working more efficiently.
Nice outline that could help some people return to basics.
As HR professionals, is there anything that anyone would be able to add to this?
[How to Work Smart, Not Hard - wikiHow](#) wikihow.com
wikiHow article about How to Work Smart, Not Hard.
posted 2 months ago

Gary

[Joshua R.](#) 1 month ago • [Joshua likes this.](#)

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Recruiting foreign talent for Japanese companies. Your thoughts..
As the Japanese working population continues to get older the acquisition of foreign new graduate talent will play an integral role in ensuring Japanese companies stay competitive in the years to come. As an HR Practitioner in Japan what steps do you think Japanese ...
posted 1 month ago

William

[Ed S.](#) 1 month ago • Since this is what I do at work, I feel like I could write a whole book on the subject...but I'll keep it short (笑) ! ... >

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HR Conference 2011
プログラム6/24 (火) | HRカンファレンス 2011 | "攻め"の新卒・若手採用戦略 | これからの人材育成・組織戦略
人事のキーマンが集う日本最大級のHRイベント。『日本の人事』主編「HRカンファレンス2011」2011年6月24日-25日開催 (参加費無料)。テーマ「攻め」の新卒・若手採用戦略。(1日目)「これからの人材育成・組織戦略」(2日目)、HR業界のオピニオンリーダーが語る、全24の講演を開催。 ...
posted 1 month ago

William

[Ari ..](#) 1 month ago • [Ari likes this.](#)

[See more >](#)

200 members and growing strong! Perhaps we can start to discuss offline meetups?
Our group is continuously growing and I am seeing some more contributions to open discussion, however, it may be a good time for us to try and set up a networking meet-up somewhere in Tokyo so that we can meet one another. Doing this may fuel a much stronger and more ...
posted 2 months ago

Gary

[Gary S.](#) 1 month ago • [Hey Brent,](#) ... >

[See all 6 comments >](#)

Ganbare, Japan! Videos
It has been two weeks since the Great Tohoku-Kanto Earthquake and to end the week on a more positive note, watch these inspiring videos. GANBARE, JAPAN!
The JHRS Quake Center 2011: Ganbare, Japan! Videos
Watch these carefully selected videos that will surely lift up your spirit and that of Japan and her people. It's our way of encouraging our fellow Japan HR professionals to NEVER GIVE UP because Japan will not walk alone in her journey towards national re-bui...
posted 2 months ago

Jun

[Gary S.](#) 2 months ago • [Gary likes this.](#)

[See more >](#)

The JHRS Earthquake Message Board: Reach out and show your support to your fellow HR Professionals in Japan
TO ALL HR PROFESSIONALS IN JAPAN & AROUND THE WORLD
We invite everyone to post your messages, encouragement, or even suggestions on how you think Japan HR professionals can cope up from the recent earthquake crisis & come out even a stronger HR professional from this ...
The JHRS Earthquake Message Board
Reach out and show your support to your fellow HR Professionals in Japan. Post your message NOW!
posted 2 months ago

Jun

[Gary S.](#) 2 months ago • [Hi Aron,](#) Thank you for your feedback. ... >

[See all 5 comments >](#)

CRACKING THE JAPANESE TALENT MARKET: Six reasons why Japan is the hardest country in which to recruit talent!
If you are most foreign business leaders and HR professionals in Japan, chances are you have already experienced disappointments in getting the right people for your own organizations. Why is it difficult to hire the right talent in Japan? Read more...
HR Central K.K. - Thought Leadership
CRACKING THE JAPANESE TALENT MARKET: Six reasons why Japan is the hardest country in which to recruit talent
posted 2 months ago

Jun

[Dominic H.](#) 2 months ago • [Dominic likes this.](#)

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Generally, what are the first steps for building globally competitive C&B divisions within domestic-style Japanese companies looking to...
This seems to be a reoccurring theme within many companies at this time as they begin to either embrace their global roots or look to branch out overseas - both situations requiring to shift their HR structure and make their Compensation and Benefits teams stronger and more ...
posted 3 months ago

Gary

[Aron K.](#) 2 months ago • I am not sure I am appropriately addressing the question asked, but I believe the starting point is making sure the whole management ... >

[See more >](#)

Becoming a learning organization
Some interesting advice about developing your company into a learning organization.
Make Learning Matter: Become a Learning Organization
Organizations with the best chance to succeed and thrive in the future are learning organizations. Find tips for how you can turn your organization into a learning organization here.
posted 3 months ago

Jason

[Brent C.](#) 3 months ago • [Brent likes this.](#)

[See more >](#)

When giving notice to your previous employer, always be sure to keep your head and never bum your bridge.
This is one of the most basic principles for leaving an employer, but many times can also be very difficult.
This may be an odd topic for HR personnel to have with staff, but the occasional subtle hint may be good to ensure that you are protecting employees from sabotaging ...
[How to Quit Your Job | BNET](#)
How you leave a job determines how you feel about it later — and how everyone else feels about you forever. Here's how to do it with grace
posted 4 months ago

Gary

[Gary S.](#) 3 months ago • [Hi Akaike-san,](#) ... >

[See all 9 comments >](#)

Great article for how to best participate in LinkedIn groups.
5 Ways to Use LinkedIn Groups to Build Influential Connections
LinkedIn Groups: social networking strategies to get the most out of the time you spend on building influential relationships on LinkedIn.
posted 4 months ago

Gary

[Rabel R.](#) 4 months ago • [Rabel likes this.](#)

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Roundtable Meet-up
Hello Everyone,
Thank you again for joining our group. We have more than 120 members now, and we are growing more and more everyday. I can see the need for a niche group like this, and am looking forward to seeing some quality discussions starting to take place very soon.
I ...
posted 4 months ago

Gary

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