



Creating a Career in Japan

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Creating a Career in Japan

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This Bachelor's thesis' purpose is to research how a career is possible to be created in Japan from the perspective of Finnish University student and University of Applied Sciences student. The job-hunting process in Japan differs from the Finnish job-hunting process significantly.

The purpose of this research is to contribute Finnish University students and University of Applied Science's students who are interested in creating their career in Japan. There are concrete explanations of how the Japanese job-hunting process goes, and how a Finnish student can make advantage of his/her own job-hunting skills and the internet when job-hunting.

Case study was selected as the method for this research problem. Interviews were made with two Finnish citizens who are working in Japan as full-time workers and they have a key role in this thesis. They explain cultural differences, challenges in finding an employment in Japan and at the end give advice for Finnish students who are planning to find an employer from Japan.

Concrete answers were found for the research problem how a Finnish University student and University of Applied Sciences student is able to find an employment in Japan and how a career could be created in Japan. The interviewees' answers are supporting the theoretical background of this thesis. According to the results, career is able to be created in Japan when cultural differences, Japanese language skills, business manners and hierarchy inside the company have been paid attention.

Key words: Japan, career, employment, job-hunting

Jussi Mansikka

Uran luominen Japanissa

Vuosi 2014 Sivumäärä 40

Tämän opinnäytetyön tarkoituksena oli tutkia, miten uran luominen Japanissa on mahdollista suomalaisen yliopisto- tai ammattikorkeakouluopiskelijan näkökulmasta. Opinnäytetyön aiheen taustalla oli Japanin työnhakuprosessin erot Suomen työnhakuprosessiin verrattuna.

Tutkimuksen tarkoituksena oli edesauttaa suomalaisia yliopisto- sekä ammattikorkeakouluopiskelijoita, jotka ovat kiinnostuneita luomaan uran Japanissa. Tässä opinnäytetyössä kerrottiin konkreettisesti, miten Japanin työnhakuprosessi toimii ja miten suomalainen opiskelija pystyy hyödyntämään omia työnhakutaitojaan sekä internetiä työnhaussa.

Tapaustutkimusta käytettiin tutkimusongelman tutkimisessa. Avainroolissa tässä tutkimuksessa oli kaksi suomalaista haastateltavaa, jotka työskentelevät Japanissa. Haastatteluista tuli ilmi kulttuurilliset erot, haasteet löytää työnantaja sekä lopuksi vinkkejä suomalaisille opiskelijoille, jotka suunnittelevat työllistyä Japanissa.

Tutkimusongelmaan saatiin konkreettisia vastauksia siitä, miten suomalainen yliopisto- tai ammattikorkeakouluopiskelija pystyy työllistymään Japanissa ja siten luomaan uransa Japanissa. Haastateltavien vastaukset tukivat kiitettävästi tutkimuksen teoreettista osiota. Tuloksista ilmeni, että ura on mahdollista luoda Japanissa, kunhan ottaa huomioon kulttuurilliset erot, japanin kielen taidon, käyttäytymisen liike-elämässä ja yrityksen sisäisen hierarkian.

Avainsanat: Japani, ura, työllistyminen, työnhaku

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1 Introduction

The purpose of this thesis is to clarify what kind of challenges there are when a person is planning to create a career in Japan. This thesis has been made from the perspective of Finnish University/University of Applied Sciences students. There are many things which differ between Japan and Finland how students create their careers. That is why this thesis was important and necessary to be done.

The word *career* might be understood in various ways so the term is necessary to be clarified. According to Oxford Dictionaries the word *career* is defined as that one's occupation takes a substantial period of one's life. This thesis deals with the matters regular employment and non-regular employment, which could be translated into a full-time employment and part-time employment. Part-time employment does not meet the terms with *career* in this thesis, so *career* should be understood as regular employment, full-time employment or lifetime employment which shares the same meaning. (Oxford Dictionaries 2013.)

Japanese students start their process for their future career when they are studying for their third year in university. The name of the process is called job-hunting and in Japanese the word is known as Shukatsu. The whole process will consume a lot of time and students will face high pressures during the job-hunting process. (Shukatsu, The road to a job in Japan.)

Job-hunting culture between Finland and Japan differ considerably and that is why it is important to explain how a Finnish student should start the job-hunting process. The world is getting more intercultural every day and students are getting more interested in working in a foreign country.

2 Objective of research

The purpose is to give a clear picture to Finnish university students who are interested to create a career in Japan. If Finnish student have any kinds of interested to work in Japan, this thesis will give clear and comprehensive picture of the process which is required from a students. World is not black and white so readers should understand that there are other ways to find an employment in Japan as well. However, this thesis' job-hunting process reflects the footsteps of what Japanese and most foreigners are required to take.

Other objective is to spread the word of Finland's and Japan's good relationship. Diplomatic relationship between these countries started in a year of 1919. An Art, music, literature and relationship with nature are these country's national character similarities. (Embassy of Japan in Finland 2013.)

It is not easy task to find an employment in Japan for an international person. The job-hunting process has many stages and it is vital for an applicant to understand every aspects of those stages that applicant make his/her process as good as possible. An author of this thesis hopes that readers of this thesis would find these information as helpful as it was for author's himself.

2.1 Research

Researches always have some kind of purpose, mission or problem which is supposed to be done or solved. This thesis' research problem is to solve how a Finnish University/University of Applied Sciences student can create a career in Japan. Four main points are often considered to be research purpose's main points. They are scanning, explanatory, descriptive and predictive. Some researches demand that more than one main point measure is used. (Hirsjärvi, Remes & Sajavaara 1997, 128-129.)

Information for the research can be found from different sources. A literature, interviews, and internet sources are just examples how information for research can be found. A writing process should be ongoing from beginning until the end. Usually writing process does not progress in order from first chapter to last chapter. For the aimed result, it is important that someone outside of research team will read the text because researchers usually have their own, one-sided way to see what has been written. Researches are able to get more perspective for their research. Researchers have their personal way to write a text and some are writing slower, trying to be careful from the beginning of the research to write a quality text while talented writers are checking the text over and over, and keeping in mind him/herself, topic of the research and a reader. (Hirsjärvi, Remes & Sajavaara 1997, 31-33.)

The main idea of a qualitative research description is a real, actual life. It has an imagination that reality is diverse. A qualitative research is aimed to search information in a comprehensive way. A typical feature when doing qualitative research is to get information from people. An open discussion, theme interview, participating observation and group interview are efficient methods to collect information for qualitative research. (Hirsjärvi, Remes & Sajavaara 1997, 152-155.)

Case study

A case study is an empirical research where versatile collection methods are used to analyze the specific occurrence or action in a narrowed environment. Generalizability is not a case study's purpose. The purpose is to focus on the individual or group of few persons profoundly. The research topic can be based on a factor behind the subject or a current situation of the subject. An intensive research method concentrates on current subjects and systematic observation and interviews are often used. Its main objective is to focus on explaining rather than interpretation. (Case tutkimus 2007; Case studies 2014.)

The case study has four main steps during the research process. First of all, objectives of research need to be defined. Research's objectives, features and which processes will be used need to be carefully thought. Secondly, research plan need to be created. What is research method and what kinds of source material are available. A compilation of collected data can be done after the first two steps. The last step is to organize collected data into the compound which describes well of a research subject. (Case tutkimus 2007.)

