

Organizational Behavior/ Human Resource Management

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1. Area of expertise, research area, or current themes in his/her research

My area of specialization is organizational behavior (OB) and human resource management (HRM). In particular, the following research projects are currently being undertaken:

- (1) Theoretical and empirical research on Strategic Human Resource Management (SHRM) in view of a social cognitive theory perspective,
- (2) Newcomers' adjustments and creativity issues in Japanese organizations,
- (3) Sustainable employability for middle-aged and older employees,
- (4) Mechanisms on the effects of individual career attitudes on organizational-level outcomes, and
- (5) Research on job engagement and work-family interfere.

2. Supervision Policy

I aim to supervise students so that they will become capable of continuously publishing high-quality, empirical research papers in their future career. Prospective students may wish to engage in a hypothesis-testing type of research using complex quantitative survey data (preferably, multilevel, multisource, and/or longitudinal data). Strong theoretical contributions as well as methodological rigor are required in OB/HRM fields, and so I welcome students who have such orientations.

3. Advice to prospective students

See the "Principle of research guidance" above.