

Organizational philosophy of major food processing companies regarding human resources: A study in the context of Japan, China, and South Korea (Summary)

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This study aims to clarify the differences and similarities between three major food processing companies (Japanese, Chinese, and South Korean) focusing on their organizational philosophy and public information about diversity and inclusion (D&I), which is currently one of the primary goals of human resource management. To this end, this study investigates the documents of each company intended for their stakeholders, such as corporate social responsibility (CSR) and sustainability reports. Ajinomoto Corporation stresses gender equality in employment, supporting various other members of their workforce, including employees with disabilities. Master Kong (Tingyi) is convinced that employees are the cornerstone of the company's booming development. The company emphasizes that all employees are treated equally regardless of their gender, age, ethnicities, race, or religious beliefs. Cheil Jedang Corporation attempts to create an open culture without discrimination by cultivating female managers and allocating core tasks and positions to female employees. In conclusion, contrary to our expectations, there is essentially no difference among the companies regarding the deep causality of D&I—the contents of their documents reflect the present condition in each country.

Keywords: human resources, diversity, organizational philosophy, organizational climate

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