

CURRICULUM VITAE

Tomoyuki Shimanuki

Associate Professor of Human Resource Management

Graduate School of Commerce and Management

Hitotsubashi University

2-1 Naka, Kunitachi, Tokyo 186-8601, Japan

Email: t.shimanuki@r.hit-u.ac.jp

Education

2009 Ph.D. in Commerce and Management, Hitotsubashi University.

2003 Master of Business Administration, Keio University.

1995 B.A. in Political Science, Keio University.

Employment

April 2011–present Associate Professor, Graduate School of Commerce and Management,
Hitotsubashi University.

April 2010–March 2011 Assistant Professor, Graduate School of Commerce and Management,
Hitotsubashi University.

April 2007–March 2010 Assistant Professor, Faculty of Commerce and Management,
Yamanashi-Gakuin University.

April 1995–March 2003 Human Resources Department, Sumitomo Corporation.

Visiting

December 2013– March 2014 Visiting Scholar, Institute for Research on Labor and Employment,
University of California, Los Angeles

July 2013–December 2013 Visiting Fellow, School of Industrial and Labor Relations, Cornell
University.

April 2013–June 2013 Visiting Scholar, Department of Sociology, Harvard University.

April 2012– March 2013 Visiting Scholar, Haas School of Business, University of California, Berkeley.

Research Interests

Employment System / Human Resource Management

Non-standard and Temporary Agency Work / Flexible Staffing Arrangements

Honors

2010 TAKAMIYA Award of the Academic Association for Organizational Science (which honors for each year a Japanese researcher under the age of 40 who has published the best paper in *Journal of Japanese Academy of Organizational Science*).

2008 the Best Paper Award of the Japan Institute for Labor Policy and Training (which honors for each

year a Japanese younger researcher who has published the best paper in *The Japanese Journal of Labor Studies*).

Publications

Journal Articles

1. "Human Resource Management for Standard Employees and their Morale in Japanese Firms: The Moderate effects of the Boundary of Employment," *Journal of Japanese Academy of Business Administration*, No.30 (2012), 51-63. (in Japanese)
2. "The Diversification of Utilization of Non-standard Employees and Equilibrium of Treatment between Standard and Non-standard Employees," *The Japanese Journal of Labor Studies*, No.607 (2011), 21-32. (in Japanese)
3. "The Inter-organizational Job Rotation and Information Exchange: Determinative Factors on Employees Satisfaction," *Journal of Japanese Academy of Organizational Science*, Vol.44, No.2 (2010), 88-101. (in Japanese)
4. "The Boundary of Employment and Evolution of Internal Labor Markets of Japanese Firms," *Journal of Japanese Academy of Organizational Science*, Vol.44, No. 2 (2010), 16-29. (in Japanese)
5. "Impacts of Decentralization in Human Resource Management on Organizational Performance," *Journal of Japanese Academy of Organizational Science*, Vol.42, No.4 (2009), 77-91. (in Japanese)
6. "Temporary Agency Workers' Human Resource Management and Willingness to Work," *Japan Labor Review*, Vol.6, No.4 (2009), 42-71. (in English)
7. "Influence of Utilizing Part-time Workers as Regular Workers on Satisfaction with Pay: From Perspective of Organizational Justice," *The Japanese Journal of Labor Studies*, No.568 (2007), 63-76. (in Japanese) (Referred and awarded the best paper award by the Japan Society of Organizational Science, 2010).
8. "Influence of Temporary Agency Worker Human Resource Management on Work Motivation," *The Japanese Journal of Labor Studies*, No.566 (2007), 17-36. (in Japanese) (Referred and awarded the best paper award by the Japan Institute for Labor Policy and Training, 2008).
9. "Managing Temporary Workers in Japan," *Japan Labor Review*, Vol.2, No.2 (2005), 78-103(with Motohiro Morishima). (in English)
10. "Challenges regarding Human Resource Management of Temporary Agency Workers in Japan," *The Japanese Journal of Labor Studies*, No.526 (2004), 4-15(with Motohiro Morishima). (in Japanese)

Chapters in Books

11. "Career Development of Temporary Agency Workers in Clerical Jobs," in Hiroki Sato, and Eiichi Ooki (eds.), *New Functions of the Human Resource Service Industry: Toward More Quality Job Opportunities and Careers*. Yuhikaku Publishing Co., Ltd., 2014, Chapter 1, 18-43. (in Japanese)
12. "Working Conditions of Temporary Agency Workers in Factory Assembly Line Jobs," in Hiroki Sato, and Eiichi Ooki (eds.), *New Functions of the Human Resource Service Industry: Toward More Quality Job Opportunities and Careers*. Yuhikaku Publishing Co., Ltd., 2014, Chapter 4, 96-120. (in Japanese)
13. "Challenges of Management in Temporary Staffing Agencies at Establishment Level," in Hiroki Sato,

and Eiichi Ooki (eds.), *New Functions of the Human Resource Service Industry: Toward More Quality Job Opportunities and Careers*. Yuhikaku Publishing Co., Ltd., 2014, Chapter 6, 144-176. (in Japanese)

14. "Career Development of Temporary Agency Workers in Japan," in Hiroki Sato, Yoshihide Sano, and Satoko Hotta (eds.), *Temporary Placement and Outsourcing in Japan*. Nikkei Publishing Inc., 2010, Chapter 19, 506–533. (in Japanese)
15. "Human Resource Management of Temporary Agency Workers in Japan," in Hiroki Sato, Yoshihide Sano, and Satoko Hotta (eds.), *Temporary Placement and Outsourcing in Japan*. Nikkei Publishing Inc., 2010, Chapter 14, 383–406. (in Japanese)

Business Cases

16. "Nippon Steel & Sumikin Engineering Co., Ltd.," *Hitotsubashi Business Review*. Toyo Keizai Inc., Vol.62, No.3 (2014), 160-181. (in Japanese)
17. "Ryohin Keikaku Co., Ltd.," *Hitotsubashi Business Review*. Toyo Keizai Inc., Vol.61, No.1 (2014), 118-137. (in Japanese)
18. "Nichirei Corporation.," *Hitotsubashi Business Review*. Toyo Keizai Inc., Vol.54, No.4 (2007), 152-171. (in Japanese)

(Last updated: 4/1/2014)