

Department	International College of Liberal Arts		
Semester	Spring 2023	Year Offered (Odd/Even/Every Year)	Every Year
Course Number	FNDN490		
Course Title	Career Design 2		
Prerequisites	FNDN290 Career Design 1 (Japanese/English) AND Japanese Native OR N2 proficiency * This course will be conducted in Japanese. 授業は日本語で行われます。		
Course Instructor	源島 福己	Year Available (Grade Level)	2
Subject Area	Foundation Courses	Number of Credits	1
Class Style	Seminar	Class Methods	Face to face

(NOTE 1) Class Methods are subject to change

(NOTE 2) Depending on the class size and the capacity of the facility, we may not be able to accommodate all students who wish to register for the course"

Course Description	This course is the intermediate level of the three steps career education. Learning will focus on understanding the changes of modern Japanese society and company's organizational structure, business knowhow, strategy and culture, globalization and human resource management system since the end of the WWII up to date. This course is conducted in Japanese and organized based on the assumption that students taking this course have a high level of Japanese language understanding and communication skill. Consequently they may be interested in working in the Japanese company and taking part in the job hunting before or after graduating from iCLA. This course consists of career counseling, lecture, group discussion and presentation of the group's opinion on the theme they discussed.
Class plan based on course evaluation from previous academic year	To encourage and energize students' discussion after the lecture in the class.
Course related to the instructor's practical experience (Summary of experience)	Subjects: <ul style="list-style-type: none"> <li>• Japanese language and culture at Nagasaki University</li> <li>• Career Design at AIU &amp; Nagasaki University</li> <li>• Human Resource Management of the Japanese company at AIU, Nagasaki University and iCLA</li> <li>• Arabic language, Islam and Arabic culture at AIU, Nagasaki University and iCLA</li> </ul> Work Experience: <ul style="list-style-type: none"> <li>• 29 years' service for the Sumitomo Mitsui Bank</li> <li>• 2 years' service in London, 5 years in NY and 4 years in Sydney</li> <li>• 3 years' service for JICA (previous name OECF)</li> <li>• 17 years' service in 3 Japanese universities including iCLA</li> </ul>
Learning Goals	1. Students will be able to identify their personal profiles and be interested in job and career. 2. Students will be able to express what kind of job they want to choose. 3. Students will start exploring job and the company from today. 4. Students will challenge internship. 5. Students will implement what they plan to do including study abroad. 6. Students will be able to make a self-decision about selecting a job.

iCLA Diploma Policy	DP1/DP2/DP3/DP4
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#### iCLA Diploma Policy

(DP1) To Value Knowledge – Having high oral and written communication skills to be able to both comprehend and transfer knowledge

(DP2) To Be Able to Adapt to a Changing World – Having critical, creative, problem-solving, intercultural skills, global and independent mindset to adopt to a changing world

(DP3) To Believe in Collaboration – Having a disposition to work effectively and inclusively in teams

(DP4) To Act from a Sense of Personal and Social Responsibility – Having good ethical and moral values to make positive impacts in the world

Active Learning Methods	<ul style="list-style-type: none"> <li>• Discussion</li> <li>• Presentation</li> <li>• Assignment report writing</li> <li>• Career counseling</li> </ul>
Use of ICT in Class	Use of website to conduct class interactively.
Use of ICT outside Class	None
Expected study hours outside class	Preparation and review hours: 45
Feedback Methods	Assignment reports will be corrected and returned on UNIPA.

Grading Criteria		
Grading Methods	Grading Weights	Grading Content
Participation in the group/class discussion	10%	Full attendance and proactive participation
Report writing	80%	Good organization and logical thinking based on research and data
Career Counseling	10%	Prior appointment

Required Textbook(s)	1. 小田桐宏之 「日本の企業戦略と組織」 東洋経済新報社 Odagiri Hiroyuki 「Nihon no kigyo senryaku to soshiki」 Toyo Keizai Shinpousya
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Other Reading Materials/URL	To be announced
Plagiarism Policy	Plagiarism is the dishonest presentation of the work of others as if it were one's own. Duplicate submission is also treated as plagiarism. Depending on nature of plagiarism you may fail the assignment or the course. Repeated act of plagiarism will be reported to the University which may apply additional penalties.
Other Additional Notes	To have a better grade, be regular in the course, be active and attentive in the class.

