

A Study on the Japanese Spirit of “Professionals” of Self-Promotion and Striving to Be Better Employees

XU Ming^{[a],*}

^[a]Lecturer, Department of Basic, Rongchang Campus of Southwest University, Chongqing, China.

*Corresponding author.

Received 18 January 2015; accepted 20 March 2015

Published online 26 April 2015

Abstract

Based on the dedication, hard work and other spiritual cores of the Japanese spirit of “professionals”, Chinese organizational members at all levels should view the people and themselves from the perspectives of “from natural people to sophisticated people” and from head to instinct so as to make a judgment of whether they’re qualified for their jobs or not. Dedication is the duty for Chinese organizational members at all levels, and responsibility is their normal state. We should make efforts to make Chinese organizational members at all levels to work harder than ants, enhance their capacities and executive capabilities, promote themselves to compete to be better members so as to promote organizations to better develop and creatively to achieve the goals.

Key words: Self-promotion; Self-understanding; Better member strategy; Organization

Xu, M. (2015). A Study on the Japanese Spirit of “Professionals” of Self-Promotion and Striving to Be Better Employees. *Canadian Social Science*, 11(4), 171-174. Available from: <http://www.cscanada.net/index.php/css/article/view/6831>
DOI: <http://dx.doi.org/10.3968/6831>

INTRODUCTION

Achievement of the goal of a social organization today depends more on the crucial role of the members of the organization. Every organization consists of people, and people are the most complex. Every people at an appropriate level of position in an organization can be

considered as a member of the organization. How to view people, judge for organizational members and learn from the Japanese spirit of “professionals”, how to promote the members and take corresponding strategies to compete to become better members is crucial for the achievement of an organizational goal and a sustainable development, which is also an urgent topic to address for a variety of Chinese organizations.

1. THE CORE OF THE JAPANESE SPIRIT OF “PROFESSIONALS” AND THE UNDERSTANDING OF CHINESE ORGANIZATIONAL MEMBERS ON THE PEOPLE

The Japanese spirit of “professionals” at work is lasting and distinctive (Savanna, 2011). Professionals, are Japanese craftsmen with exquisite skills, who mainly refer to the traditional artisans, and now also refer to those manufacturers holding cutting-edge technologies (Li, 2014). The spiritual core of Japanese “professionals” is dedication and hard work. As Chinese organizational members, we should understand the people from a perspective “from natural people to sophisticated people”. Natural people understand people from a purely biological perspective, as individuals who objectively exist; economical people define people abstractly in economics, which understand people the most straightforward as to pursue the maximization of economic benefits; social people understand people from a sociological perspective, considering that people not only pursue material and other interests, but also have social needs; automatic people hold that people can self-motivate and strive to reach their goals on their own initiatives; sophisticated people understand people abstractly on the basis of the previous four kinds of people, and ultimately find that people are

the most complex. There are a variety of possibilities, and five kinds of abstracted people may coexist. The fact is that, no matter what are the social systems and economic levels of countries and regions, people are the most complex.

2. CHINESE ORGANIZATIONAL MEMBERS’ SELF-RECOGNITION BASED ON THE JAPANESE SPIRIT OF “PROFESSIONALS”

2.1 Organization Members’ Recognition on Their Instinct From Head to Foot

We should draw enlightenment from the Japanese spiritual core of “professionals”. As the Chinese organizational members, we must review ourselves again. Head makes us imagine and dream; heart makes us inclusive and become human; eyes can make us understand the truth behind the world; ears make us hear and get information; nose makes us breathe and get renewed; hands make us grasp and create miracles; feet let us contest beyond ourselves. We should give ourselves strengths, and everyone has an innate intelligence quotient, emotional quotient, finance quotient, adversity quotient and health quotient. We must understand ourselves and find our own advantages. Make efforts for the dream, and pursue a healthy, positive and honest life. Only action can turn a dream into reality, but the dream is perhaps the key to success. The so-called “Lying in bed, ambition is great” ultimately leads to nothing.

2.2 Organize Members’ Self-Judgment

Heads of organizations, or owners of private enterprises, organizations at all levels and employees at all levels have their own characteristics, so employees should have a comparison and judgment on ourselves, on the organizations, comprehensive qualities of human body, knowledge, skills, thinking, ideas and good spirits and other aspects, to view whether we achieve the requirements, whether we are appropriate in the organization and whether we can achieve our expectations through efforts. We should understand our organizations. Working in an organization means that at least we have a job, which is also a means to earn a living; working on a post in an organization is also due to a desire from the depths of human nature, and is a life of due diligence. Nowadays, social labors have been divided more and more detailed. An individual is engaged in a job in an organization. When we choose an appropriate post in an organization, it means that we recognize and promise that we’re capable to take the responsibility, thus we can determine whether we are qualified or not. Some employees swing in an organization, thinking to switch a job. Employees must understand that a people’s work

is just for his resume. Only to pay more than receive, our boss or organization leader can actually find that our abilities are higher than our post, and give us more opportunities to create more profits for them or take on more responsibilities, so we should “not complain and work hard.” Why we cannot be a boss or an organization leader? For example: a lot of bosses regard the work as an interest, accurately identify the industry; some bosses take the work as their own career, have a sense of accomplishment to finish it, get excited, develop a work habit, and have a work team. Therefore, all organization members should promote themselves, and everyone should strive to be a better employee.