2.2 Analysis of the data

Collected data's analyze, interpretation and conclusion can be considered as the main core of the research. When analyze has been started, researcher will get the answers for the research problem. Often in empirical research conclusions can be made after a preliminary work. The data check is the first step to do. Two points will be pointed out from the collected data. If data has been collected from sample through a post-box inquiry, then it is necessary to think, if every form/sheet can be used or not when making the analysis. There might be unanswered slots for specific questions or answers might be incomplete. A researcher can ask more information later for the unanswered or uncompleted questions if necessary (Hirsjärvi, Remes & Sajavaara 1997, 216.)

The collected data's analysis can be made in various ways but there are two styles which can be considered as the main styles. Approaching which is aiming for *explaining* uses statistics analyze and conclusion making. Approaching for *understanding* happens by using a qualitative

research and conclusion making. However, the main principal definition is easy to clarify. The style of analyze should be chosen on the basis where the research problem would be solved in the best and in the most efficient way. The results' analyze in case study, rather than statistical methods, is based on opinion. (Hirsjärvi, Remes & Sajavaara 1997, 216-217; Case study research design.)

The purpose of analysis is to create a clarification of what have been searched. Instead of writing down everything what interviewees have answered, the purpose is to summarize data without losing any relevant information what have been founded. It has been said in a various books, that the most problematic thing in a research is how to analyze material. (Hirsjärvi, Remes & Sajavaara 1997, 218.)

2.3 Interview

An interview is one of the methods how data is collected. When doing a case study research, interview has been efficient method to collect a data from individuals whom are keen to get new data for research. Interview supports theoretical part which has been written to one's research by using a different literature and sources. This thesis is about how a Finnish University/University of Applied Sciences student is able to make a career in Japan and what different aspects student needs to be aware of. It is important to focus on results of interviews in this thesis. (Hirsjärvi, Remes & Sajavaara 2007, 199-200.)

According to Robson, who says that when doing a research on people, why don't we let them to speak matters which are concerning themselves? An interview is unique way to collect data from people because researcher has an interaction with a person who is being under a microscope. Being in interaction with interviewee has pros and cons. The greatest benefit is flexibility when doing interview with a person that data is willing to collect. (Hirsjärvi, Remes & Sajavaara 2007, 199-200.)

An interview should not be done in a hurry. Whoever is planning to make an interview it should be well prepared and lot of time spent. The research problem should be recognized and questions and theme of interview should try to gain more information and verify research problem's theoretical part. By keeping these in one's mind, interview is able to gain desired result. (Hirsjärvi, Remes & Sajavaara 2007, 199-200.)

It is important that interview's structure has been well planned. If not, then the same topics could be answered various times and quality of interview will suffer. When a structure is well prepared, the interviewees will not give similar information many times during the interview. An interviewer can return to same context to get more specific information but an interview-

er should show somehow that originally given answer has not been forgotten. An author of this thesis did not want to delimit of interviewees answers too much so interviewees had freedom to give their own, honest answers. (Vilkka 2005, 113.)

Because the interviewees were not in the same country with an author, a structured interview which is also known as form/sheet interview was used. Order and structure of questions was decided in advance. The most challenging part of making a structured interview is deciding what to ask and in which order. The both of the interviewees are currently working in Japan so they can be considered as a cohesive group. It is also a crucial reason why structured interview is used in this thesis. (Hirsjärvi, Remes, Sajavaara, 1997, 203).

Two persons were found who will be called as Respondent A and Respondent B in this thesis. Respondent A did not want to publish her name so name of her in this thesis has been changed. When thinking of research from case study perspective, two person's interview is satisfying amount of interviewees to get reliable result. The Respondent A is 27 years old female person and the Respondent B is 26 years old male person and both have graduated from a Finnish university. An interview sheet was sent to them through Facebook in the beginning of January 2014. They had approximately three weeks time to answer and return an interview sheet through Facebook. The both respondent's answers were well thought so there was no need for follow-up questions from author's side. Even this thesis is written in English, an interview was made in Finnish to avoid any kind of language misunderstandings between an author and the respondents.

An interview flow proceeded well because it had well-prepared structure. A total amount of questions were 16 and they dealt with different aspects related to this thesis' research problem. A beginning of interview was focusing why respondents were interested to find job in Japan and what kinds of challenges they were facing through the job-hunting process. The cultural differences were also present when comparing Finnish and Japanese recruiting system. An interview plays a key role in this case research and it is supports theoretical part of this thesis well.

3 Education and Japanese employment system

This chapter concentrates on Japanese education and different working aspects of working in Japan. Especially Japanese employment system differs from a Finnish employment system so this chapter clarifies the differences.

3.1 Japanese education system

The Japanese children enter to elementary school in April after they have turned to six years old. The students start to study Japanese language, music, crafts, sciences, mathematics and social studies. It is normal to have a small divided groups inside the classroom who have their own responsibilities. The one group take care of cleaning the classroom, one group clean the yard and hall after the school day. It is a normal custom in Japan and it is part of student's education. In many elementary schools the students do not go to cafeteria to eat lunch. Instead of cafeteria they eat a lunch together in classroom. Various school events take place during the school year and the students up to high school have trips which are usually lasting for several days. (Kids Web Japan.)

The Japanese education system has similarities and differences with Finnish education system. An academic school year in Japan starts from April and lasts until March. When the students have been successfully graduated from a junior high school, they can choose to continue their studies or they can try to find place to work. It is the same situation with Finnish school system. Because school education is not compulsory after junior high school, admission exam has to be taken for the high school or technologic colleges. (Kids Web Japan; Tokyo international communication committee 2006.)

All the schools where children enter (elementary, junior high, high school, university, graduate school) can be classified as a public, national or private institutes. If children are facing some physically or mental problems they can complete their studies in special schools. The students need to be motivated as an individual level, since students in Japan has highly motivated state of mind with the school affairs. If the students want to enter for high school after junior high school, they need to take an entrance examination for a high school where they would like to enter. (Tokyo international communication committee 2006.)

The curriculum that Japan uses is highly valued in the world. A mathematics' and science's curriculum belongs to one of the world's most demanding group. The knowledge of other countries' economy, geography and history as well are highly expected from the students. If a Japanese student fails at school, student is not the only one who feels shame of it. Often student's teachers and parents feel that they have failed alongside with the student. The Japa-

nese society do care about acceptable and support from an environment where studying or working takes a place. It is one of the reasons why they put effort that they could be succeeded from the eyes of the parents and teachers. (Center on international education benchmarking 2013.)

Figure 1 shows Japanese education system by using figure.

