

## **Sustainable Industrial toward Human Resources of Social Organization**

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### **Abstract**

Current concerns about the overall problem of industrialization are due to the massive confrontation between the two giants of the world's centers of power. This conflict is now taking place in the fields of economy and industry, and the lives of the vast majority of the world's population will be largely determined by the unquestionable choice between these two centers of power regarding economic development, or some alternative approaches to industrialization. The choice of the path to industrialization does not appear attractive to non-aligned nations. The Western alternative, namely industrialization arising from a reference that includes colonial exploitation, religious justification, and private enterprise, if not free enterprise, a rapid but not meteoric change over the past two centuries, which is a huge waste of time and resources. The Soviet alternative, the Chinese option, was able to guarantee maximum speed, using minimal outside sources: capital, equipment and personnel; and a guarantee of success for the very costly sacrifice, namely the loss of private and personal choices, initiatives, and freedoms.

**Keywords:** sustainable, industrialization, Japan, ethnocentrism, organization

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### **1. Introduction**

The main objectives of this study are more specific problems. Emphasis on the economic development of non-industrial societies has paid great attention to the history of Japan's transition to industrialization [1]. In general, analyzes of the industrialization process and the

causes of economic development in Japan are based on the assumption that the results of industrialization in that country, in terms of social organization and interpersonal relations, are largely identical with the results of industrialization in the West [2].

For example, a discussion recently held on the social foundations for Japan's rapid industrialization illustrated that the outcome of this process was due to the emergence of "a social relationship totally different from the social relations previously known, both in China and in Japan", and the result it further describes "In terms of the relationship-order, industrialization has resulted in an unequal pressure in social history which sociologists call a very rational, highly universalistic, and functionally very particular relationship-order." It seems that analyzes of industrialization in Japan generally start from the assumption that there has been a transition from the old system of interpersonal relations to the system of interpersonal relations mentioned above, a transition to patterns of interaction between people [3]. People who are characterized as citizens of Western society with industrialized conditions.

To Asians and Africans these appear to be dubious alternatives. From the point of view of preserving the values and ideals so lofty as shared by the current "developing" world, the outcome may be mutually unpopular [4]. From one-mortar mixer direction occurs between commercialism, restlessness, confusion, and competition; in another direction there is a monolithic and brutal-monochromatic, outrageous, and uninhibited order [5]. Both alternatives are a danger of erosion or destruction of religion, family systems, tastes, habits, even clothes and accents that have been used for thousands of years. The areas are fully developed, but in a different direction in the direction of change these are crude alternatives [6].

It is at this point that Japan is an attraction in its own right. Japan is the only third party that is now present on the world stage, a non-Western nation that deserves to be called an industrialized country - because of all its industries - but still Asian in nature. Japan has changed a lot in this century since Japan made a comeback on the world stage; Japan has introduced new ideas, adapted its old institutions, and adopted foreign and often disliked ways [7]. Even so, Japan still cannot be described in the ways that are often used to describe a Western country. Because it is not just a re-location of arts, family systems, social relations, or the way of thinking associated with industrialization throughout Europe and America. In some way this massive change in economic activity takes place in an existing / developing culture, and takes place in what will prove to be a different approach [8].

Japan's unique experience as a non-Western industrialized country provides special opportunities for those who are interested in the industrialization process taking place in other Asian countries. First of all the question arises, beyond the scope of this report, about how this process took place, a historical question about the causes and sources of this change [9]. Which is the main problem in this study, is regarding the results of the industrialization process in Japan. There is a striking tendency to view industrialization from the point of view of a certain Western experience - Protestant ethics as a source of motivation, a symptom of the impersonalization of social interactions [10]. The development of a rational worldview by Westerners. The question that arises then is how Western technology, modern industrial technology, can be applied in a non-Western context with a different social heritage. What adjustments must be made to make a match between this technology and the local people so that it becomes an effective industrial unit?

## **2. Ethnocentrism in the Field of Technology and Business Practices**

The above statements do not mean or suggest that Japan will present a case study that can serve as a basis for predicting industrialization in Indonesia, Burma and India, whatever the temptation is to talk about Asia in general, we cannot make a generalization of culture. -cultures and nations are so different [11]. The Japanese experience, however, is a test of adaptation limits, a measure of the alternative kinds of human-human interaction relationships seen in the West that can be useful for trying to estimate the range of adaptations and adaptations that are possible or treated in introducing a technology, which is a product of a particular culture into another culture [12]. Apart from some of the scientific issues involved in this rationale, there are several practical and direct problems involved. As Western countries in general, and the United States in particular, in implementing programs to assist the economic development of non-Western nations, our ambassadors and envoys are recruited from among engineers and business people, who are groups whose experience is usually limited to a particular country. Such casualties are clearly very important and appropriate for the work to be done [13]. Unfortunately, it seems that ethnocentrism is really strong in the field of technology and business practices. Thus there is a tendency to assume that, because job evaluation is very useful and effective in American industry, it will also be useful and effective, even essential, for the transformation of Indonesian industry. If studies on time is a prerequisite to use the machines effectively in a factory in Ohio,