3. THE STRATEGY TO MAKE EVERYONE STRIVE TO BE A BETTER EMPLOYEE BASED ON THE SELF-PROMOTION OF JAPANESE SPIRIT OF “PROFESSIONALS”

3.1 The Strategy Holding That Dedication Is the Duty of Chinese Organizational Members at All Levels

Guide people to correctly treat work with the positive energy, and make people of all organization take dedication as a duty. Do employees often think about what they’re doing? Let’s see the different understandings of three welders, some of them believe that work is for the boss. The correct answer is that work is not for the boss or the leader, but for themselves. Employees’ knowledge, job skills, understandings of the work, emotions and pursues, etc. affect the results of their work. The prevailing view is that “to change the world we need to change ourselves”. All organizations do not lack goals, but lack people to achieve the goals. Firstly, dedication is the foundation to organize employees to achieve success. Dedication is not a selfless devotion. It means that an employee in an organization should try his best to accomplish the tasks and objectives, or dedication is also a legitimate self-serving behavior which is in accordance with the market logic. If a people has a strong sense of dedication, his capability and potential is able to get promoted maximumly. He or his organization will get benefits correspondingly, and the employee himself tends to benefit more than his organization. In reality, some people have high academic degrees, but they ultimately make a mediocre performance and do not have an important position due to a lack of dedication. Secondly, we should make dedication of a habit. A habits is difficult to change. If we can make dedication a habit at work, we will inspire and demand ourselves to do a better job, and the organization and other employees will also respect us. To an individual this is a lifetime of wealth, a dedicated

employee is welcome everywhere. Even when a people work as a security guard in a residential community, if he can do a best job and make the residents satisfied, he can also be admired. Thirdly, if we choose a job in an organization, we should try best to “do a job, love the job.” As an employee, we should be pious towards this job, and even we’re temporarily dissatisfied about the job, we should try best to “do a job, love the job” and make efforts to become an “expert” as soon as possible. Nobody can succeed casually. When we choose an industry, we need to absorb a variety of knowledge in this industry like a sponge, trying to transform from a human resource to a human capital as soon as possible. We also need to change the attitude that work is for the wage, or even to complain or contempt our jobs due to the dissatisfaction of the working environment or wage. Once we choose a job, we must work hard.

3.2 The Strategy That Responsibility Should Be the Normal State of Chinese Organizational Members

Everyone in an organization should have a strong sense of responsibility toward the organization, which should be the normal state for them. When work in an organization, we should take the initiative to shoulder the corresponding responsibilities. Basic knowledge of management science tells us that responsibility and right are equal. Work is to be responsible, and along with the promotion of our position and right, the responsibility will be greater. A people’s working attitude is also his attitude towards life, and what life he can harvest is positively correlated with his attitude, which has been illustrated by the “story of Phidias’ statue” a long time ago. Organizational members must try best to do their work, and can not hold an attitude that “go on tolling the bell as long as one is a monk”. The reason that others can become a manager or leader in charge of an organization is because they have something special. Such as a people is dispatched to sell shoes in an island where over one hundred thousand aborigines inhabit. The company’s financial manager says that there is no market; the salesman says that there is no one wearing shoes, so it is relatively a large potential market; only the company’s marketing manager does a careful market research and forecast, proposing that “no one in the island wear shoes, but their feet have injuries, they can get benefits from wearing shoes; They do not have money, but can exchange our company’s shoes with local fruits. We also need to seek the support of local tribal chiefs. I estimate the cost of fruit transactions in recent years, the ROI is expected to reach 30%, so we can open up a shoe market in the island.” This case shows that managers, bosses or leaders are more expected to be capable to refine work, to find a more accurate breakthrough, strategy or step to carry out work, etc. Any work in an organization is not trivial, we should pay attention to details. People often say that the details determine success, and in certain

circumstances, the details may lead to a failure which might be a success, such as: A Chinese company is about to sign a billion of contract with a multinational company, but the Chinese company does not pay attention to its toilet sanitation, thus eventually fails to sign the contract. This is the so-called “one false step makes a thousand mile’s difference”. All organizational members should take the initiative to do things. They should not only try best to accomplish their own work, when the condition is allowed, they should also coordinate with others to fulfill the organization’s work and mission. Therefore, that each organizational member should have a strong sense of responsibility should become a normal state.