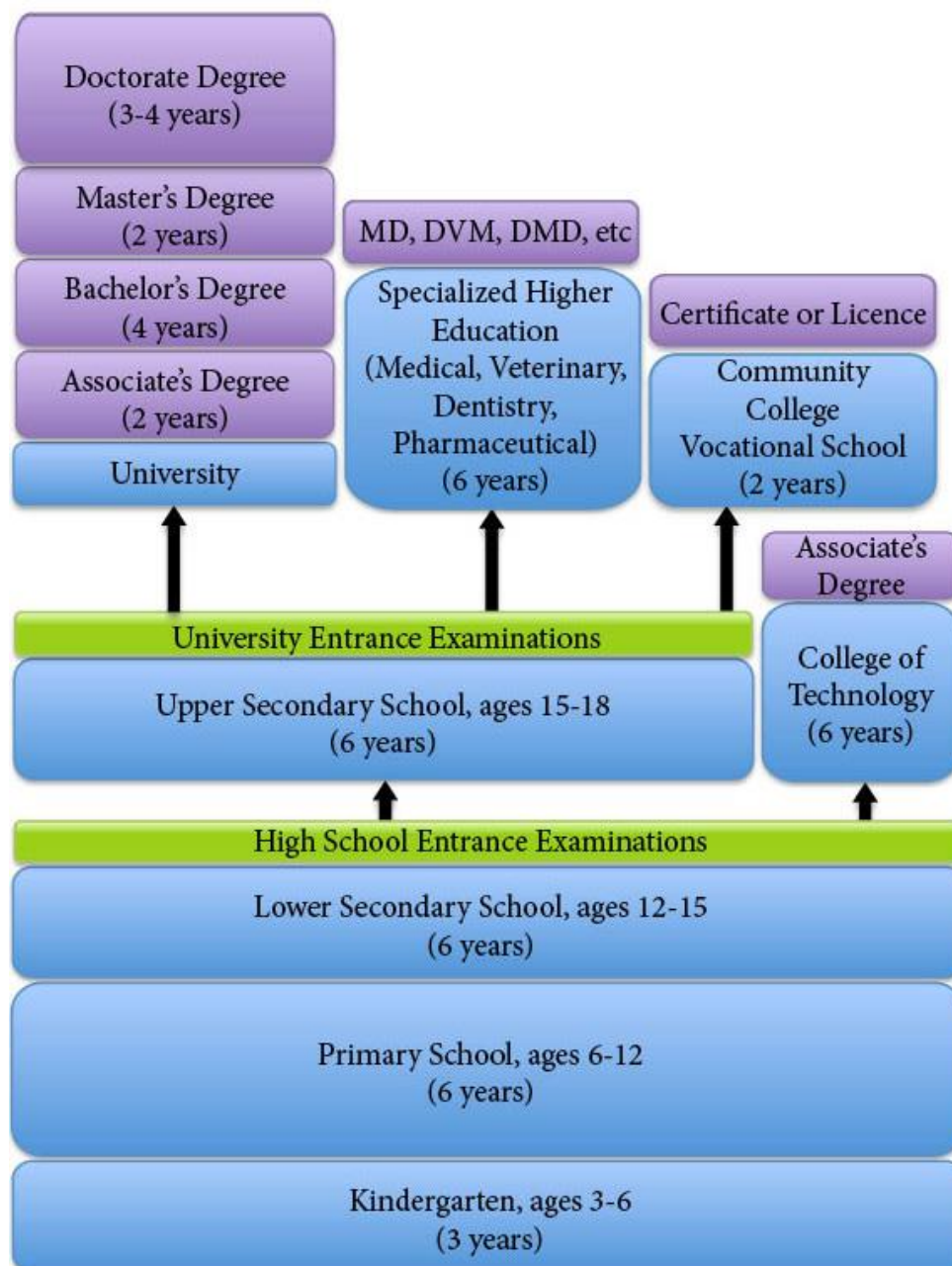


Figure 1. Japan's education system at a glance.

3.2 Regular employment

Regular employment is also known as a full time employment or a lifetime employment. The companies hire applicants as regular employees immediately when they finish their studies and a company is willing to keep them at the company until employees reach the age of retirement. The company is keen to hire recent graduate persons because of their general potential. The employees should be loyal for the company and should not leave from the company for a better position in other companies. As a return "benefit" of employee's loyalty for the company, employer will not fire employee even if economy situation is not good as company is wishing for. The labor laws are protecting employees from being fired from the company. It is part of the system that instead of hiring employees from outside the company they train their own employees for higher and better positions. (crosscurrents 2003.)

A regular worker's definition in Japanese means for a worker who has been hired directly by worker's employer without predetermined term and who works for prescheduled working hours. A regular worker can get employee's compensation, unemployment, healthcare and retirement pension because an employee is covered by public insurance system. (Yutaka.)

Income is better when comparing with a non-regular worker's income. A regular worker is enjoying stable job security but on the other hand the expectations from employer can be really high. A regular worker might need to do overtime or even transfer to another branch. (Weathers 2009.)

3.3 Non-regular employment

A non-regular worker is also known as a contract, part-time or subcontract worker. There are three different definitions which are related to part-time work in Japan. The first one comes from a job title that worker has. The second one is that if worker is having shorter working hours than the regular workers have. The last one is if a worker's working hours is less than 35 hours a week. All these three points are considered as definition of a part-time worker income. (Weathers 2009; Yutaka.)

In the year 2012 there was a survey which covered more than 1 million people in Japan and foreign persons as well took a part to this survey. The survey's results were that non-regular workers percentage rose up to 38.2 percent among all workers. It means 20.42 million persons of the whole population. The government survey were held last time in 2007 and compared to that survey's result, non-regular worker's amount rose to 1.52 million. Past 20 years ago percentage of non-regular workers has rose 16.5 percent. (Number of nonregular workers hits record high.)

3.4 Working conditions

When the contract is made with a Japanese company, non-Japanese worker will have the same working condition than a Japanese worker. Paying taxes will become relevant for the non-Japanese worker at this point as well as labor insurance and social healthcare. All kinds of discrimination towards a non-Japanese worker are prohibited. Non-Japanese worker is entitled equality of wages, working hours and everything which are relevant for working conditions. If a non-Japanese worker has been hired by specific reasons the specific working conditions should be explained in a job contract. The specific working conditions might be related to place to work, working hours, salary and other relevant matters. (Jasso 2013b.)

3.5 Payment

Employee's payment and its currency should be decided before a contract is signed. Employer needs to pay employee's salary at least once a month. The company cannot hire a non-Japanese employee under the minimum wage. According to a labor ministry of Japan, minimum wage raised 15 yen in October 2013. Employee's minimum wage is 764 yen per hour and employers must follow that law. Insurance and a tax fees are reduced from the salary before payment is paid to the non-Japanese worker. (Jasso 2013b; Kyodo 2013.)

3.6 Working hours

The non-Japanese employee's working contract might differ from each other what comes to the working hours. The working hours can be based on a week, month or an annual basis. According to Kazuya Ogura from Waseda University, Japanese regular workers are working approximately 2000 hours per year. The sum does not include overtime without payment. According to the research than Kazuya Ogura conducted, about half of the workers do at least one hour overtime without getting payment. (Jasso 2013b; Ogura, K. Overtime work in Japan.)

3.7 Insurance system

The non-Japanese employee needs to have insurance when working in Japan. There are four most common types of insurances for non-Japanese employee. The labor insurance consists from unemployment and accident compensation. The social insurance is consisting from a health insurance, social pension, nursing insurance (40-65 years old) and bringing up the children. The health insurance is for employee or employee's family if they are facing sickness or they need insurance to cover medical expenses. If injury happens outside of workplace the health insurance will cover medical expenses as well. If a non-Japanese employee has to face

disablement or worst case, death, insurance of welfare annuity will cover those. If a non-Japanese employee has had welfare annuity insurance for minimum six months or longer period, a lump-sum withdrawal payment is able to be retrieved. Retrieve need to take a place within the two years when non-Japanese employee has returned to his/her homeland. (Jasso 2013b; Japan payroll & benefits.)

