

## **KASAHARA Tamiko, Ph.D.**

52-1 Yada, Suruga-ku, Shizuoka, 422-8526, Japan  
kasahara@u-shizuoka-ken.ac.jp

### **RESEARCH INTERESTS**

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Global Human Resource Management, Global Talent Management, International Human Resource Management

### **ACADEMIC POSITIONS**

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#### **Lecturer, University of Shizuoka, Shizuoka, Japan**

School of Management and Information (April 2013–Present)

*Undergraduate courses: "Theory of Enterprise," "International Business," and "Multinational Enterprise"*

*Graduate courses: "International Business" and "Multinational Enterprises"*

#### **Assistant Professor, Shikoku University, Tokushima, Japan**

Faculty of Management and Information Science (April 2008–March 2013)

*Taught the undergraduate and graduate courses "Labor Management 1, 2," "Seminar 1, 2," "Bachelor's Thesis," and "Social Research Methods"*

*Taught the Junior College course "Introduction to Business Administration"*

#### **Part-time Lecturer, Doshisha Women's College of Liberal Arts, Kyoto, Japan**

Faculty of Contemporary Social Studies, Department of Social System Studies  
(September 2010–March 2011)

*Taught the course "Statistical Research Methodologies for Marketing"*

#### **Part-time Lecturer, Hannan University, Osaka, Japan**

Faculty of Management Information, Department of Management Information  
(September 2007–March 2013)

*"Introduction to International Business," taught*

September 2012–March 2013

*"Digital Communication" and "Global Communication," taught*

September 2009–March 2013

*"Multinational Enterprises" and "International Business," taught*

September 2008–March 2009

*"Labor Management," taught*

September 2007–March 2009

#### **Part-time Lecturer, University of Marketing and Distribution Science, Hyogo, Japan**

Faculty of Commerce, Department of Business Administration

*Taught the course "Social Research Methods" (October 2006–March 2008)*

### **INDUSTRIAL EXPERIENCE**

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Researcher, Amagasaki Institute of Regional and Industrial Advancement, Business Section, Hyogo, Japan (September 2006–March 2008)

### **EDUCATION**

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Ph.D, Business Administration, 2008

Kobe University of Commerce, Hyogo, Japan

(The institute was integrated into University of Hyogo in 2004)

M.S., Business Administration, 2002  
Kobe University of Commerce, Hyogo, Japan

B.S., Business Administration, 1999  
Soka University, Tokyo, Japan

## **BOOKS**

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Kasahara, T. (2014) "nihon kigyō no guro-baru jin-teki shigen kanri" (*Global Human Resource Management in Japanese Multinational Corporations*), Hakuto Shobo Publishing Company (in Japanese)

## **CHAPTERS IN EDITED VOLUMES**

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Kasahara, T. (2016) "kokusai jinzai ikusei" (Training and Development of International Staff), in *kokusai jin-teki shigen kanri* (Chapter 7), T. Sekiguchi, N. Takeuchi and C. Iguchi, eds., Chuokeizai-sha, Inc., pp.104-120 (in Japanese).

Kasahara, T. (2016) "kokusai Hoshu" (International Compensation), in *kokusai jin-teki shigen kanri* (Chapter 8), T. Sekiguchi, N. Takeuchi and C. Iguchi, eds., Chuokeizai-sha, Inc., pp.121-136 (in Japanese).

Kasahara, T. (2016) "kokusai roushi kankei" (International Industrial Relations), in *kokusai jin-teki shigen kanri* (Chapter 10), T. Sekiguchi, N. Takeuchi and C. Iguchi, eds., Chuokeizai-sha, Inc., pp.152-168 (in Japanese).

Kasahara, T. (2008) "kigyō no jin-teki shigen kanri" (Human Resource Management of Enterprises), *gendai kigyōron* (Chapter 8), T. Seki, and Y. Chujyo, eds., Jikkyo Shuppan Co., Ltd., pp.123-142 (in Japanese).

Kasahara, T. (2007) "nihon kigyō he no guro-baruka no inpakuto" (Impacts of Globalization for Japanese Companies), *shin guro-baru keieiron* (Chapter 3), K. Yasumuro, ed., Hakuto Shobo Publishing Company, pp.43-57 (in Japanese).

## **REFEREED ARTICLES**

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Kasahara, T. (2013) "nihon kigyō ni okeru keiei genchika no shokadai: HRM shisutemu kaikaku no jyuuyousei" (Challenges for Localization of Management in Japanese MNCs), *Journal of Asian Management Studies*, No.19, pp. 99-110" (in Japanese).

Kasahara, T. and Nishii, S. (2013) "chishiki shuuyakugata kigyō no guro-baru jin-teki shigen kanri" (The Significance of Global Human Resource Management for Knowledge-Intensive Firms)" *The MNE Academy Journal*, No. 6, pp.19-41 (in Japanese).

