



How does Biography influence Managers' Learning in a Japanese setting

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Research Rationales

- The role and significance of individual workers and their own agency and identity (Hodkinson, 2004), Billett, 2010, 2014) has become more prominent in workplace learning research.
- Cross-cultural influences on organisational difference and uniqueness of each regional perspective and influences upon learning behaviors and activities including Japanese setting is another prominent theme (Yoshida, 1997, Strach and Everett, 2014).

Research Design

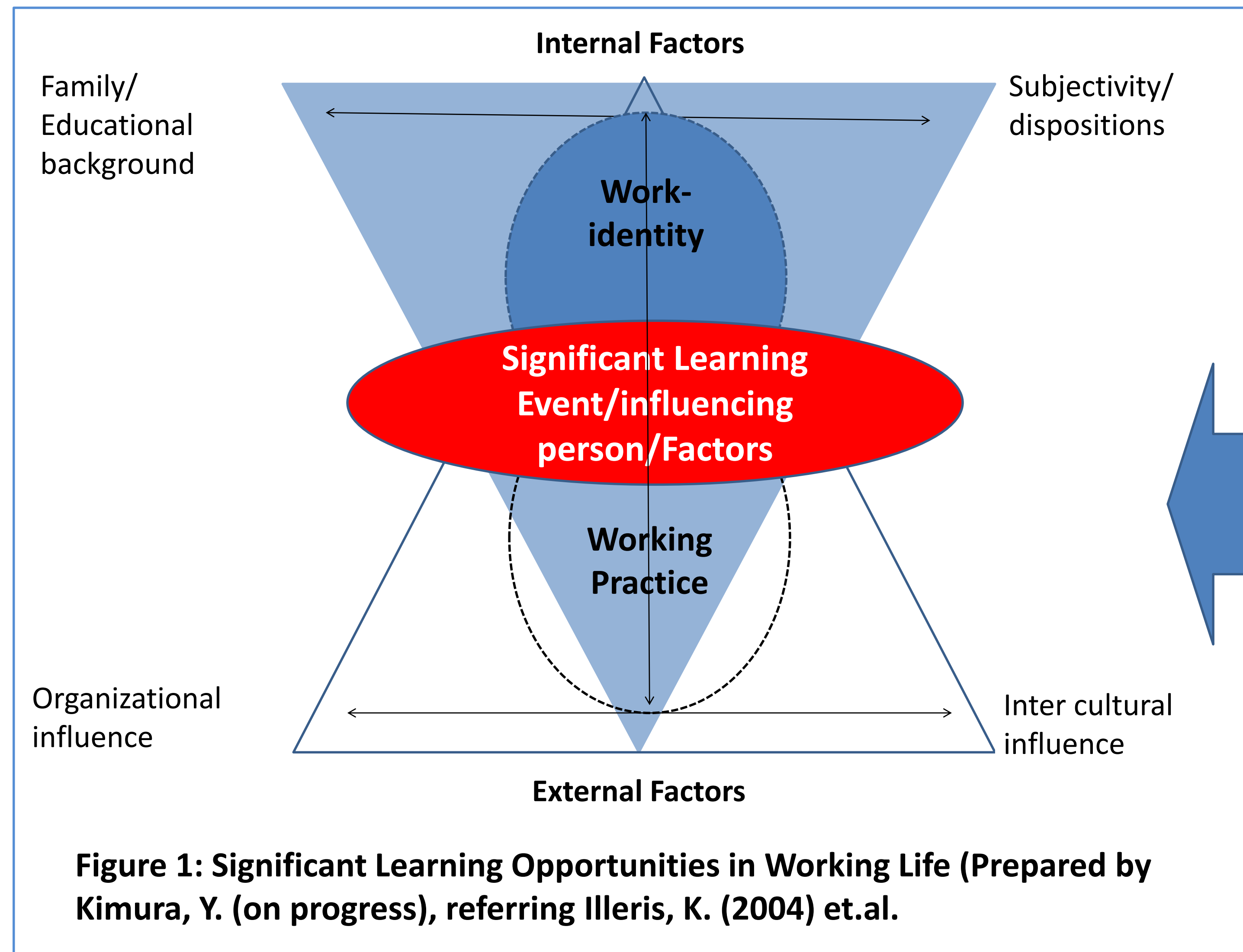
-Semi-structured interviews + learning history questionnaire for 20 managers/directors (Japanese, non-Japanese expats, well-balanced gender and organisation)

Background of 20 Interviewees		
Japanese	15	Non-Japanese who have worked in Japan
Working in Pharmaceutical MNCs	7	Working in Service-provider MNCs
Female	11	Male
		9

Transcripts based on Audio recordings+ questionnaire

Thematic analysis on

- Family/ educational background
- Employment history
- Current job
- Aspirations for the future
- Influence of Japanese context



- ### Significant Learning Events/Influencing Person/Factors
- Volunteering
 - Company training course
 - Language learning by excellent teacher
 - MBA/PhD learning
 - Consulting project at work
 - Study experience in overseas
 - Wine study
 - Parents/sisters/brothers
 - Teachers
 - Mentors
 - School type learning in Japan
 - One way communication
 - Etc...
 - Manager's identity
 - Workplace identity

Research Findings- Thematic analysis is ongoing.. To be continued...