3.8 Taxes

The non-Japanese employee needs to be aware that he/she needs to take a part for paying taxes. An employer will withhold taxes from employee's payment. A non-Japanese employee needs to be aware as well that all the unpaid taxes need to be paid one year before departing from Japan to his/her home country. A nationality does not matter when considering of amount of taxes. An income between January and December determine how much taxes are needed to be paid. Estimated annual gross income will determine how much is needed to be paid per month. The non-Japanese employee needs to pay municipal tax as well. It consists of previous year's income, how many dependents employee has and other relevant factors. (Jasso 2013i.)

3.9 Working Visa

The less than 90 days visit in Japan does not require Visa from Finnish citizen tourist. But if a Finnish citizen is keen to work in Japan, working Visa is required. Only the owner of working Visa is able to work under the Visa. Generally working in Japan means that a worker is going to work in international company, a Japanese company or teaching foreign languages. If employee's family is going to move to Japan as well, it is possible for them to get Visa for long-term stay in Japan. Generally when an applicant is willing to get the Visa from the Embassy of Japan in Finland, applicant needs to have the Certificate of Eligibility, which is possible to get from the Immigration Office from Japan. (Embassy of Japan in Finland 2013.)

There are more than a ten different resident's statuses in Japan and person is allowed to work only in a one certain professional industry. The Japanese way of considering these statuses is really strict. The person who is working on business management industry cannot start to work on engineering industry. A person needs to change status of residence in Visa before the worker is able to start doing other works in other industries. The working Visa requires that applicant has a university degree or other professional background which can be considered equal as a university degree. Granted periods of residence are from six months to five years and it can be extensible if necessary. (Japan-guide 2012.)

4 Job-hunting for Japanese company

The job-hunting is a process which is waiting for almost every person in Japan, who is keen to work in Japanese company and a Finnish person is not an exception. It is vital to understand process of a job-hunting and why job-hunting is necessary to do. The Japanese companies are expecting specific skills from an applicant and it is crucial to find out those before job-hunting process has been started that applicant can be well-prepared. The Japanese culture is different than a people in Finland have used to and job-hunting process differs a lot as well.

Job-hunting happens in Japan every year. Graduation from a university frequently takes four years and job-hunting is supposed to start in December when third year in university is taking a place in student's life. The job-hunting includes many different stages so students are very busy during the job-hunting period. Companies' seminars, writing entry sheets and curriculum vitae, taking a part to written exams, short-period internships are included to process of job-hunting and interviews with companies are all included of process of job-hunting (Wijaya 2013, time to re-consider Japanese Shuukatsu System.)

The preparation is required from everyone who is thinking to start a job-hunting. During the job-hunting period applicant will re-examine his/her strong and weak skills and skills will be improved. The preparation is vital to take seriously that applicant could find a job for his/her professional needs. Problems and lack of interest will probably face the applicant so process' overall picture should be kept in mind. (Jasso 2013j.)

There are various kinds of job boards where a student should register. From those web-pages student is able to find information of companies which are recruiting. Some of the job boards are made for foreign students. Unfortunately, most of the information is written in Japanese. When registration is completed, a student will receive information and support from job hunting process straight to his/her e-mail address. Information of companies who are recruiting foreigners is included on a job boards as well. (Rikunabi 2015.)

4.1 Expectations of Japanese companies

Before the job-hunting process has started, applicant should spend time to find out what Japanese companies expect from an international person. Generally, the Japanese companies have good and positive experiences of international employees. The reasons can be various why Japanese companies are motivated to hire international students but there are many common reasons. Three reasons were most popular when thinking of Japanese companies' reason to hire international students to their companies. (Jasso 2013l.)

Figure 2 shows percentage of most popular reasons why the company is interested to hire international students.

Because we want to secure excellent human resources regardless of their nationalities	65.3 %
Because we want them to contribute to our business globalization	37,1 %
Because we need to use foreign language(s) for our work	36,4 %
Because we want to bring in skills and ideas unique to foreign nationals	9,4 %
Because we cannot gather high-level human resources in employing foreign nationals	3,8 %
Because we can lower personnel costs by employing foreign nationals	0,7 %
Other	5,7 %
No spesific reason	5,5 %

Figure 2. Why Japanese companies hire international students. 2011.

The statistics show that the most popular reasons reflect companies' interest towards a globalization. The world is changing towards more intercultural world every day and that can be seen in this statistics. The Japanese companies are getting more interested to use workforce from a foreign countries.

The knowledge of Japanese language has huge part of getting hired to the Japanese company. Generally 95 % of the Japanese companies are expecting that foreign nationalities are able to speak and write Japanese on a business level. It means that a foreign employee is able to write a business documents, reports and other relevant affairs for the companies. (Jasso 2013l.)

4.2 Preparing for Job-hunting

The job-hunting begins with a self-analysis and evaluation. The self-analysis and evaluation includes questions about a personality, strong/weak skills, interests, future plans and dreams. The self-analysis and evaluation gives comprehensive picture of applicant's past, present and future plans for the company. (Jasso 2013j.)

Figure 3 explains more about self-analysis and evaluation by using picture.

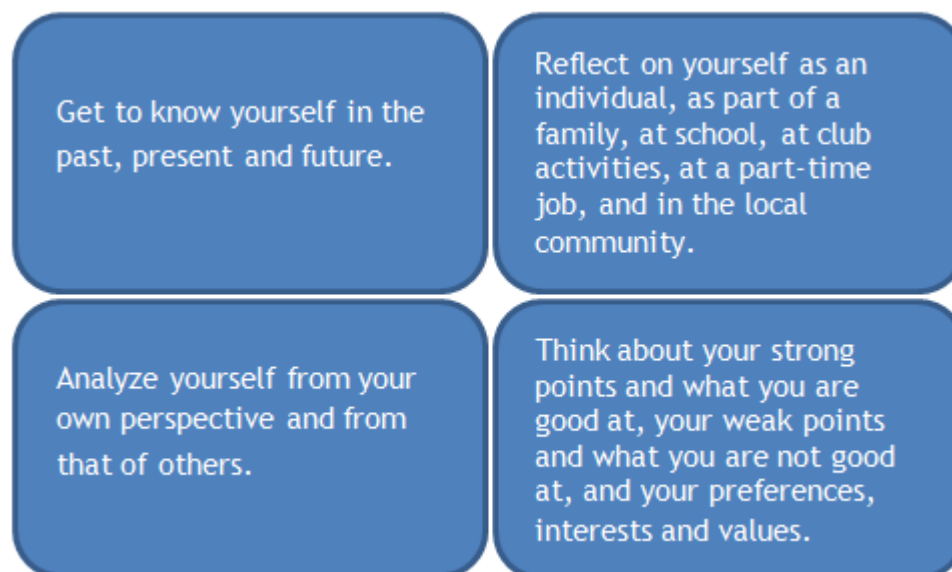


Figure 3. The reflection of you from a various angles. 2013.

