

**A comparative study of Japanese business management
Theories-Mainly of Professor Kuniyoshi Urabe, Professor
Hazama Hiroshi and Professor Masumi Tsuda**

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【 Abstract 】

This article introduces three Japanese scholars Kuniyoshi Urabe professor of Kobe University, Hiroshi Hazama professor of Waseda University, Masumi Tsuda professor of Hitotsubashi University, and each with a different perspective. I have clarified these basic management philosophy and principles, compared the principles of Japanese business management.

Professor **Urabe** asserts that "management should respect all human being" and this idea forms the core theme Japanese business management, and every management system is still a product of its history, and it is imperative that Japanese business management respects its history and a continuity without any departure. Prewar management was "management familism," and professor **Hazama's** discovered that the source of Japanese business management thinking comes from the reorganized "principle of management familism," and managing employee welfare" after the war. The most important concept of Japanese business management theory of Professor **Tsuda** is that of "a community" which emphasizes that Japanese business management is a postwar product.

These three professors' theories which were all concerned with Japanese business management highlighted and clarified the importance of the group orientation and that the essence of the Japanese management theory relates to "Groupism" or "Groupthinking" though all of these theories were similar. "Groupism" or "Groupthinking" lies at the undercurrent for all the theories of these professors who strongly advocated the community, the management family principle, and the symbiosis of the employment relationship.

【 Keywords 】 Japanese Business Management, Management Should Respect All Human Being, Principle of Management Familism, Life Community, Groupism