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Various Conditions for Promotion in Industrial Society

by Yoshimatsu Aonuma

Present Society, occupied about sixty years since 1900 to the present, includes three generations. The purpose of the study is to analyse the various conditions for promotion to become business leader in these generations. Three conditions are taken up as conditions for promotion, age, place of birth and institution that one graduated from.

1. It is said that seniority system characterizes different strata in firms in our country. One can obtain data that supports this proposition. When managers of today are stratified by ages, chief of section groups is in their the forties, chief of the division group is in their early fifties and top-management group is over fifty-five years old. In their thirties, very few became chief of section and 60% of those in top management group were over sixty years old. Two generations prior to today, namely in 1900, 60% of business leaders were under fifty years old. Their average age was younger than average age of chief of division group and it was not so different from average age of chief of section group of today. In 1928, age of business leader became higher than that in one generation prior. But yet, over 40% of them belonged to fifties and the rest was divided into half, one belonging to the group younger than this and other half belonging to the group older than this. The people who bore the responsibilities of Japanese economy in the period of growth since Meiji period were those who were between forty and fifty. In view of the fact that age of management group is becoming older, one has to try to overcome such tendency by eliminating seniority system that are applied mechanically and by adopting promotion based on ability.

2. Place of residence of business leaders is concentrated into big cities, but their place of birth is distributed quite equally in various districts. One can conclude from this that those who are born in various districts have equal chances to become business leader. In respect to this regional equality in chances, condition in Japan is superior to that in the United States. In the past sixty years, this equality in chances are increasing. However, on the future prospects, one has to be cautious in making inferences. There are

signs that equality in chances in various regions may become less true in the future.

3. 90% of the business leaders are the graduates of higher educational institution. Their level of educational career in Japan exceeds the levels in western European countries and the United States. Such tendency that graduates of higher educational institution to occupy major portion of business leaders was observed from several decades ago in Japan. Industrialization in Japan was less-developed type, but industrial business offered a labor market for graduates from higher educational institutions from relatively early days. In this case one has to be aware that condition for promotion in industrial society was not only limited to the level of educational career but to certain institution where one graduated from. From such tendency, the problem of school difference emerge. It is evidently unfair if institution where one graduated from determines the promotion condition of his whole career. It is quite natural that reconsideration that firms should perform process of selections actively and should not depend such process solely on educational institutions alone emerged.

Three conditions mentioned previously are mutually interrelated. Therefore it is necessary to give general remarks. Present period requires new standard of evaluating abilities by overcoming those that lay excessive stress on educational career. By giving answers to this requirement it will become possible to promote those with talents, not by seniority bases and also to give equal chances to those who live in various districts.

Neo-Classical Theorem and Optimal Distributive Shares

by Shigeo Tomita

Recently, so-called Neo-classical theorem has been described by neo-classical writers. The theorem implies that when the saving ratio in society is equal to the proportion going to profits, or similarly the rate of profit on capital is equal to the rate of accumulation of capital, the highest level of consumption for an economy as a whole will be assured at any period on the golden-age equilibrium path. The theorem itself has been proved as a truth.

Now if the saving ratio depends on relative distributive shares, we may consider optimal relative shares corresponding to optimal saving ratio that realizes the highest consumption. And in perfect competition can this optimal relative shares automatically be realized? Or is there any assurances that equilibrium relative shares will be always equal to optimal shares? Otherwise, we must also consider economic policies to realize optimal shares from the viewpoint of welfare economics.

In this paper we first summarize neo-classical theorem, and make clear the mechanism of determination of equilibrium distributive shares in the competitive economy, and then consider some relationships between optimal and equilibrium shares. Next through the changes over time of s_p and s_w (propensity to save out of profits and of wages respectively), the possibilities for optimal shares to be automatically realized will be considered, and finally we summarize some economic policies to realize this optimal shares.