The self-analysis and evaluation sheet should include the specific information about what kinds of industry would be suitable for applicant. It is necessary to find out what kinds of jobs are available in current situation. Applicant can review what is written in his/her self-analysis. Applicant need to be aware which industries make the Japanese business community. While thinking about how to examine a different industries and companies, reconsider of personal interest is need to be done. (Jasso 2013j.)

4.3 Starting the application

There are two different types of applications. The first one is Individual application and the second one is Batch application. Individual application focuses for one company at a time as batch application permit to get information from the various companies at once by sending reduced profile. (Jasso 2013a.)

The first step of application is to contact with individual companies and request application material and information. When application is started, a company will send all the necessary information such as company information, schedule for briefing sessions and employment information. When application has started it is time to search interesting and suitable companies to work. An industry, occupation, company's name etc. can be selection criteria to find the suitable companies. The next steps are to select application form between individual application and batch application. The followed acts are to fill the application and submit it to the company (Jasso 2013a.)

4.4 Entry Sheet

When the students are looking for information of companies from a various job boards, Entry option can be found from job board page or companies' web pages. Many students are thinking misleadingly that Entry means the same thing than actual applying for the job. Its purpose is to show to a company that a student is interested in the company and would like to receive more information. Real Entry is known as actual application for position by various companies and it is not possible to send forward before Entry has been completed. (Rikunabi 2015.)

4.5 Internship

Internship means that applicant is working in a company as a trainee. When internship is part of the job-hunting process it can lasts from one day up to two months and usually it is not paid. Benefits are various when doing internship at the company. An applicant will gain valuable working experience from inside the company. A Japanese labor laws, communication inside the company and other relatively aspects will become more familiar thought the concrete experience of internship. While an internship is in progress, a company is evaluating applicant's skills. Internship is an efficiently way for applicant to prove his/her working skills but at the same time it is a good opportunity to a company to show their working policy for applicant in practice. Internship is an excellent way to build the career relationships between the companies before a student has graduated from a university or university of applied sciences. (Jasso 2013d.)

Figure 4 shows different styles of internship.

Style	Training content	Duration
Observation	Students observe a workplace and have tasks explained to them. In some cases, students can experience a bit of actual work.	1 day to 1 week (short-term)
Lecture	Students listen to a description of the industry, company, and job, in a lecture setting.	1 or 2 days (short-term)
Task solving	Students work in a group to solve given tasks.	1 to 2 weeks
Experience	Students are entrusted with tasks that are similar to those for actual workers. In some cases, students are asked to produce the same result as actual workers.	1 to 2 months (long-term also available)

Figure 4. Different styles of internship. 2014.

Internship places can be found from different place for example the job-hunting information sites, university career centers, company's sites can be concentrated as an effective ways to search for an internship place.

4.6 Open seminars

Internship is not the only way how to get experience of working at company. The open seminars are always hosted by a company's staff and students are participating for those to gain more knowledge about company and their work. Open seminars are held before company's briefing session. Open seminars usually takes a place between the New Year until the next February which is followed after the New Year. From an individual company's and employment information's webpage all the relevant information (open seminar schedule, content etc.) can be found. Open seminar invitation can be also sent to applicant by e-mail if application has been sent to a hosting company. In that case, applicant needs to make sure how to participate to the open seminars. Registering to open seminar needs to be done as well. (Jasso 2013h.)

Same as internship, types of open seminars differ from each other. *Supporting job-hunting* is one form out of four forms. This is held usually before the New Year because of its purpose is to improve applicant's knowledge about the job-hunting process. The main focus is how applicant can analyze and evaluate him/herself and examine the companies. *Examining companies* is held by the hosting company. Company is willing to encourage the knowledge of the business behavior and business implementation to the applicants. *Examining industries* is hosted by a hosting company and its purpose is to increase understanding of the industry where the company is working at. The fourth form of open seminar is called *small group*. It is organized in a small place or a café where applicants can have casual chat with the company's staff and with other applicants. Because *small group* open seminar is held in small venue or a café there is limitation for applicants who can join for this open seminar. A reservation is necessary to be done. Applicants have a good opportunity to listen and learn from the staff of a company. (Jasso 2013h.)

4.7 Visiting alumni

Visiting alumni is a great opportunity for applicant to learn and hear experiences from the people that are already in a working life. This is an opportunity for applicant to meet with the person who is working at the same company where applicant is keen to work in the near future. Applicant can contact the working person directly if working person's identity is known. If not, the career center will look for the person from the company. Making an appointment can be done after required person has been found. Applicant should be well-

prepared since this is a great opportunity to get valuable information about the company. (Jasso 2013k.)

Time should not be wasted with alumnus so questions should be thought in advance. Applicant should ask the things which are not found from a company's webpage or company's brochure. If those kinds of questions are asked it shows that applicant is not familiar with the information which has been given already. It is a good to ask about specific work tasks, reasons why applicant should work at the company, career advancement inside the company, company's work atmosphere, more information about upcoming exams, interviews etc. (Jasso 2013k.)

Visiting alumni is part of the job-hunting process and formal business look is preferred. Applicant need to be careful, that honorific language and attitude is used towards the alumnus. After the visit, applicant should write a summary of a visiting day about what has been learned. It is a good opportunity to examine things that company requires and reflect those with an applicant's own expectations. Applicant should try to remember to send a thank-you e-mail for the alumnus after the visit. It shows that applicant respect and is thankful for the person applicant was speaking to. (Jasso 2013k.)

4.8 Written exams

For international applicants written exams are one of the most challenging part in job-hunting process. International applicant is supposed to take the same exams than Japanese student. Japanese language is used in the exams so international applicants should be well-prepared. Ability of reading Japanese and comprehend Japanese are necessity to pass the exams. Preparation should be started well in advance and *Shushoku Shikiho* and *Kaisha Shikiho* books should be referred for getting to know which exams are required for the company that applicant would like to join. (Jasso 2013m.)

There are various types of written exams which are measuring applicant's characteristic, different skills and abilities. One of the exams is testing applicant's aptitude. Its purpose is to measure applicant's aptitude toward the job and ability to withstand stress. Other exams are measuring a various fields such as social studies, English language, mathematics, culture, and Japanese language. Applicant needs to write an essay and to do web exam as well. (Jasso 2013m.)

"SPI2" is the most common exam used by Japanese companies. It has two different main fields and they are "competency aptitude" and "personality aptitude" sections. Competency aptitude measures skills of a Japanese language, mathematics and science. A personality ap-

titude exam includes 350 questions and time limit is up to 40 minutes. There are three different main fields which are divided into *dynamic aspects* (perseverance, self-examination, social interaction) *Ambition* (hunger to achieve, hunger to act) and *emotional aspects* (individuality, self-confidence, sensibility, self-criticism). Time and amount of questions are the most challenging part in this exam so applicants need to be well-prepared when taking this exam. (Jasso 2013m.)

4.9 Interviews

Interviews are an efficient way for applicant to express him/herself straight to the company's employees. The interviews are the most important section of the process of the job-hunting and applicants should prepare well before each interviews. An evaluation, self-analysis and examining of companies section should be reviewed at this point. Applicant can make a solid ground for the interview by doing so. Answers thought in advance can be noticed by the company so it is important to keep in mind that everything should be said in own words. It is a vital to let company know why certain job place has been applied. Strength and weaknesses need to be thought in advance and how weaknesses can be overcome. (Jasso 2013e.)