(NOTE 3) Class schedule is subject to change

Class Schedule	
Class Number	Content
Class 1	<p><b>ORIENTATION</b></p> <p>(1) Course overview  (2) How to write an assignment report in Japanese  (3) Self-introduction by each participant</p>
Class 2	<p><b>VARIOUS FACTORS AFFECTING SOCIETY AND THE JOB HUNTING FOR THE UNIVERSITY STUDENT</b></p> <p>(1) Factors affecting Japanese society and the university student  (2) History and impact of pandemic  (3) Changes of recruiting system for the university graduating student after Covid 19 in Japan</p> <p>Assignment Report No1. Which one of the four threats do you think most seriously influence on your career development in the future?</p>
Class 3	<p><b>CHARACTERISTICS OF THE JAPANESE COMPANY</b></p> <p>(1) History of the Japanese corporate development  (2) History of the Japanese union and its characteristics  (3) Intragroup business deal  (4) Main bank system  (5) Cross-share holding  (6) Company capitalism etc</p>
Class 4	<p><b>OUTBREAK AND CRASH OF ECONOMIC BUBBLE IN JAPAN</b></p> <p>(1) Reasons of the outbreak and crash of economic bubble in Japan  (2) Changes of society after the crash of economic bubble  (3) Impact of the crash of economic bubble on the job hunting for the university student</p> <p>Assignment Report No2. Research and state the reasons of the outbreak and crash of economic bubble and its influence on the Japanese society and university student's job hunting.</p>
Class 5	<p><b>HUMAN RESOURCE MANAGEMENT-1</b></p> <p>(1) What is HRM?  (2) History of the HRM in Japan  (3) Main functions of HRM  (4) Characteristics of the Japanese HRM  (5) What is scientific management by Frederick Taylor?  (6) Hawthorne experiment and its influence on the development of modern HRM  (7) Strategic HRM</p>

Class 6	<p>HUMAN RESOURCE MANAGEMENT-2</p> <ol style="list-style-type: none"> <li>(1) What is HRM?</li> <li>(2) History of the HRM in Japan</li> <li>(3) Main functions of HRM</li> <li>(4) Characteristics of the Japanese HRM</li> <li>(5) What is scientific management by Taylor?</li> <li>(6) Hawthorne experiment and its influence on the development of modern HRM</li> <li>(7) Strategic HRM</li> </ol>
Class 7	<p>INTERNATIONALIZATION OF THE JAPANESE COMPANY-1</p> <ol style="list-style-type: none"> <li>(1) Zaibatsu</li> <li>(2) History of internationalization of the Japanese company</li> <li>(3) Trade friction between Japan and US</li> <li>(4) Plaza agreement</li> <li>(5) Appreciation of yen and increase of Foreign Direct Investment (FDI)</li> <li>(6) Indicator of company's nationalization and Foreign Direct Investment (FDI)</li> </ol>
Class 8	<p>INTERNATIONALIZATION OF THE JAPANESE COMPANY-2</p> <ol style="list-style-type: none"> <li>(1) Zaibatsu</li> <li>(2) History of internationalization of the Japanese company</li> <li>(3) Trade friction between Japan and US</li> <li>(4) Plaza agreement</li> <li>(5) Appreciation of yen and increase of FDI</li> <li>(6) Indicator of company's nationalization and FDI</li> </ol>
Class 9	<p>CHARACTERISTICS OF THE JAPANESE SMALL TO MEDIUM SIZED ENTERPRIZE (SME) AS YOUR JOB HUNTING TARGET-1</p> <ol style="list-style-type: none"> <li>(1) Definition of SME</li> <li>(2) Pros and cons of working for SME</li> <li>(3) Internationalization of SME</li> <li>(4) Can SME be your job-hunting target?</li> </ol>
Class 10	<p>CHARACTERISTICS OF THE JAPANESE SMALL TO MEDIUM SIZED ENTERPRISE (SME) AS YOUR JOB HUNTING TARGET-2</p> <ol style="list-style-type: none"> <li>(1) Definition of SME</li> <li>(2) Pros and cons of working for SME</li> <li>(3) Internationalization of SME</li> <li>(4) Can SME be your job-hunting target?</li> </ol> <p>Assignment Report No3. What are the characteristics of SME in Japan and are you interested in working for the SME?</p>
Class 11	<p>CORPORATE CULTURE-1</p> <ol style="list-style-type: none"> <li>(1) What is corporate culture?</li> <li>(2) Difference of the management style between Japanese company and American company</li> <li>(3) Pros and cons of both management styles</li> </ol>
Class 12	<p>CORPORATE CULTURE-2</p> <ol style="list-style-type: none"> <li>(1) What is corporate culture?</li> <li>(2) Difference of the management style between Japanese company and foreign company</li> <li>(3) Pros and cons of both management styles</li> </ol> <p>Assignment Report No4. Which management style do you like, Japanese or American? and why?</p>
Class 13	<p>FUNDAMENTAL KNOWLEDGE ABOUT JAPANESE LABOR LAW AND CONTRACT -1</p> <ol style="list-style-type: none"> <li>(1) What is the preliminary job offer for students?</li> <li>(2) Rules and Regulations</li> <li>(3) Penalties and Sanctions after employment</li> </ol>

Class 14	FUNDAMENTAL KNOWLEDGE ABOUT JAPANESE LABOR LAW AND CONTRACT -2 (1) What is the preliminary job offer? (2) Rules and Regulations (3) Penalties and sanctions after employment
Class 15	Last lecture: A memory of visiting Nepal