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## The Structure of Personnel Administration in post-war Japan

*by Gorō Mori*

In prewar Japan, the development of personnel administration was considerably prevented by the facts that only a few trade-unions were organized (its percentage against number of employees is 5%) and that even a modern factory law was not legislated. Before the world war II, personnel administration in Japan only dealt with employment by non-scientific method, wage system and welfare facilities.

As a result of Japan's surrender in war, enforced democratization promoted the movement of organizing labor unions (its percentage against number of employees has come up to 50%), and brought on modern labor law (but it did not include minimum wage law) and introduction of American plans of personnel management. Beginning with rationalization of Japan's economy under Dodge-line in 1949, development and modernization of personnel management was promoted. Namely job analysis, job classification, job evaluation, scientific merit rating, scientific incentive wage plans, administration of human relations and many other American methods have been adopted.

However, these new systems of personnel management did not sufficiently match to the proper practices in Japan, and therefore had to be modified in many respects, so that they would be accommodated to Japan's present situations such as old practices in labor, insufficient growth of scientific management and paternalism in industry. In other words, mutual influences and modifications arised from inter-mixing old practices and new systems resulted in forming the new structure of personnel administration as a whole.

Then, since the effectivation of the peace treaty in San Francisco in 1952, paternalism in industry and hierarchy as old system have

again become the basis of the whole structure of personnel administration, and the new methods of personnel management have been attached to the structure.

## The Historical Significance of the Reform Bill Movement

—An Introductory Study to the Chartist Movement—

*by Kanae Iida*

In this paper the writer tries to clarify the relations of the Reform Bill and the British Working Class Movement.

Its contents are as follows. (1) The social and economical background of Reform Bill Movement. (2) Political treaty between the middle classes and labouring classes. (3) The Effects of the Reform Act.

The Reform Bill was not only the great political and social movement, but the final phase that surely established the bourgeois society emerging since the English Revolution. In this sense, it was an epoch-making period and moreover it must be remembered that it gave a grave moment to the rising of the Chartist Movement.

The process of formation of capitalistic system in England had been completed in eighteen-thirties, when the working class found themselves a class that has nothing to sell but only a property, that is, „Arbeits-kraft.“

The division of class already begun since more than a century was so severe that great masses of artizans were reduced to poverty, so it was not unnatural that the labouring people who were groping their way found an outlet for their energy in the Reform Bill Movement. They believed it would relieve themselves from the sufferings and poverty befallen to their fate since the industrial revolution. But the Reform Act was not their own!

The Reform Bill Movement is generally regarded as the prelude to the Chartist Movement. The Labouring people deprived of political rights were swept into the great upsurge of the Chartist Movement.

### An Analysis of Sub-Contract Weaving Enterprise in the Textile Industry

*by Toyosaku Aihara*

In the pre-war time, it was already indicated that the problem of sub-contract is determined by social character of large scale industrial management.

This article intends to analyse this problem on sub-contract weaving enterprise in the rayon industry.

1. Firstly, the writer made clear the pre-war features of sub-contract and traced its development in the productive and circulative processes. On the other hand, however, this development is a process in which monopoly capital gets monopoly profits through a series of industrial groups. One of these methods is "Putting out system" and the other "Monopoly price." To make clear such control systems and the existence of sub-contract weaving enterprises determined by it, is the object of the first chapter.

2. The above-mentioned character in the pre-war time had been fundamentally succeeded to after war. The changes of oversea market conditions emphasized this character and more closer connection between monopoly, middle and small capitals was formed.

From the view-point of market policy by monopoly capital, this connection will be observed in two periods.

The first period is the one to the end of Korean-war. The second chapter was described this reconstructive process.

3. The second period is that of the so-called "industrial rationali-

zation".

These changes in monopoly capital brought some changes to the sub-contract.

These changes were made clear through the concrete development of rayon industry.

### A Study of William Godwin, referring to the Development of English and French Social Thoughts in the Eighteenth Century

*by Atsushi Shirai*

The fullest English exposition of the creed which Burke had to oppose is to be found in the 'Political Justice' of W. Godwin. (L. Stephen, History of English Thought in the Eighteenth Century). In the period called "French Revolution in England", in which lofty ideas inspired by the Revolution formed a striking contrast to the miserable conditions of the lower class due to the industrial revolution, there were many notable thinkers and reformers who gave important influences to the later socialism, communism and labour movement. But they never criticized the capitalistic system of property profoundly except W. Godwin.

In the Eighteenth Century, the conception of natural law became more materialistic and developed to utilitarianism corresponding to the growth of capitalism. At the same time, economics and social thought, both included in the natural law, was divided into English and French utilitarianism. Learnt French philosophy of enlightenment, Godwin introduced it to England by altering to an anarchistic communism. He was the first of the thinkers who criticized capitalism by utilitarian principle.

His utilitarianism, however, was very characteristic of anti-egoism. His view-point was that of independent small producers, so he didn't

approve of sensual pleasure-theory. (This is the theory of Helvétius and Bentham, supporters of capitalistic profit-making system). He introduced qualitative scale of pleasures, depreciated the strength and value of the direct pleasures of senses, and insisted that the highest pleasure is to be found only through the pursuit of virtue. According to such moral theory called 'political justice', the evil effects of accumulated property are a sense of dependence, continual spectacle of injustice it exhibits, and it is the true levelling system with respect to the human species. He, further, declared that because there is no wealth in the world except the labour of men, it is a gross and ridiculous error to suppose that the rich pay for anything. Although his criticism against division of labour, accumulation of wealth, etc. was not based on economics, but limited by the moral standpoint of the intellectual class, is it not to say that he is surely the true successor of the French philosophy of enlightenment and left considerable influences to R. Owen, the Ricardian Socialists etc. by his strong attack against government, private property and religion?