DEVELOPING GLOBALLY MINDED PEOPLE IN JAPAN

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Abstract- Currently, globally minded people are noticed and their developments are considered as urgent tasks in Japan. Such globally minded people and their developments have been argued by many places such as government, bureaucratic and educational world. However, their requirements and developments are not clearly defined. Today it is significant for such issues to be discussed in many aspects as growing interests in globally minded people. But the related areas of the issues are so broad; it is required to focus the narrower target ones for further argument. One of these issues, the effectiveness of the English use of the work can be considered. I would like to focus on the English use which is a communication tool in business work by this research and think about globally minded people and a research work of the development. Globally minded people in Japan are considered, as it is also important to think about the ones in foreign countries and their international comparison. An analysis considers how long the English proficiency and English use relate to execution of work and the accomplishment by an enterprise specifically through a document and an actual condition survey. I would like to show a study result about the study contents and a structure and deepen a match to future's study from a document, information by an expert and knowledge by this stage.

Keywords- Globally minded people, the work ability, cross-cultural adjust ability, communication ability, and English fluency

I. INTRODUCTION

Development of a Japanese company is seen by increase of sales in the high-growth period from 1960s, but the canvas has development of the international business indicated by a rise of export value. After that local production at foreign countries was that it was increased from the international business exported with the center at 1970-80s, and the managers engaged in internationalization of an enterprise and international management with overseas local production came to be watched. The international businessman who acquires English at the time, talks business with a foreigner and travels overseas on business was also spreading over so-called international business of the manufacturing company as well as the trading company employee and overseas business charge.

It's said to be around 2007 that terminology with “globally minded people or global-jinzai (in Japanese) has begun to be used in Japan. The employees who take charge of overseas business in an export company and an international company, purchase, management, sale and technology were also engaged in an overseas business trip and international business before that. But such globally minded people after 21st century are not just at overseas business, but come to quite wide area including domestic business. The reason that the necessity of the business for globally minded people spread is because of the increase of the work for overseas related business but also the work ability as the globally competencies.

More development of the globally minded people is expected as they will solve problems of globalization of corporations. It used to be an objective of the corporations and a target of career development to develop globally minded people. However, it also became one of the targets for school education from elementary, junior high and high schools and universities. Development of globally minded people would be the one big target to achieve for a university and an enterprise as well as the theme of the country.

Many influential offices such as the Ministry of Education, Culture, Sports, Science and Technology (MEXT), the Ministry of Economy, Trade and Industry (METI), the Ministry of Health, Labour and Welfare of Japan and the financial world show a definition and the state of its development. Many universities also emphasis fostering globally minded students and establish the organization and a curriculum for the purpose. When we effectively consider globally minded people and their fostering, their significance in their work will be one of the most important aspects. What kind of advantage is existed for his job if the worker is globally minded? The purpose of fostering globally minded people might be that they can work better. In this research, there is the assumption that the work is an important foundation when bring globally minded people up.

II. GLOBALLY MINDED PEOPLE

(1) Definition of globally minded people
It is necessary to put its some definitions in order with globally minded people first. In the case, some limitation as the global talent in Japan will be also necessary. It's desirable also to consider about overseas globally minded people and its upbringing of course, but it's said that they make the Japanese globally minded people and the upbringing in common use in the whole world, not global upbringing of human resources the subject first.

The report of consultative body "industry-university co-operative training partnership global personnel training Committee" of Japan’s METI in April, 2010 showed the definition of “global human resources

(global-jinzai)" as follows. They are the ones who think independently; make themselves easily understood by their colleagues, business acquaintances and customers having various backgrounds; overcome differences in values and characteristics arising from cultural and historical backgrounds; understand others and consider their standpoints; further take advantage of their differences to build synergy, and create new values.

In addition, in April, 2011, "the global personnel training promotion meeting by the university-industry research collaboration" by MEXT Japan showed "a strategy for global personnel training by the industry-university co-operation official". In this report, global talented person (global Jinzai) is the one who has the identity as the Japanese while understand the culture and specialty from wide view. The one also has the communicative competence which creates relations over different languages, cultures and values in addition to the ability to create new value, and the consciousness of the contribution to society even including the next generation.

(2) Globally minded people in western views
Jesse E Olsen (2013) discusses a globally minded people from an overseas viewpoint to indicate the study of the Canadian management scholar, Adler & Bartholomew (1992). They pointed out features of transnationally competent managers. They are a global viewpoint, knowledge about various cultures, cross-cultural communicative competence, ability to adapt to various cultural situation and life, ability to accept and learn cultural variety, power to promote and maintain multiculturalism in an organization, and to respect foreign culture equally. They are a kind of requirement for the global manager and not for globally minded people. There is the difference in the target in the indication and also difference in nations compare to Japan.

In other words the global talented person (global jinzai in Japanese) is often translated into English with [global human resources] or [global talent], but it is said that such a literal translation is more likely to be understood with a different meaning that is employees of the world. Therefore, it would be appropriate to translate as [globally competent human resources] or [globally minded people] for the meaning of the "global jinzai" in Japan. This is because it means a person who can play an active part in global society with a global competency.

J. E. Olsen (2013) also introduces the research results of American scholar, Caliguiri (2006). He indicated that the following characteristics of global leaders are related to their job performance. They are the cultural knowledge, the knowledge about the international business, the ability of the cross-cultural communication, foreign language ability, and general intelligence, appropriate character (extroversion, sense of cooperation, integrity and diligence, emotional stability, openness to experience). These factors are for global business leaders, but the common ones are might be seen so they are useful to think about Japanese global jinzai, or globally minded people.