There are a five most common interview styles that companies are using to select most potential applicants to their companies. An early stage of the screening process, most typical interview type is an individual interview. There is an applicant and one employee from the company. An employee is not usually from the company's human resource department. Second interview type is one applicant with multiple interviewers. Beside that amount of interviews had increased, as well their status in the company. Applicant should remain calm even there are more pressures compared with an early stage interview. (Jasso 2013e.)

Group interview is the third style of interview. In group discussion there are multiple applicants with multiple interviewers. Usually the same question is asked for every applicants and answer needs to be given individually. Applicant should pay attention to other applicants when they are giving an answer to the interviewers. Interrupting other applicants should be avoided. Applicant should make a strong impression for the company's interviewees through the answers and opinions. A group discussion is held for 5-8 applicants and that is fourth style of interviews. Interviewers are willing to find out what kinds of role applicant has in the group, how own personal view and opinion is expressed, can applicant understand other applicants views etc. It is good opportunity to show that applicant can communicate and work with new people in new environment. Recruiters from company are willing to get to know how applicant would behave or express themselves at the actually work situation. Fifth style of interview is called presentation-style interview. Applicants are supposed to give a presentation of a topic which has been given in advance to them. (Jasso 2013e; Rikunabi 2015.)

4.10 Job-hunting styles

The Japanese working culture is really strict about the rules and clothes' etiquette for job-hunting is not an exception. Applicant needs to be aware of what kind of style is appropriate when participating for job-hunting activities. It is better to fit in with other applicants by how to look. Formal business look is mandatory for men and women. For international applicant there are same rules than for a Japanese applicant. Applicant should take seriously these advices because representatives of company do care these affairs. (Jasso 2013f.)

Women should avoid heavy make-up and long hair should be tied up. A colorful and loud frames should be avoided if glasses are necessary to be used. Strong perfume is not preferred and too colorful nail polish should not be used. A business look is necessary so wear and skirt/trousers are the only way to accomplish proper business look. A white shirt under the dark blue, grey or black suit is preferred. Skirt and trousers are both fine but knees should be half covered when wearing a skirt. Shoes should be black and comfortable to use. If shoes have heels then 3-5 centimeters are preferred. Pantyhose should be ordinary without any patterns and a color should be similar to wearer's skin color. Black or dark color bag is good choice for carry to personal and company's sheets. (Jasso 2013f.)

Men should have short hair instead of long hair. Hair is needed to be washed carefully before job-hunting activities. Mustache and beard should be carefully shaved off. Same for as women's, frames should not be colorful or flashy if glasses are necessary to be used. A fragrance and any accessories should not be used. For proper business look, suit is the most important single thing to pay attention. White shirt under the business jacket has to be dressed while shirt need to fit with the collar and sleeves. Tie should be solid or lightly striped with no flashy colors and tied with a single knot. Suit itself should be grey, dark blue or black. Trousers should be iron to remove creases and shoes need to be black formal business style. Briefcase is necessity to have for various sheets, CV etc. Briefcase need to be big enough for A4 size sheets. (Jasso 2013f.)

4.11 Job offers

Applicant should continue job-hunting process until company that applicant is interested to work for will be found. If applicant receive job offer from company, job-hunting process can be still continued. After all screening stages are done and company is wishing to hire applicant, company will call to the applicant. An official offer letter will be sent afterwards. If applicant will decline the offer from the company, applicant should let company know as soon as possible for saving company's time and applicant's personal time. (Jasso 2013g.)

If job offer is accepted, applicant's confirmation will be asked. There is specific name for the document and it is called "declaration" (job offers to joining a company, 2013). Job offer may be cancelled if the document is sent after the deadline. Applicant's job-hunting can be continued after "declaration" document is sent because the document is not officially binding the applicant to work for the company. At the end of job-hunting, there might be various job offers. Applicant should think and talk about decision where to work with his/her family, friends, Professors from a university and stuff from a career center. A decision is really important and it will change applicant's life. After the job offer is accepted, he/she will live in Japan away from family, friends and familiar environment. Even the decision is important the choice of which company applicant will work in the future should be made as soon as possible. If job offer is delayed for too long it might effect for applicant's hiring. (Jasso 2013g.)

Before applicant is able to work at the company, status of residence needs to be changed. It might take a long time so it should be started to do well in advance. More information about this topic will be written in next chapter. Some companies might require applicant to participate for different kinds of social happenings. Those will include as a job offer ceremony (where other new workers get together with company's stuff) or training, which takes place before applicant is joining a company. (Jasso 2013g.)

4.12 Change of status of residence

Before a non-Japanese person is able to work in Japan, status of residence is needed to be changed. The status of residence can be issued in immigration bureau in the same region where resident is currently living. Changing of status of residence will take approximately one to three months. There are four main things which are required for a working visa. An application form, applicant's passport, resident card and other documents are necessary to submit to an immigration office. 90 % of those who has changed their visa from college student to working visa are working under "specialist in humanities/international services" or "engineer visa". First mentioned have approximately 70 % persons working under that visa and next one approximately 20 % persons. Main jobs in "specialist in humanities/international services" are marketing, finance, human recourse, advertising etc. Under the "engineer" working status is possible to have a job such as programmer, research and development, production technologies and engineer. (Jasso 2013c.)

If non-Japanese person is currently studying in Japan under a "College student" visa, it is needed to be changed to a valid working visa. If a person who is finding an employment is currently living in a Finland the situation differs a bit. Finland and Japan have a mutual agreement that Finnish and Japanese does not need any visa for 90 days visiting. This helps a

Finnish person who is not living in a Japan under the college student visa to enter to Japan to find a job. (Embassy of Japan in Finland.)

4.13 Job-hunting after graduation

This is concerning for a persons who were studying in a Japan but were not able to find a job before the graduation from a college. After the graduation, “college student” visa is not valued anymore. There is a possibility to take a “Designated activities” status for a visa which is valid for six months. “Designated activities” visa can be renewed for one time up to one year. By changing status of resident into “Designated activities” visa, a non-Japanese person is able to continue job-hunting after the graduation. If a job is found during the “Designated activities” visa period then person is able to change his/her visa to “Specialist in humanities” or “Engineer” visa and continuing living in Japan. (Jasso 2013c.)

A Student needs to have various documents until changing status of residence is able to accomplish. Besides of making an application for changing status of residence, showing passport and resident card, different certifications are needed to get for proofing various matters. A financial situation (including money transfers, bank’s account statement etc.), college’s graduation certificate and letter of recommendation from university. It is necessary to proof that the job-hunting has been continued after the graduation. All documents should be kept from a various companies that a job-hunting can be proved somehow. (Jasso 2013c.)

A person who is doing a job-hunting under “Designated activities” visa should be aware that a job-hunting differs a bit from applicants who are doing job-hunting under “College student” visa. A many Japanese companies are looking for an ungraduated student who will graduate before forthcoming April so already graduated students’ job selection is narrow. If already graduated student find a job the person might need to wait until April before joining a company. (Jasso 2013c.)

