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研究課題名(和文)日本の企業組織における文化の多層性と外国人労働者のウェルビーイングの検討

研究課題名(英文)Understanding Cultural Diversity among Foreign and Japanese workers

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研究成果の概要(和文)：当該プロジェクトの目的は、(1)いくつかの職場組織における日本人労働者だけでなく外国人労働者の文化的経験を評価するのに有用な「多層的文化の複雑性」という概念を測定するための心理測定学的に実行可能な尺度を開発すること、(2)上記尺度の結果を検証するための定性的データを外国人労働者のサンプルで取得すること、の二つであった。その結果、当初考えていたよりも概念が複雑であったため、尺度の改訂は何度か繰り返され、最終的な尺度が完成した。また、外国人社員と日本人社員の個人インタビューとフォーカスグループインタビューの結果、多様な職場環境で働くことに対する認識には大きな違いがあることが判明した。

研究成果の学術的意義や社会的意義

このプロジェクトの意義は、日本の職場環境における文化的多様性を評価するための新しい概念が提案されたことと、心理測定尺度が開発されたことにある。この新しい尺度は、日本人労働者だけでなく、外国人労働者の文化的経験を理解するためにも用いることができる。

研究成果の概要(英文)：The purpose of the research project was twofold: (1) to develop a psychometrically viable scale for measuring the concept of "multilayered cultural complexity" that would be useful to assess the cultural experiences of foreign workers as well as Japanese workers in several work organizations, and (2) to obtain qualitative data to verify the findings of the above scale in a sample of foreign workers. The results showed that the concept was more complicated than initially thought, and as such, the revision of the scale has gone through several iterations, with a final instrument. Also, as a result of personal and focus group interviews with foreign and Japanese employees, it was found that there were large differences in perceptions of working in diverse work settings.

研究分野：social and community psychology

キーワード：organizational diversity foreign workers in Japan cultural complexity

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## 1. 研究開始当初の背景

Given the increasing numbers of foreign workers in Japanese organizations, the project proposed a new concept called "multilayered cultural complexity" to understand the cultural experience of both foreign workers as well as Japanese workers within Japanese organizations. Although some empirical literature exists on the status of mental health and well-being in certain ethnic-cultural groups (e.g., Brazilians, Filipinos, Vietnamese, refugees and immigrants), very little is known about how their own cultural backgrounds and Japanese work cultures influence the Japanese as well as foreign workers in the same working contexts. In the social-ecological model of social influences, Uri Bronfenbrenner (1979, 1979, 2005) argued that one's well-being must be understood in the context of multi-layered Japanese work settings at the micro-, meso-, exo-, and macro-levels. In addition, the chrono-level, or the time perspectives must be added to account for the changes occurring across time. Therefore, in order to provide a theoretical framework for understanding cultural influences particularly relevant to the Japanese work environment, a theory-based research project was suggested to develop a psychometrically viable scale to measure the multiple layers of cultures.

## 2. 研究の目的

The purpose of the project was to develop a psychometrically viable scale, as noted above, that attempts to measure a new concept of "multilayered cultural complexity" for those working in diverse workplaces in Japan. Another purpose was to collect qualitative interview data on the new concept from both foreign workers as well as Japanese workers in several Japanese organizations, factories, and/or companies.

## 3. 研究の方法

To achieve the first objective above, the items were developed to assess the new concept among foreign workers and Japanese workers within Japanese companies. Survey data were collected via online from a sample of 400 across Tokyo and Kansai areas to provide initial data from Japanese workers who would work with individuals of foreign backgrounds in their work teams. Both reliability and validity analyses were conducted, and the scale was revised. Due to the unexpected pandemic in the middle of data collection, some modifications were necessary not to collect data from foreign workers. Instead, qualitative interview data were collected mainly from Vietnamese workers along with their Japanese counterparts in the same work settings. Additionally, several focus group interviews with both foreign and Japanese workers were separately conducted to assess their experiences of working in Japanese contexts, family background, and solutions in conflict situations (if any). A group of Japanese supervisors was also interviewed as to their understanding of their foreign workers in these settings.

#### 4. 研究成果

A preliminary version of the scale is available for use in future research studies. The project revealed a few important findings. First, even though the scale appears to possess both validity and reliability, the scale needs more validation data in the field. Second, cultural diversity in Japanese organizations and industries is apparent; however, the ways diversity is understood are vastly different between foreign workers and Japanese workers in work teams. Third, it was found that in order to assess the cultural influences as perceived by Japanese workers as well as foreign co-workers, the assessment must occur at different levels as Bronfenbrenner suggested. Fourth, the relationship between multilayered cultural complexity and well-being was generally confirmed via multivariate analyses; however, the relationship was not simple as expected. Several moderator and mediating variables should have been included in the surveys, and more in-depth interviews must be conducted in future investigations. Unfortunately, the unexpected situation caused by the pandemic did not allow us to promote the understanding of cultural influences among Japanese and foreign co-workers; therefore, future research must be launched to validate the findings herein.

5. 主な発表論文等

〔雑誌論文〕 計0件

〔学会発表〕 計3件（うち招待講演 3件 / うち国際学会 2件）

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1. 発表者名 Toshiaki Sasao
2. 発表標題 Contextualizing Well-Being in Hidden or Forgotten Minority Communities in Japan: A Social Justice Perspective
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4. 発表年 2017年

〔図書〕 計0件

〔産業財産権〕

〔その他〕

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6. 研究組織

氏名 （ローマ字氏名） （研究者番号）	所属研究機関・部局・職 （機関番号）	備考
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7. 科研費を使用して開催した国際研究集会

〔国際研究集会〕 計0件

8 . 本研究に関連して実施した国際共同研究の実施状況

共同研究相手国	相手方研究機関
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