then it should be also introduced into the organization of the plant in Shikoku. It is probable that these techniques should be used, but the methods of this industry cover a great deal of situations and people and involve problems of which consultants or advisors are not aware. Even if they are a matter of livelihood, they show a more general trend of thinking about major problems in the field of organization and management [14]. Furthermore, these small problems can and do occur occasionally, being major factors in the success or failure of American efforts to assist industrialization in different cultures. The study of industrialization in Japan may allow a more careful observation of some of the limitations to this procedure and of the possible adaptations of Western production systems.

Thus this is a broad context in which the study of Japanese industrial organization must be viewed [15]. In order for the rapid and orderly economic development to be more effective for other nations, and for this technology to be more suitable for the existing patterns of social relations in non-Western countries, there is an urgent need to further understand the results of the introduction. Modern industrial technology in cultures that are clearly different from ours. From a study of the results of the Japanese experience, the methods used by the social organization of Japanese factories, and the problems currently arising in Japanese industry as a result of the lack of compatibility of technology with the customs of society [16], it is possible to formulate an approach to development economies in Asia. Japan GDP by Industry.

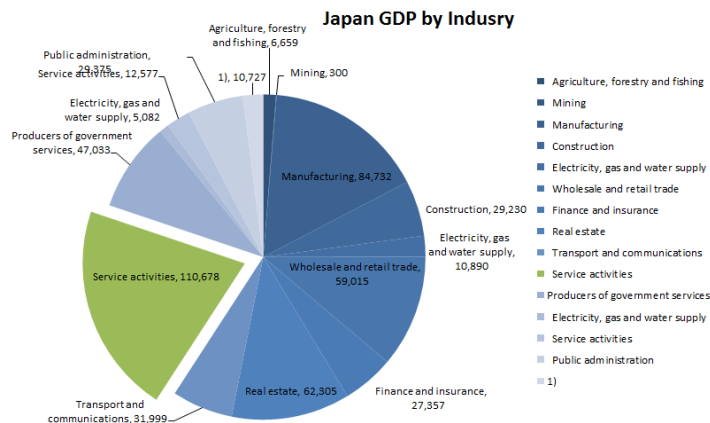


Figure 1. Japan GDP t

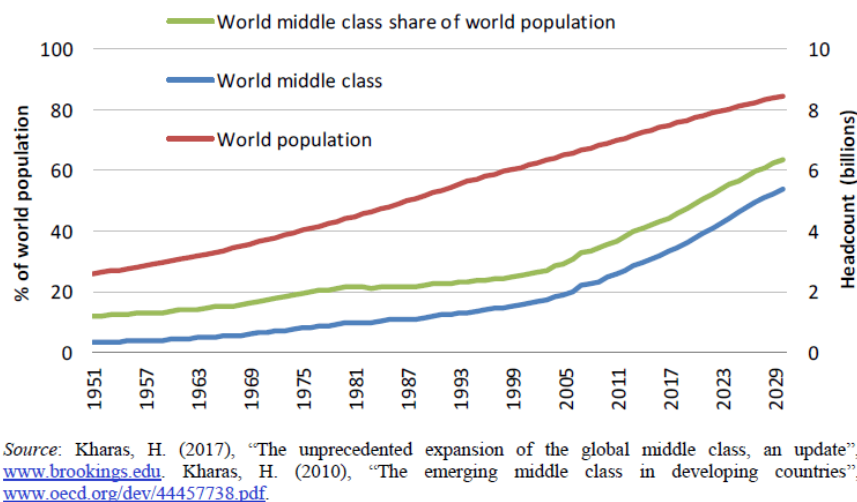
The aim of a further study reported here is to increase understanding of modern Japan through detailed observation of a number of problems. Leaving aside the descriptions of Japan made by self-exiled romantic people and the war-feverish preparations for the most part, the study of Japan is at a very general level [17]. There is great interest in Japanese history and art, but in the

discussion of modern Japan, there is a dangerous repetition of the sentence starting with "The Japanese are ..." Who treats the Japanese nation and people as a homogeneous and unified (compact) unit, but gives little or no attention to the complexity and diversity of this modern nation. Most common is the view that Japan is a nation of fishing villages and small hamlets, isolated communities, and ancient celebrations [18]. Although these elements exist in modern Japan, they must be seen in order to understand them in a series of squalid, disorganized, overcrowded Japanese cities, interwoven with high-speed transportation, full of smoke and noise, and full of frenzy and tensions of trade and industry.