(3) What demanded for global minded people
The common abilities for globally minded people indicated by the report of "industry-university co-operation personnel training partnership global personnel training Committee"(2010) are "the communicative competence in the foreign language" and "cross-cultural understanding and utilization ability" in addition to the regular "member of society basics power" demanded for a normal workers in society. As for the "cross-cultural understanding and utilization ability", it includes action by knowing the difference in value and communication method ("difference of cultures") based on the variety of culture and history, ii) flexible reaction not to simply judge "good or bad" the difference of cultures, iii) recognition of "the strengths" of various people who had "the difference of cultures" and creating new values with their synergy.

In the middle report in June 2011 of "the global personnel training promotion meeting", the concept of the global jinzai (or person) are divided into three elements as follows. They are; element I: linguistic ability and communicative competence, element II: independence, aggressiveness, challenge mind, cooperativeness, flexibility, responsibility, and duty, element III: understanding of cultures and identity as the Japanese.

III. WORK AND ENGLISH OF THE GLOBALLY MINDED PEOPLE

It is the work that becomes one of the important issues in considering globally minded people and their development. Because it is meaningful if the work will be accomplished well and got better results by the globally minded/ competent workers/employees. To investigate the ability for duties of the global talented person including global employees and managers and to set up their development as target seems to be an important base for the problem. Otherwise, the argument is limited to an educational matter in school and it does not have the true value in society. Therefore, let us assume that English language ability is one decisive factor whether the person is globally minded or not. Of course, that is not sufficient to pursue the research for the global jinzai or globally minded people. And it is not easy to evaluate command of English. However, as was shown in the "industry-university co-operation personnel training partnership global personnel training Committee" report (2010), the abilities

demanded as a global talented person are "the communicative competence in the foreign language", "cross-cultural understanding, utilization" and "basic skills as a member of society". In this sense, "command of English" is an important element influencing the global talented person. Because the research field is wide, about the duties of the global talented person, I want to work on a study for one index with command of English here.

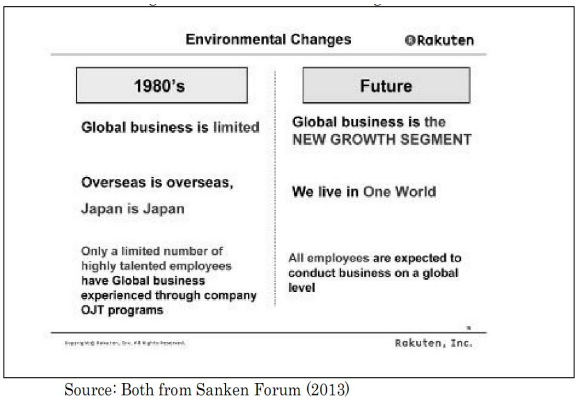
IV. APPROACH TO THE STUDY

(1) Target of the Study

In order to discuss about a more realistic globally minded people, important problem may not be seen by the argument for the Japanese society and companies as a whole. We may reconsider whether it is appropriate or not to only target pioneering global companies mostly in Tokyo when we prepare for a program to lead to globally minded people from various high schools and universities in all areas of Japan. Today, globalization is not a problem peculiar to big companies. It used to be the issue of major corporations in Tokyo and their employees how to foster globally competitive human resources. However, it will be required how to cope with globalization and how much the globally minded people are demanded in local areas in Japan. It must be meaningful to consider the other aspects of globalization as a majority of Japanese are working at the small and medium companies and many of them are living in the local area. Furthermore, it will be effective to distinguish groups of companies in their size, location, global orientation and industry. They will have major big corporations and small-medium enterprises, companies in big cities and local areas, pioneering global firms and domestic oriented ones, companies in the manufacturing industry and ones in the service industry.

(2) Leading company for globally minded employees

It should be another issue to consider companies from various sides and examine the ideal globally minded people. So, it is necessary to understand globally minded people of leading companies and their development and think about what kind of investigation is needed.



Source: Both from Sanken Forum (2013)

Figure 1 Environmental Changes of Rakuten

Rakuten, Inc. (internet services company founded in 1997, Japan) is noticeable company as the company started to use English as their official language. According to Mr. Pasturage of the global human resource department, Rakuten used to do mostly domestic business around 2000 when he entered the company. It was said that the demand in Japan gradually reached the limit from around 2006, and a project called “Englishnization” has started in 2010.



Source: Both from Sanken Forum (2013)

Figure 2 Englishnization of Rakuten

As shown in Figure 1, business environment has changed rapidly and all members of Rakuten have to handle the global business suddenly at that time so English became the official language in the company. It is said that there are three objectives of Englishnization of Rakuten. They are employing and maintaining excellent talents from all over the world, sharing knowledge between the people without an interpreter and catching up the success example in foreign countries such as the United States immediately (as in Figure 2).

CONCLUSION

It has been considered to put the ability for duties and command of English as core of the research for globally minded people. However, what are their requirements for globally minded people are and how are they evaluated? In addition, there are a lot of uncertain parts how you estimate the relations with a work ability and the command of English for them. Therefore, it is necessary to collect qualitative information how work turns into by using English in reference to the examples of leading companies. It would be ideal to identify how much of the performance of the company will be changed finally by using English. The investigation to find the results needs to be done in the future. University education becomes common and training for globally minded people is becoming important. However, such effect is not effective enough if the global competent are not used in work and the development is not continued. In this sense, it is not the task of schools including universities to foster global mind and competent but it is more important to consider the will and culture of the workplace and the society for globalization. It will be difficult to take seriously using English as the

language is not used in the society, even if its use is encouraged only at university. It would be the task for Japanese society to develop globally minded people.

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