Kasahara, T. and Nishii, S. (2013) "What is Global Strategy and HRM for KIFs", *European Journal of Business Research*, Vol. 13, No. 1, pp. 61-76 (in English).

## NON-REFEREED ARTICLES

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Kasahara, T. (2012) "guro-baru jin-teki shigen kanri no kentou kadai: kokusai jin-teki shigen kanri kenkyuu no hatten keifu wo fumaete" (Issues of Global Human Resource Management: A Genealogy of Development of IHRM Research), *Bulletin of Shikoku University, (A)*, No. 38, December 2012, pp. 113-137 (in Japanese).

Kasahara, T. (2008) "nikkei takokuseki kigyuu no keiei kanbusou wo taishou to shita guro-baru HRM shisutem ni kansuru jisshuu kenkyuu" (An Experimental Study of Global HRM Systems for Executives in Japanese Multinational Corporations), *Annual Report of the Murata Science Foundation*, No.22, December 2008, pp. 550-566 (in Japanese).

### Doctoral Dissertation

Kasahara, T. (2008) "nikkei takokuseki kigyuu ni okeru guro-baru HRM shisutem ni kansuru ichi kousatsu" (A Study of Global HRM Systems among Japanese Multinational Corporations), *Kobe University of Commerce*, March 2008 (in Japanese).

## REFEREED PRESENTATIONS

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Kasahara, T. (2017) "Global talent management in meganational MNCs: The role of RHQs in talent identification", p.1-40, presented at the 33rd European Group for Organizational Studies (EGOS) Colloquium, Copenhagen Business School, Copenhagen, Denmark, July 8, 2017.

Kasahara, T. (2017) "Global talent management in meganational MNCs: The role of RHQs in talent identification", p.1-40, presented at the 33rd European Group for Organizational Studies (EGOS) Pre-colloquium, Copenhagen Business School, Copenhagen, Denmark, July 4, 2017.

Kasahara, T. (2016) "How do Japanese MNCs identify their talent?: The neglected role of RHQs in GTM," pp.1-43, presented at the 5th Workshop on Talent Management, Copenhagen Business School, Copenhagen, Denmark, October 3, 2016.

Kasahara, T. (2016) "Omission from talent pool? Challenges in Japanese companies' global talent management" pp.1-42, presented at the Annual Conference of the Academy of International Business (AIB), Sheraton New Orleans, Louisiana, USA, June 29, 2016.

Kasahara, T. (2016) "Omission from talent pool? Challenges in Japanese companies' global talent management" pp.1-40, presented at the 29th Annual Conference of the Association of Japanese Business Studies (AJBS), Sheraton New Orleans, Louisiana, USA, June 25, 2016.

Kasahara, T. (2014) "Global human resource management in professional service firms," pp.1-24, presented at the conference on Knowledge Transfer and Cultural Diversity in MNCs, Haute Ecole de Gestion (HEG) Arc, Neuchâtel, Switzerland, July 2, 2014.

Kasahara, T. (2014) "Managing global human resource management: A mechanism for global integrated networking," pp.314-337, presented at the 27th Annual Conference of the Association of Japanese Business Studies (AJBS), Westin Bayshore, Vancouver, Canada, June 22, 2014.

Kasahara, T. (2013) "What is the role of global human resource management in KIFs", presented at the 39th Annual Conference of the European International Business Academy (EIBA), University of Bremen, Bremen, Germany, December 14, 2013.

Kasahara, T. (2013) "What is global strategy and HRM for KIFs," presented at the 2013 Winter Conference of the International Academy of Business and Economics (IABE), International Palms Resort Hotel, Florida, USA, March 16, 2013.

Kasahara, T. (2012) "Global integration between strategy and HRM: An exploratory case study in KIFs," presented at the 38th Annual Conference of the European International Business Academy (EIBA), University of Sussex, Brighton, UK, December 9, 2012.

Kasahara, T. (2012) "Global integration between strategy and HRM: An exploratory case study in KIFs," presented at the 29th Annual Conference of the Euro-Asia Management Studies Association (EAMSA), National University of Singapore, Singapore, November 2, 2012.

Kasahara, T. (2012) "Global integration between strategy and HRM," presented at the 11th Conference of the International Federation of East Asian Management Associations (IFEAMA), Hohai University, Nanjing, China, October 27, 2012.

Kasahara, T. (2012) "GHRM for knowledge-intensive firms: An exploratory case study," presented at the 25th Annual Conference of the Association of Japanese Business Studies (AJBS), George Washington University, Washington, D.C., USA, June 29, 2012.

Kasahara, T. (2010) "Issues of HRM in Japanese multinational corporations: From a perspective of HRM system reform", presented at the 10th Conference of the International Federation of East Asian Management Associations (IFEAMA), Hanyang University, Seoul, Korea, October 22, 2010.

