

TRADITIONS OF ORGANIZATION OF WORK IN JAPAN

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How do Japanese

There is a stereotype that Japanese work well. This stereotype comes from our compatriots who work by the invitation of foreign companies, where the Japanese are trying to adjust to the level and style of foreigners. Meanwhile, the traditional work system in Japan originally arranged, and there is hard enough. That is why foreigners who are building a career in classical Japanese companies, not so much.

Dress Code

Of course, the conditions depend on the particular company, but in principle the dress code in Japan is much stricter than in Belarus. Failure to comply with its rules will be serious consequences for the employee, up to instant dismissal.

In traditional Japanese companies are necessarily black suit, regardless of the weather, even if the street 40. The Japanese transfer calmly and heat and cold, as are a very hard school of hardening of the body as a child. Recently there was a new law allowing to wear to work shirt with short sleeves. This is due to the forced savings of electricity, in which, even in extreme heat is now offices do not always use air conditioners.

In some companies, women are forbidden to wear form-fitting costumes - they must be absolutely straight. Skirt necessarily cover the knees. Women's Accessories also prohibited. The workplace must only be worn cross - under clothes, so as not to be seen, and a wedding ring. Makeup should not be visible. Teens love to be painted a bright, strong red cheeks, almost all false eyelashes. But the work of a woman should be as less attractive to men. In some places, women should only wear short hair, do not cover the ears. Hair color - always black. If you are by nature, for example, blonde - will have to change the color of the hair.

Men except for long hair, you can not wear a beard and mustache. It is an unwritten rule that everyone knows.

Subordination

Workers have the right to discuss with clients and colleagues nothing but work, neither the weather nor the nature, to share their "personal data" - about family matters ... Houses are not allowed to talk about their work. Work is not a secret, but it is accepted and agreed in my contract.

At work, only work

The workplace take only what you need for the job. Bag, wallet and phone can not take it remains at the checkpoint.

The Japanese inhibit workflow

In Belarus, we all know that wages depend on the results of your work. Poor work - nothing worked. Good work - you get bonuses and promotions.

In Japan, the pay for the hours. Almost all Japanese take overtime. But often, this translates into the fact that they stretch one job that can be done in two hours - for a week. Established by the terms do not always correspond to the level of complexity of the work. The Japanese will be poking around the clock, it seems to us that they are working as a sleepy flies, and they believe that doing the work "carefully." They are incredibly slow down workflow, so hard to work with them.

And this, by the way, one of the main reasons that their economy was not in the best condition. With this system of payment by the hour, they have painted themselves into a trap. After all, in fact, work is not designed for the quality and the number of hours spent in the office.

Same as all

Interestingly, in Japan you do not have to show their superiority or contrast in mind. You can not show their uniqueness, singularity. It is not welcome. Should all be the same. Since childhood, there is a hot iron burned uniqueness, so Japan will not give the world or Einstein or Mendeleev. To survive in Japanese society you have to be the same as everybody else.

Holidays and weekends

In Japan, there are no holidays. Weekend - a Saturday or Sunday. And depending on the company you have to put a few extra days off a year. Suppose it should be 10 days, but you can not take them immediately. They need to break. It so happens that we have to take one day off a week - and go somewhere on business.

If you are sick on Monday and did not think to go to work, then you will not understand. All with the temperature go to work.

Time

Standard working day from 9 am to 7 pm. But most importantly, you must keep in mind, if you specify that the working day nine, you can not come directly to this time. Even if you came to 8.45 - it is believed that you were late. Work should come at least half an hour, some come for an hour. It is believed that a person needs time to tune in a working mood, ready to go.

The end of the official working hours does not mean that you can go home. Before his boss to leave is not accepted. If he stays in office for two hours, then you are late, overtime and it will not be considered. Your personal circumstances - it's your personal issues that, as I mentioned, I signed on the agreement with the colleagues are not discussed.

Informal communication

In Japan, there is a concept - "nomikay" - "to drink together," recalls Russian corporate. Why drink? - Because in Japan, a positive attitude to alcohol. Shinto involves making an offering to the gods in some form of alcohol. Japanese doctors believe that drinking alcohol daily is helpful. About doses nobody speaks.

Japanese do not know how to drink, and usually drunk very much. You drink itself is worthless, for it always pays or boss, or the company.

Now you can imagine the whole picture. Japanese out of the house at 7 am. At work, it exists within the strict limits of their status. After the end of the official working day he takes the extra hours because he has to feed his family. Then he goes drinking with colleagues and returned home from there at 2 am, most likely drunk. It works on Saturdays. Sees his family only on Sundays. And the evening the whole weekend he can either sleep or drink, because it's in terrible stress of such a brutal regime.

In Japan, there is a separate concept - "the death of processing." It is very often the case when people die at your desk, or can not stand the load, commit suicide. For Japan, it is in order, the event at which almost no reaction. People will even be outraged if someone's suicide prevented their work. Everyone thinks: "Why do not you do it somewhere inconspicuous in a quiet place, because I'm not come to work on time!"

We must understand that Japanese society did not sit and do not invent these rules. All evolved over the centuries due to geographical and historical identity of Japan. Probably all agree that they had a good reason for such a mobilization of society, constant readiness to something. Small area, a lot of people, wars, earthquakes, tsunamis - at any moment all could collapse. Therefore, the Japanese learn from childhood to work in a group, learn to survive on his own plot of land. In fact, all the Japanese education is not based on that something to teach a man to develop it, it teaches him to be a true Japanese, it is to be competitive in the Japanese society ... Not everyone can make such a life, because it's really hard.

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