



Role of Japanese Executives in Making a cultural shape in Indian MNC

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DOI: [10.48047/ecb/2023.12.si4.1634](https://doi.org/10.48047/ecb/2023.12.si4.1634)

Abstract

Due to globalisation involvement of Japanese executives increased in Indian multinational corporations. On the other hand, it is also noticed that Japanese culture is adopted by many firms in India. Continuous training is also provided towards Japanese executives that help them to learn about the Indians. Effective work design is also invented by Japanese executives that help them to improve the potentiality of Indian multinational corporations. It is also noticed that Japanese executives are involved in ensuring better business culture and cultural shape inside Indian MNCs. Foreign experience integration-related aspects are also noticed in MNCs in India due to the involvement of Japanese executives. It is noticed that a relationship-oriented business strategy has been used in Indian MNCs through the involvement of Japanese executives.

Key Words: globalisation, Indian multinational corporation, Japanese executives, business strategy and work design

Introduction

This study can explain the involvement of Japanese executives in managing proper shape in Indian Multinational Corporations. Japanese executives are accelerating and building better relationships between employees inside the team which can play a crucial role in maintaining the cultural shape of the organisation. The long-lasting partnership between employees and top management has been improved through the involvement of Japanese executives which can increase the productivity and potentiality of multinational corporations in India. Micro-details of the organisation are also evaluated potentially with the help of qualified Japanese executives. It is noticed that few effective capabilities in Japanese corporate culture can participate in managing better cultural shape of Indian multinational corporations. These capabilities of Japanese corporations are traditional, formal and very ritualistic approaches. The demand for Indian MNCs is also improved through these Japanese executives.

Aim and objective

The main aim of this study is to learn about the importance of Japanese executives in improving the cultural shape of Indian multinational corporations. Cultural differences inside the organisation have been improved authentically with the involvement of Japanese executives.

objectives

- To analyse the importance of Japanese executives in improving the efficiency of Indian MNC
- To evaluate the role of Japanese executives in managing better cultural shape of Indian multi-national corporation.

Significance of the study

this study is conducted to learn about the cultural considerations of the organisation in Indian MNCs. Japanese executives are involved in managing potential cultural issues inside the MNCs through better involvement. It is also noticed that people with multi-ethnic cultures are involved in Indian multinational corporations, which has been evaluated in this study. Due to this aspect, it is noticed that there is various cultural collision inside the organisation. Maharjan and Sekiguchi (2016) stated that the working environment of the organisation has deteriorated inside the organisation. this study can provide information about the impact of cultural issues on the fundamental development of Indian MNCs has been impacted poorly. The presence of Japanese executives can implement a proper corporate technique that helps to manage long-lasting relationships, which is also evaluated here. The notable cultural difference inside the organisation has been solved successfully through this corporate culture

Methodology

Accurate and reliable information is used in this research to explore the topic successfully. On the other hand, effective methods are followed while completing this study. Positivism research philosophy has been selected that helps to justify belief and understanding of this topic. The concept and variable of the research topic are also highlighted successfully through the positivist research philosophy (Bleiker et al., 2019). The readability and depth of the research are also increased through this philosophy. A deductive research approach has been used here that helps to eliminate unwanted information from the paper. Hypotheses of the study are also ensured successfully through this research approach. This approach helps to select accurate existing information about the topic. A descriptive research design has been selected for this topic that helps to increase the efficiency of the research. Collection of data and proper interpretation of data successfully. The effectiveness of research is also increased authentically through effective research design. Effective aspects regarding the presence of Japanese executives in improving the cultural shape of the organisation have been managed by proper research design. To increase the efficiency of this research secondary data analysis technique has been used in this research. Secondary data regarding this topic is collected through various published sources such as journals, pdf, articles, newspapers, media and others. In this study, secondary data helps to learn about very

basic aspects regarding the Japanese management approach and the working process of Japanese executives. As secondary data is used qualitative data analysis techniques will be implemented in this study to evaluate collected information.

History

According to Ashta, Stokes and Hughes (218), effective corporate culture and market orientation of Indian MNCs has been improved through the adoption of Japanese corporate culture. In addition, it is very essential to state that the cultural shape of the corporation is also improved with the involvement of Japanese executives. In addition, it is easy to state that management issues of Indian multinational corporations have been justified potentially with the involvement of Japanese executives. It is essential to state that Japanese executives can adjust to the situation of an Indian multinational corporation which can play a crucial role in improving the productivity of the corporation. Along with this, the market orientation of Indian MNCs has been improved potentially with the involvement of Japanese corporate culture. The functionality of Indian companies is also improved authentically due to the presence of this corporate culture. Japanese executives can increase openness and trust among employees that can participate in improving the cultural shape of the organisation. Better understanding among employees is also created successfully with the involvement of Japanese executives. Along with this, key characteristics and performance of the firm have been highlighted successfully through this strategic insight.

