

外国語要旨

Acculturative behaviors and Career Plans Affected by Work Related Conflicts among Japanese Women in Canada

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In an increasingly globalized world, more Japanese women choose to work in Canada. In this study, the relationships among intercultural work conflict, acculturation, career plan and attributes were examined.

The purpose of study 1 is to qualitatively investigate what kinds of conflict Japanese women in Canada have in the work environment. Semi-structured interviews were conducted with four working Japanese women in Canada. The data was analyzed invoking KJ methods. As results, “interpersonal conflicts in the Canadian work environment”, “Unsatisfied duties”, “Difficulties of using second language”, and “Uncomfortable working culture” were identified. The results showed that working Japanese women have both conflict as a foreigner and conflict which could happen within the same culture. Moreover, the analysis of the cases implied that intercultural work conflicts are related to acculturative behavior and career plan.

In study 2, questionnaires were completed by ninety-three Japanese women working in Canada. According to the factor analysis, there were 6 factors of the intercultural work conflicts of Japanese women in Canada that were prevalent: “Unsatisfied duties”, “Uncomfortable co-workers’ behaviors”, “Alienation”, “Harassment”, “The lack of supporting relationships in the work environment” and “The lack of communication ability”. Also, 5 factors were found as the acculturation patterns of Japanese working women in Canada: “Assimilation”, “Japanese-culture separation”, “Integration”, “The-third-culture separation”, and “Marginalization”. Moreover, multiple linear regression analysis was used to find out the respective effects on independent predictors on Acculturation. The results showed that daily English ability had significant positive weight and the length of work in Canada had significant negative weight on Assimilation. Both harassment and daily English ability had significant negative weight and rate of Japanese workers had significant positive weight on Japanese-culture separation. Daily English ability had significant positive weight and the length of staying in Canada had tendency of negative weight on integration. Furthermore, alienation had tendency of a positive weight on The-third-culture separation, and uncomfortable co-workers’ behaviors had significant negative weight, and the lack of communication ability had significant positive weight on marginalization.

Study 3 was examining what kind of attributes were related to intercultural work conflict and acculturation. Subjects were the same as in research 2. According to *t*-test, it was found that work conflict towards “Unsatisfied duties” were significantly different depending on employment type (Part-time/Full-time), numbers of Canadian co-workers (small/large), and English language level (low/high). Also, it was shown that acculturative behaviors were significantly different depending on type of working company (Japanese/Canadian), English language level (low/high), and age (low/high). This study suggested that their working environment have effects on their intercultural work conflict. Furthermore, it was also suggested that language level and their age have effects on their acculturative behaviors. Some limitations are discussed, and future research should be qualitatively investigated to find out what led Japanese working women in Canada to work at their current jobs and how their intercultural work conflicts occur.

In study 4, the relationship between intercultural work conflict, career plan and attributes were examined. Subjects were the same as in research 2. According to the factor analysis, 5 factors were found that predict their career plans for the next 10 years: “Continuous working”, “Diffusing Japanese cultures”, “Leaving work”, “Utilizing expertise”, and “Changing work environment”. Also, a multiple regression analysis was conducted to analyze how conflicts at work and their attributes affect career plans. The result showed that some conflicts at work had significant impacts on career plans which include “Continuous working”, “Diffusing Japanese cultures”, and “Changing work environment”.

In the last section, it was suggested that those who have “The-third-culture separation” as their acculturative behavior might be the ones who have some interpersonal problems with Canadian and Japanese co-workers. In addition, it was suggested that subjective evaluation of second language level affects acculturation behaviors. Moreover, conflicts at work and their attributes had significant impacts on their career plan of “Diffusing Japanese cultures” was suggested. Also, it was seen that the important factor that had significant impacts on career plans was “Unsatisfied duties”.

Some limitations are discussed, and future research should be qualitatively investigated to find out the factors that can also strongly effect acculturation and find out the details of “The-third-culture separation”.