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Preface

It is a great honor to introduce Professor Sano to all of readers in this specific volume of *Keio Business Review*, planned to record her informative research activities in her Keio years as a memorial of her retirement from Keio. First of all, we would like to express our sincere appreciation for her efforts in educational and academic as well as administrative activities in Faculty of Business and Commerce (Shogaku-bu), Keio University.

Professor Sano graduated from Keio Graduate School of Economics in 1954 and got a position as Assistant Professor of Sangyo Kenkyujo (Institute for Economics & Industrial Studies) in 1960. We invited her as a Professor of Labor Economics in Syogaku-bu in 1972. Until she retired in March, 1996, she has contributed actively to our Department. Keio decided to give her a title of Professor Emeritus in honor of her contribution, just after her retirement.

She is an eminent scholar, especially in the field of Labor Economics. After her return from the United States, where she stayed as a visiting researcher in University of Illinois during 1964-65, she introduced a new methodology to analyze the determination process of wage in the Japanese Labor Market and developed a new frontier of labor economics as an empirical science. She received her Ph.D. in Economics on her book, *An Empirical Analysis of Determining Mechanism of Wages* (Chingin Kettei no Keiryō Bunseki). Her research field was extended to the related subjects such as "Internal Labor Market Theory" and "Development of Human Resources". It has to be emphasized that she also actively engaged in the professional activities in these extended subjects. Through her active professional activities, she devoted a lot of her energy to educate many young scholars. It is not an exaggeration to say that scholars who submitted their papers in this memorial volume had been all educated truly by Professor Sano during their young ages. Furthermore, we have to recall her activities in the administrative jobs in Keio. She engaged in the Department administration as Dean of Faculty and Chairman of the Graduate School of Business and Commerce during the years from 1989 to 1992. We were very proud of her leadership in the Department administrative activity. Although it is a pity to accept her retirement, I think it is our successors' responsibility to develop next academic steps and provide educational impacts into society. Finally, I would like to express my heartfelt gratitude for all of the bequests to us again and we will promise to make every effort to succeed her activities and develop new academic steps.

March, 1997

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