

笠谷和比古之武士道研究談日本企業組織之原點

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摘要

Kasaya, an contemporary expert in Japanese Samurai and Bushido Research, majors in Japanese modern history and become famous for his discovery of “Kakekomi 駆込,” a custom of Bushido. Kasaya’s new book in 2005 refers three points of view worthy of rethinking. First of all, it indicates the poly-meaning of “Chyû” (忠) in Japanese Organization which appeared in “Akôrôsi event” (赤穂浪士事件); even it is not perfectly completed to be theory, but such opinion is fresh and revealing. Secondly, the origin and spirit, “From the Bottom to the High level” for Organization running of nowadays Japanese business is found and verified. And that is actually derived from, “Ringi” (稟議) rule in “Han” (藩) of Bushido organization and Bushido’s own customs “Kakekomi” (駆込), “Osikomi” (押込). This statement is unique and significant in the research on the Japanese system and Bushido. The third, Kasaya clarifies that Japanese inherent system “Nenkôjyoretu” (年功序列) orients meritocracy, which corrects much misunderstanding and creates high value in the research on the Japanese business organization or business ethics. In sum, Kasaya starts from the angle of Japanese modern history, trying to find out some problems about Japanese organization ethics and also providing solution model; it’s worth studying and exploring.

關鍵字：Kasaya Kazuhiko、Bushido Research、Japanese Business Organization