3.3 The Strategy to Make Chinese Organizational Members at All Levels to Work Harder Than Ants

Nowadays organizational members must remember this sentence, “those who are smarter than us often work harder than us.” The Chinese farmers’ cropping proverb also goes: “Land will not lie to you. If you work hard on the land, take care of the crops, you will have a good harvest, but if you deceive them, they will also deceive you in the harvest season.” Members of any organization should overcome the inherent inertia, work harder than ants, make more efforts than their original capacities and levels, do solid jobs on their posts, and make better performances than the original. The reality is affected by a variety of factors, such as: personal awareness or personal goals are inconsistent with the organizational goals, organizational members’ efforts are not enough, does not meet the job requirements or even their own requirements. This corresponds to today’s network buzzwords: “In terms of the extent of most people’s efforts, it’s far less than the extent to compete with genius” (Zhang, 2014). People are born with an inert or “laziness” which governs their behaviors in an appropriate environment. Diligence is the essential impetus for individuals to obtain recognition and develop organizations, which are also the pass for individuals to move forward. Those who “earn” higher positions and performances are all hard-working people. There was a water bearer in a construction site in the 1990s, and he was hard-working. Unlike other water bearers, he did not smoke at the corner after delivering water but observed and learned how the technologists constructed buildings. Afterwards, some technologists saw his diligence and taught him related technologies in spare time. Eventually the water bearer relied on his diligence to become an excellent technologist, and started his own construction company. Look at the Chinese private entrepreneurs around, most of them go through that era, rely on their own hard work, and forge their enterprises step by step. Employees should draw enlightenment from these organizational leaders or bosses, promote themselves, overcome laziness, manage to work hard than ants, but not recklessly, act scientifically to be better employees.

3.4 The Strategy to Enhance Chinese Organizational Members’ Capabilities and Executive Capacity

Employees should enhance the ability of learning knowledge, especially need to take the initiative to learn a series of knowledge related to work, and become the people with a reading habit; in today’s Internet and mobile Internet era, we should effectively use the Internet to get knowledge which is useful to work, to physical and mental health; we should also make efforts to improve self-learning ability in order to continuously upgrade our professional skills and related capabilities. For example, actively participate in related training, take the initiative to accept assigned training, etc.; improve our original expertise into specialty, be hard-thinking, innovative, try to broaden our thinking and be observant, be good at discussing and finding new solutions for organizational issues, improve interpersonal communicative and collaborative capabilities. We also need to enhance our executive capability, try to execute perfectly, do not find excuses to delay or to not 100% complete the tasks assigned by organizations. For organizations, the achievement of the overall strategy and mission will eventually be broken down to each specific position, which depends on the perfect execution of every employee in order to achieve the ultimate goals. To become a better employee in an organization, details must be paid attention in implementation. We not only need to be talented, but also should be able to 100% implement and complete organizational tasks, which requires us to control ourselves, have a virtue of obedience and a good habit of immediate action without delay. For example, “Haier Company” requires its employees to “never put off for tomorrow what you should do today”. As better employees in an organization, we should go implement immediately the things which we should do and do not find a reason to wait, because market competitions remain changing and some opportunities are fleeting. Today’s achievement of an organization or your organization come from actions, and there is no achievement of an

organization can be made by drawing. We should take immediate actions and correct ourselves constantly. Individuals in organizations should also act quickly based on their personal goals and resources so as to promote themselves and strive to be a better employee. The organizations can also be prosperous, and the individuals can avoid the embarrassment that “if one does not work hard today, tomorrow he will find a job hard”.

CONCLUSION

The resources of an organization are the key to achieve the organization’s goals, and the people in an organization is crucial to the key in these resources, and people is the first factor in productivity. Every organization is made up of people, and people at all levels in an organization can be seen as the employees of the organization. Employees should understand the people from a perspective of “from natural people to sophisticated people”, and learning from the Japanese spirit of “professionals”. Chinese organizational members should also review themselves in the instinct from head to feet, and make a judgment that whether they’re competent for the job or not so as to transcend themselves. Adopt the strategies that “dedication is the duty of Chinese organizational members. Responsibility is their normal state, strive to work harder than ants, and enhance their capabilities and executive capacities”, so that everyone will strive to be a better employee, better promote the development of the organization and creatively achieve the organization’s missions and goals.

REFERENCES

- Li, X. D. (2014). The Japanese spirit of “professionals”. *Globe*, (15), 72.
- Savanna. (2011). Those Japanese workers during the earthquakes. *Workplace*, (3), 14.
- Zhang, K. D. (2014). Do not lie to yourself, you are not so tired. *Micro Novel Monthly*, (12), 14.