Therefore special studies are needed, aimed at more detailed observations of fields which will describe the full diversity and complexity, in order to provide a balanced insight into Japan. It is for this purpose that the study of Japanese factories.

### **3. Industrial Social Organization**

Thus, the study of Japanese industrial social organization is very important because, first: the intrinsic importance and importance of Japanese industry in understanding Japan; second: the possible implications of Japan's industrialization experience and results for the economic development of other non-Western countries. It might be hoped that a by-product of such studies will make a meaningful contribution to understanding our own industrial organization. Although experimental methods as they are generally known are usually not always applicable to people or cultures, it is possible to estimate an experimental comparison between two cultures which will provide bright points for better understanding of social dynamics which underlies both cultures [19]. The ethnocentrism mentioned above is a barrier to effectively understanding our own industrialization. Conduct comparisons with a nation like Japan for example. Will be able to increase understanding of the United States. Figure 2 shows estimates the size of the Global Middle Class, percentage of the World Population and Headcount.



**Figure 2.** Estimates the size of the Global Middle Class, percentage of the World Population and Headcount

The assumption that the results of industrialization in Japan are the same and similar to the results reported in the West does not only underlie most academic analyzes of the nature of Japan's experience in the transition to an industrial economy, but implicitly includes most attempts to increase productivity in Japanese factories. Partly because of this presumption, the ways and machines are useful [20].

Production in American English was introduced into Japanese factories but with little regard for the suitability of the machines and methods in a clearly very different organizational context. The assumption that there are similarities between organizational systems and industrial relations systems is clearly wrong. As a result, neither analyzes of the causes of Japanese industrialization nor of most attempts to increase Japanese production have met their goals.

The close relationship between CSOs as a whole and their industrial organizations has been demonstrated by a large amount of research carried out in the last decade. 2 With this evidence it can be argued that, as a result of the differences between the Japanese and Western social organizations in the pre-industrial and present times, the present organization of factories will differ systematically in the two types of society. Thus the social change that would result from technological change would not fit the pattern expected of the projection of Western outcomes in Japanese society. Once again, the public view that the Meiji Restoration and the events that took place around that time brought about a fundamental and comprehensive revolution in Japanese

society has been changed by indications that show that changes in Japan after the 1860s developed out of a tendency, urges, and previous events, and that the element of social discontinuity has been overstated in describing the decades

It's full of these events. Thus it can be questioned that regardless of whatever form the industrial organization in Japan has, it is an outgrowth of the previous forms of social organization. This organization will be systematically different from the Western model.

This report was prepared due to the fact that there was very little investigation of the level of similarity between Western industrial organizations and Japanese industrial organizations . This statement is only true for big business change, where there is very little literature in English for those interested in observing it: and even small companies are not widely reported. 4 In fact, the lack of tradition and interest in empirical field studies in Japanese social science, particularly in the fields of sociology and psychology, led to a lack of relevant information in Japanese literature. The 5 research undertaken to prepare this report was thus exploratory. for this reason and because the field of study is a broad and complex field of study and is so close to the place where it took place, namely Japan, which can not be directly obtained by outside observers, this report cannot be perfect and complete, limited observer. To take advantage of the outline of the Japanese factory organization.

It is the task of this report to show that whatever the similarities exist in terms of technology and outward appearance, the Japanese and American manufacturing organizations differ from each other in many important ways. Conversely, by observing the nature of the basic relationship between employees and the company, recruitment of personnel by the company, and the wage system by the factory, it will reveal consistent differences, differences that have a direct and important effect on the type of technology and management methods used can be used in the organization. Furthermore, it will be seen that within organizations the extent and nature of the company's involvement in the lives of workers is based on assumptions about the different nature of the working relationship.

#### **4. Conclusion**

In short it can be said that, in the area of important interpersonal and group interaction, in terms of the nature of the relationship between workers and enterprises, and in the manner in which skills and energy are mobilized and directed within groups, the Japanese factory is an

industrialized variant of the American factory. These variations can be viewed as essential descriptions of the differences between the broader social systems between the United States and Japan. Understanding these variations will be essential to understanding

The trade union problem in our country does not do well in a careful analysis of the relations between people within organizations and within trade unions. In no small part (such a study) is a very general discussion, critical "theories" that do not require detailed research, various types of legal discussions, arguments for institutional reshuffling, and ideological controversies, to sum up, comments -this comment will point to the low level of social science in the country. On this basis we strongly feel the need to advance careful and detailed research on human relations in this country. Japanese industry, and more importantly, to cooperate and help effectively the further development of Japanese industry. Also from the Japanese experience, relevant clues can be obtained regarding various kinds of problems that might be faced in introducing industrial technology to other non-Western countries.

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