5 Creating a Career in Japan

This chapter focuses on interviewee's experiences and challenges what was faced before, during and after job-hunting. Both interviewees are Finnish citizens and they are currently working in Japan as regular workers. An interview was made through Facebook because of the distance between the author and interviewees. Because interview was sent through Facebook, there was no time scheduling problems.

Respondent A is working for a company which employs approximately 400 workers. Headquarter is located in a Tokyo and other branches are located in Sapporo, Sendai, Nagoya, Osaka,

Hiroshima, Fukuoka, London and New York. The main industry is HR-consulting and purpose is to consult different companies which lead to a full-time employment contract. Their strong field is "Global Talent" which means a Japanese person who is able to speak English and who got working experience from the foreign countries. Respondent A's is PR and marketing specialist at Global Career & Education section, which main responsibilities are organize Career Forum event in foreign countries and Global Talent - recruiting in Japan and based on customer's needs in foreign countries as well. Marketing for a client companies consists of a creation of inquiry and target-lists and sale visits to the clients companies. The PR tasks include visits to different universities. The purpose of the visit is to arrange career-oriented style events where the university students could get more familiar of Respondent A's company and its services. Planning of brochures, leaflets and coordinating of event are part of Respondent A's responsibilities. The Respondent B is working in electronic and car's driving light manufacturer which name is Stanley Electric Co. Ltd. Sales and marketing is Respondent B's main tasks. The main responsibility in the near future will be company's products selling outside of a Japan as well as inside Japan. (Eskelinen, T. 2014; Miettinen, M. 2014.)

5.1 Interest to working in Japan

The both respondents have been in Japan before they decided to work in Japan. The Respondent A was living in a Tokyo for two years. Compared to Helsinki, Tokyo is a much bigger and versatile so she started to feel that Helsinki was not enough for her anymore. The Respondent B was in Japan as an exchange student. The Respondent A was studying Japanese language as her minor subject in a Finnish university. She felt that it would be difficult to find a proper job in Finland from communication sector where she could use her Japanese skills. Because respondent B was an exchange student in Japan, he got interested in Japan and he was confident of his Japanese language skills. He wanted to work in a private sector which would be related to marketing or sales. Wage level is higher in Japan compared with Finland and that was one of the reasons why Japan was an interested choice for making career. (Eskelinen, T. 2014; Miettinen, M. 2014.)

The Respondent A was graduated a few months before she started to look for a job from Japan. The Respondent B's situation was a bit complicated because he left his university after he got BBA degree. He almost completed his master degree's courses when he decided to leave to Japan to start job-hunting. During that time he was 25 years old and he felt that age is oldest age you can get in to Japanese companies. The both of Respondent's Japanese language were good at the time of job-hunting. Respondent A's skills were JLPT 1 and Respondent B's JLPT 2. (Eskelinen, T. 2014; Miettinen, M. 2014.)

The first JLPT test took place in 1984 and its purpose is to measure not-native Japanese person's Japanese skills. In Finland JLPT test is arranged once in a year, December. There are five different JLPT levels, where JLPT 5 is a lowest and JLPT 1 is a highest. (The Japan Foundation 2012.)

5.2 Job-hunting process

The Respondent A started her job-hunting after she flew to Japan at the middle of May. The most of the Japanese companies are done with recruiting during that time but still there were various recruiting events, especially for foreigners. Internet was a good tool for job hunting for example when looking for information of different companies. But the most of the recruiting companies in Japan require that a person takes a part for company seminars, tests and interview in Japan. The Respondent B started his job hunting process during March in Finland. He did almost the whole job hunting process in Finland. He looked information of interesting companies through internet. He sign up to various job-boards but they did not make any process. He secured his place in a company after two weeks when he arrived to Japan. He applied to a Japanese university as well but because university expenses in Japan are really high, he decided to accept his position in his company. Respondent A also signed up to biggest job-boards which are Rikunabi, Mynavi and Nikkei Shuushoku Navi. Those job-boards are efficient way to find information of different companies. The companies who are recruiting usually put their company information to those job-boards. A person can make an entry sheet to a company when interesting company has been found. (Miettinen, M. 2014.)

Different kinds of tests are typical way to test if candidates are suitable for the company. Skills can be taught later by the company but attitude, personality and motivation cannot be taught. Attitude, personality and motivation are coming from each other's inside. Those are the features which company tries to get to know by using different interview styles, personality tests and aptitude tests. At the event, there was short interview personality and aptitude test on the internet and later, three different interviews and last interview was with company's CEO. Respondent B needed to take mathematic test beside personality test and two interviews. (Eskelinen, T. 2014.)

5.3 Company's decision to hire foreigner

The most important step of a job-hunting process is to write interesting resume which can wake up companies' interest towards the applicant. Then applicant is able to move forward in the process and possibility to get an interview rises. During the interview applicant should be able to convince the company that applicant is the best solution for a company. Writing, presentation and oratory skills are really important.

Japanese language skill was one of the reasons why both of the respondents were selected as an employee for the company. Other crucial thing what affected to company's decision to hire respondents were their presentation skills and how they were talking to company's representatives. It is a really important that applicant is able to express his/herself convincing why company is the best solution for his/herself to work for. Working experience were also valued experience from the perspective of applicant. (Eskelinen, T. 2014; Miettinen, M. 2014.)

5.4 Challenges when trying to create career in Japan

The biggest challenges could be considered as Japanese language, different working culture and working visa. Many companies are expecting that applicant is able to speak Japanese fluently. In Finland, working culture is really equal among men and women. In Japan, hierarchy is strong and employee needs to adapt with it. Sometimes own opinion has to leave unsaid, decision making is usually slow and time consuming. From Respondent A point of view usually hardest thing is "don't ask, do" culture. Frustration comes after the certain work has been completed and then person in charge is not satisfied with the result so whole work is needed to start from beginning. Self-thinking can be considered as growing method, which can be really frustrating for people who have used to work in western culture. (Eskelinen, T. 2014; Miettinen, M. 2014.)

The job-hunting is difficult because a working visa is not possible to get before applicant has found an employment. Many companies do not want to hire applicants if they do not have a working visa. A company needs to put their effort for working visa process. For example Americans, Australians and English can get Working Holiday Visa which is valid for one year. During that time they can easily to stay in Japan and do job hunting. (Eskelinen, T. 2014; Miettinen, M. 2014.)

6 Conclusion

A Finnish University/University of Applied Sciences student is able to find an employment in Japan even Japanese job-hunting process differs a lot from Finnish job-hunting and the whole process is time consuming and challenging. The student needs to be aware of cultural differences which come to companies and their recruiting process.

6.1 Cultural differences

The both of the Respondents are aware that there are cultural differences between Japanese and Finnish working culture. The Respondent A felt this when she was at the recruiting event. Representatives of various companies felt themselves awkward when Respondent A reached to companies' booths at the recruiting event. Awkwardness was caused because she was from a western country. Awkwardness vanished immediately when the representatives recognized that she was able to speak fluent Japanese. Awkwardness might be also a reason that company does not want to recruit foreigners. That is discrimination, so companies' representatives cannot say it a loud but it could be felt from the atmosphere. There are still strong working culture in Japan where women are not in the same line with men. The situation is getting better but still it can be recognized. When women get pregnant, they need to leave for maternity leave, so some companies do not want to put same amount of effort for women compared with men. (Eskelinen, T. 2014; Miettinen, M. 2014.)

