

国際経営と組織制度論

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※本指導は基本的に英語で行われます

1. 担当教員の専門分野(研究領域)・現在の研究テーマ

My interest lies in understanding how processes of globalization impact – and are impacted by – firm strategies. By processes of globalization I mean the diffusion of new technologies, practices, norms, and people across country borders. Firm strategies include both traditional notions of firm activity (e.g. JVs, alliances, innovation), as well as organizational actions in a broader sense (e.g. legitimation, re-structuring, founding, etc). Previous research has for example focused on how foreign entrants act as carriers of globalization, including new practices, innovations and mindsets, and how these impact host country institutions. My current research examines how the introduction of foreign ideas and practices impact the strategies and behaviors of local firms, and their efforts to globalize. In particular, I am studying diversity initiatives at Japanese firms – including both the hiring of more women and foreigners – and how this interacts with Japanese companies' efforts to create global organizational identities. My research focuses on multiple levels of analysis, including the individual, organizational, and societal. I primarily employ qualitative methods but am also involved in projects using quantitative designs. Relevant theoretical literatures and concepts include international management, institutional theory, organizational change, strategy, discourse analysis, subsidiary strategy, organizational identity, foreignness.

2. 指導方針

Master theses offer students an opportunity to delve deeper into specific questions, using advanced methods and research designs, as well as the most recent literature. My role as advisor will be to help students a) identify pertinent questions and problems; b) develop research designs and methods that address these; c) suggest related and pertinent literatures. For those interested in pursuing a PhD, the master thesis offers an introduction to the world of academia. For those seeking professional opportunities outside academia, the thesis provides in-depth knowledge that can be of practical use in future work.

3. 学生に対する要望・その他

If you like hands-on research and have a question or topic related to globalization and firm strategy that want to investigate further, contact me and we can discuss further the opportunities of pursuing a Masters thesis!