

Job Behavior, Technological Capability Development and Job Carriers of Researchers and Engineers in Hitachi, Ltd after the Second World War.

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This paper elucidates the distinctive characteristics of the job behavior of engineers in Hitachi, Ltd. heavy electric machinery sections from the 1950s through the 1960s and changes therein, in connection with their career development.

The form of engineers' activities in which they share information across functional sections and form cooperative relations with parties including skilled workers, said to be distinctive of Japanese manufacturing, was not yet present in the years immediately following World War II. It was born beginning in the 1960s, when independent technological development started to take place in response to the increasing capacity of thermal power plants following advances in technological development through full-fledged adoption of technologies from overseas firms such as GE in the 1950s. In particular, when the heavy electrical machinery section advanced into businesses based on information technology, sharing of information with parties including researchers at internal R&D labs contributed greatly to the success of such efforts.

However, this paper differs from previous studies in that it finds that this form of behavior arose through the efforts of leading engineers to institutionalize exchange of technologies, rather than being supported by transfers of engineers across the boundaries between functional sections.