The Respondent B experienced differences when comparing Japanese interviews with Finnish interviews. The last interview was a "pressure interview" which purpose was to test interviewee's skills to deal with stress. The Japanese companies' expectations are really strong and a word "loyalty" has very strong meaning. Japanese companies considerer their employees as a lifetime investment where each other's value is approximately 4-5 million euros. It means that applicants need to have exactly the right personality, motivation and attitude which fit for the company's terms when applying for regular contract. Training season is really long in Japanese companies. The Respondent B's training season lasted for one year. Usually training period lasts at least from three months to six months. Last cultural difference for him was the fact that the all new workers in Japan start to work on the same day which is 1st of April. On the same day new semester in schools do start. (Eskelinen, T. 2014.)

A practical example of recruiting events should be given because those events are one of the efficient ways to find an employment in Japan. Respondent A found her company from Tokyo's Career Forum event which was arranged by CFN. Besides Tokyo, CFN's Career Forum is arranged in Boston, London, Los Angeles, New York and Sydney as well. Two big other companies also does recruiting events which are popular among a Japanese and foreign students.

Companies are Recruit and Mynavi. There are also specific events by Works Japan and Top Career which are made especially for foreigners. (Miettinen, M. 2014.)

6.2 Advices for students who try to create career in Japan

Japanese language skills should be at least on JLPT 2 level. It shows to company that applicant is able to speak and understand Japanese. Student should be really familiar with Japanese business manners. It might be hard to search information from Finland and usually books of this topic are too stereotypes. Best solution would be if applicant knows native Japanese person who could tell about business manners through his/her own experience. Job-hunting process should be started before graduation and try to schedule it at the same period when Japanese start to do job-hunting. Many companies do not recruit outside of job-hunting period. (Miettinen, M. 2014.)

Writing resumes differs a lot when comparing resumes in Finland. Most of the companies requires hand-wrote resumes in Japanese. It takes a lot of time, since applicant should pay attention for beautiful letters and which kind of proper Japanese should be used. Well written and interested resume helps to get interview which is usually next step after resume. Behavior and proper Japanese needs to be used when speaking with company's representatives. Japanese language can be divided into three different categories which are casual Japanese, polite Japanese and honorific/humble Japanese. Honorific/humble Japanese should be used always when talking with a person who is higher in hierarchy. Using honorific/humble Japanese is more difficult than casual Japanese but it will give positive imagine to the company's representatives. (Guidetojapanese.)

Internet is really good tool for job-hunting but it requires advantaged Japanese skills, since most of the webpages and information are written in Japanese. Beside "Navi" pages, HR-agents webpages might be effective even they are aimed for person who has many years of experience of working. Social Media as LinkedIn is excellent place to create connections with persons who has experience of job-hunting or who are going to do job-hunting in the future. (Miettinen, M. 2014).

Different recruiting events should be kept in mind. From Finnish perspective, nearest Career Forum event is held in London. But for almost everyone, the only way to accomplish job-hunting well and to find a good employment is to go to Japan. Trip to Japan will be current at that time when interviews will become. Many companies do not want to use different tools when having an interview, for example Skype, and they require that person is having a live interview with company's workers. Period in Japan depends of person, but approximately

couple of month's stay in Japan would be recommended for each person. (Miettinen, M. 2014.)

7 Thesis evaluation and suggestion

The whole research process was accomplished in half a year which started in November 2013 and was finished in April 2014. Research part was made in time which took approximately two months. Interview and data analyze was mentioned accomplished sooner but they took more time than originally plan was. Research of data was made by using literature but most of the data became from internet. Author needed to be very critically when data was taken from internet. Finding interviewees by internet was the first problem of research. Interviewees were found after all by using author's connection in Japan. Two Finnish persons who were working in Japan and who were graduated from Finnish University were found. Second major problem was trying to manage time for thesis after author started his internship in January 2014. Author's original plan was to graduate in June 2014 and that goal was accomplished commendably.

Before I started to think about interview I read literature about different styles of interview. Because I could not do interview face to face with interviewees I needed to think other ways to accomplish my interview. I was afraid that interview would not have been reliable through Facebook but after all I was very happy for results. Both interviewees gave really comprehensive answers for my questions. Follow up questions were easy to ask later through Facebook chat. Because I have been in Japan three different times and especially because of my experience as exchange student it was easier for me to come up with interview questions. My personal thesis teacher gave me couple of good suggestions for interview structure and they were used. Because interviewee's answers supported theoretical part significantly result of this research can be considered as reliable.

7.1 Further research suggestion

During this thesis process there were many situations when I got interested to other topics when I was searching information from internet. There were lots of topics which awakened my interesting. Because only one further suggestion idea should be said I have chosen the most important idea which is related to this thesis' topic. "Men and women inequality in Japanese labor market". In Japanese labor market it is more difficult for women to get superior role in company and wages are not equality even if the position and tasks are same when comparing with men. Some companies does not want to put so much effort for women because if they will get pregnant and having a maternity leave. But situation in Japan is changing and it is not rare to see women in superior roles in company. It would be interesting to get updated information of this topic. Readers would get more familiar with issues which are concerning modern day Japan. "Men and women inequality in Japanese labor market" togeth-

er with this thesis' topic would give very versatile overall picture of women's situation in Japanese labor market.

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Figure 3. Reflection of you from various angles 2013. Viewed 19.11.2013.

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Appendix 1

Olen kirjoittanut tarkan kuvauksen opinnäytetyöhöni, mitä tarkoitan sillä kun puhun ”miten luoda ura Japanissa”. Lyhyesti selitettynä tarkoitan ”uralla” job-huntingin tai jotakin toista kautta löydettyä, kokopäiväistä työtä. Esimerkiksi osa-aikatyö ei täytä kyseistä kriteeriä.

Nimi:

Ikä:

Sukupuoli:

Miksi hait töitä Japanista?

Olitko yliopisto-opiskelija kun hait töitä Japanista?

Kuinka hyvä oli japanin kielen taitosi töitä hakiessasi?

Milloin aloitit työnhakuprosessin? (”Job-hunting” on ennen alkanut marraskuussa ja nykyisin se alkaa joulukuussa).

Aloititko työnhakuprosessin jo Suomessa vai aloititko prosessin vasta Japanissa?

Miten aloitit työnhakuprosessin? (Haastattelut, seminaarit...)?

Millaisia testejä työnhakuprosessiin kuului?

Mihin kulttuurillisiin tekijöihin törmäsit töitä hakiessasi?

Onko ”Career Forum” tapahtuma tuttu ja jos on, niin osallistuitko kyseiseen tapahtumaan edesauttaaksesi työnhakuprosessiasi?

Minkä uskot vaikuttaneen yrityksen päätökseen palkata sinut yritykseen?

Kerro hieman yrityksestäsi, jossa työskentelet. Kuvaile hieman työtehtäviäsi?

Mitä haasteita on, kun suomalainen yrittää luoda uraa Japanissa?

Onko sinulla neuvoja suomalaisille yliopisto/amk opiskelijoille, jotka harkitsevat hakea töitä Japanilaisesta yrityksestä? Mitä vinkkejä antaisit työnhakuprosessiin?

Kiitos vastauksista.

Terveisin,

Jussi Mansikka