Moonan (2021) stated that the business concept of Indian MNCs has been improved by Japanese style management, which was adopted with the involvement of Japanese executives. Cultural influence and cultural effectiveness of Indian firms have been justified potentially through the involvement of Japanese executives that can manage their business growth and market potentiality. Many theoretical and practical implementations of cultural competencies are improved successfully. The direction of the organisation towards their success ratio is initiated potentially with the involvement of Japanese executives. In addition, Japanese executives can play a crucial role in managing the proposition of Indian firms. Foreign origin can manage track of the business with various effective strategic insights. On the other hand, the Japanese executive scan ensures awareness of employees regarding the cultural value in Indian forms. Cultural Sumption of MNCs is also improved potentially with the help of Japanese executives. This aspect can ensure the cultural shape of Indian MNCs. According to De Gersem (2020), Japanese executives are also participating in ensuring a cross-cultural management plan that helps to improve the cultural dimension of the organisation. This cross-culture management plan can improve the strategic direction of the business. Japanese executives are also trying to understand the pinpoints of the Indian culture that can participate in improving the cultural shape of multinational corporations. Evaluating Japanese management behaviour is another potential aspect that can play a crucial role in increasing the efficiency of Indian MNCs. Osmotic relationships between employees can play a pivotal role in facilitating the performance of the organisation. Endangering the organisational culture of Indian MNCs has been improved in this way with the presence of Japanese executives. Implementation of the Japanese management approach can participate in evaluating the potentiality of the Indian MNCs. The conceptualization of Indian firms is

also managed by Japanese executives. Japanese executives can adjust to traditional Indian philosophy which helps them to improve the cultural shape inside the organisation. Japanese executives can ensure the link between Indian philosophy and the cultural competencies of the organisation.

Discussion

Through in-depth understanding of this study, it is easy to state that Japanese executives are able to ensure better cultural shape in Indian MNC. On the other hand, work design expectation in Indian MNC has been improved successfully through this Japanese management approach (Momaya, 2019). Confluence of Indian and Japanese management is able to introduce innovative cultural dimension in Indian MNCs that can improve working efficiency of employees. Theoretical point of view of firm is also improved authentically through Japanese management theory. On the other hand, cultural clusters of MNCs are also improved potentially with the involvement of this management approach. These all useful aspects are discussed throughout this study.

Findings

Japanese executives are able to introduce Japanese management approach in Indian MNCs that helps to confirm an effective cultural shape. Traditional and cultural aspects of MNCs have been improved authentically with the involvement of Japanese executives. Better relationship between employees and increasing trustworthiness related aspects are mainly improved by Japanese management approach. Sakawa and Watanabel (2020) stated that, Japanese executives are able to implement this approach and create a healthy working environment in Indian firms. They are also able to justify class door interaction within the team that can ensure better working environment inside the organisation. On the other hand, it is also noticed that cultural dimension of the organisation is also improved by Japanese executives that helps them to manage better cultural shape in MNCs.

Analysis

Mahamud et al., (2019) stated that different characteristics and features are present in the Japanese management approach that helps to solve various issues in Indian MNCs regarding cultural competencies. It is also noticed that Japanese executives are involved in collaborating with Indian national culture which helps them to develop the cultural shape of the organisation. Relationship among employees inside the organisation is also improved by adopting the Japanese management approach. The management culture of an organisation is also improved with the involvement of this Japanese management approach. A brief note about Indian culture should be managed potentially that can participate in analysing effectiveness and cultural connection between all employees. organisational cultural profile of Indian MNCs has been illustrated below:



Figure 1: Organisational culture profile
(Source: Mahamud et al., 2019, p. 125)

Noble & Vaidyanathan (2022) stated that the adoption of Japanese business culture can play a crucial role in increasing the cultural development of Indian multinational corporations. Integration of foreign culture and managing social inclusion participate in this organisation. On the other hand, it is essential to state that the social cooperation of the organisation is also ensured potentially with the involvement of Japanese executives in the organisational needs and value of customers. The psychological implication of the organisation is also managed potentially with the involvement of Japanese executives. On the other hand, the stage of culture shock and the attitude of employees have also improved authentically with the involvement of Japanese executives and the Japanese management approach. Japanese management approach is conducted with the help of a three level of organisational culture, which is also fruitful for Indian MNCs.

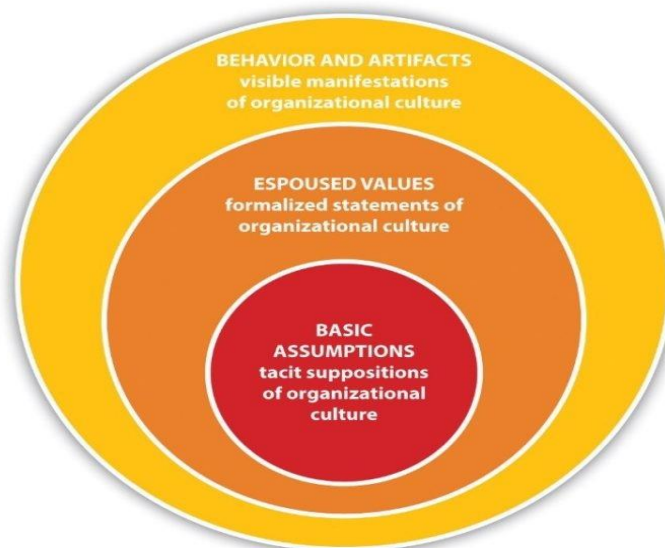


Figure 2: Three level of organisational culture
(Source: Noble & Vaidyanathan 2022, p. 325)

Conclusion

Based on this study it is easy to conclude that the involvement of Japanese executives can play a crucial role in improving the cultural shape of the Indian MNCs. Trust and bonding between employees have been ensured successfully through better adoption of the Japanese management approach which is concluded here. This study can conclude the fundamental components of the Japanese management style and how it is involved in evaluating the potentiality of Indian MNCs. Japanese executives can manage the behaviour and norms of employees that can participate in improving the efficiency of Indian MNCs. The cultural shape is also improved through this strategic aspect.

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