## **NON-REFEREED PRESENTATIONS**

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Kasahara, T. (2015) "How do Japanese MNCs manage their talent in emerging markets," presented at the 50th Tobu Chapter, the Academy of Multinational Enterprises (AME), Rikkyo University, Tokyo, Japan, October 10, 2015.

Kasahara, T. (2014) "Global talent management in professional service firms: How one global consulting firm manages its talent," presented at the International Federation of Scholarly Associations of Management (IFEAMA) Conference, Meiji University, Tokyo, Japan, September 4, 2014.

Kasahara, T. (2014) "Managing global human resource management: A mechanism for global integrated networking," presented at the 26th Chubu Chapter, the Japan Academy of International Business Studies (JAIBS), Meijyo University Mei-Eki Satellite Office, Nagoya, Japan, April 19, 2014.

Kasahara, T. (2013) "Aligning global strategy with global human resource management: A longitudinal case study of cambridge technologies partners", presented at the 20th Annual Conference of the Japan Academy of International Business Studies (JAIBS), Kinki University, Osaka, Japan, October 27, 2013.

Kasahara, T. (2012) "GHRM for knowledge-intensive firms: An exploratory case study of firm A", presented at the 40th Annual Conference of the Academy of Multinational Enterprises (AME), Soka University, Tokyo, Japan, July 8, 2012.

Kasahara, T. and Nishii, S. (2010) "A study of future research agenda in human resource management," presented at the 15th Kansai Chapter, the Academy of Multinational Enterprises (AME), Tansui Salon, Kobe, Japan, June 5, 2010.

## **DISCUSSION PAPERS**

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Kasahara, T. and Nishii, S. (2012) "The fitted relationship between HRM and the global strategy," Institute for Policy Analysis and Social Innovation, University of Hyogo, *Discussion Paper*, No.49 (Revised version), pp. 1-20 (in English).

Kasahara, T. and Nishii, S. (2011) "Toward operating global HRM systems: From a perspective of HRM systems reform," Institute for Policy Analysis and Social Innovation, University of Hyogo, *Discussion Paper*, No.32, March 2011, pp. 1-18 (in English).

## **AWARDS**

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Academy of Multinational Enterprises (AME), 8th Annual Conference ,Best Book Award for Young Researcher, July 2015.

Euro-Asia Management Studies Association (EAMSA), 29th Annual Conference, Best Reviewer Award, Finalist, November 2012.

## **RESEARCH GRANTS**

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### **Grants-in-Aid for Scientific Research, Government of Japan, April 2017 to March 2020**

- Research Project: "An Integrative research on R&D strategies and international human resource management in MNCs"
- Research Category: Scientific Research B
- Role: Co-Investigator

### **Grants-in-Aid for Scientific Research, Government of Japan, April 2015 to March 2017**

- Research Project: "Toward Theorizing of Global Talent Management Research"
- Research Category: Grant-in-Aid for Young Scientists B
- Role: Principal Investigator

### **Grants-in-Aid for Scientific Research, Government of Japan, April 2015 to March 2017**

- Research Project: "Current Trends and Issues in Globalization in Knowledge-Intensive Firms"
- Research Category: Scientific Research
- Role: Co-Investigator

**Research Incentive Grant, University of Shizuoka, April 2017 to March 2018**

**Research Incentive Grant, University of Shizuoka, April 2016 to March 2017**

### **Grants-in-Aid for Scientific Research, Government of Japan, April 2014 to March 2016**

- Research Project: "A Study of International Human Resource Management for Global Innovation Generation"
- Research Category: Scientific Research B
- Role: Co-Investigator

### **Grants-in-Aid for Publication of Scientific Research Results (Scientific Literature), Government of Japan, April 2013 to February 2014**

- Research Category: Scientific Literature
- Role: Principal Investigator

**Grants-in-Aid for Scientific Research, Government of Japan, October 2009 to March 2011**

- Research Project: "Comparative Study of HRM among Japanese Multinational Corporations"
- Research Category: Starting Support for Research Activities
- Role: Principal Investigator

**The Murata Science Foundation, July 2007 to June 2008**

- Research Project: "An Experimental Study of Global HRM Systems for Executives in Japanese Multinational Corporations"
- Research Category: Grant
- Role: Principal Investigator

**PROFESSIONAL MEMBERSHIPS**

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International

- Academy of International Business (AIB)
- The Association of Japanese Business Studies (AJBS)
- European International Business Academy (EIBA)
- Euro-Asia Management Studies Association (EAMSA)
- European Group for Organizational Studies (EGOS)
- International Federation of East Asian Management Associations (IFEAMA)
- International Federation of Scholarly Associations of Management (IFSAM)

National (Japan)

- Japan Academy of International Business Studies (JAIBS)
  - Secretary of Chubu Chapter, 2016 - present
- Academy of Multinational Enterprises (AMNE)
  - Board member, 2017- present
- Japan Academy of Business Administration (JABA)
- Japan Scholarly Association for Asian Management (JSAAM)
- Transcultural Management Society (TMS)