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University of Shizuoka
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RESEARCH INTERESTS

International Human Resource Management, Global Talent Management, Organizational Behavior, International Business

TEACHING INTERESTS

Global Talent Management, International Human Resource Management, Organizational Behavior

EDUCATION

Kobe University of Commerce, Hyogo, Japan
Ph.D., Business Administration, 2008
Doctoral Dissertation

Kasahara, T. (2008) “日系多国籍企業におけるグローバル HRM システムに関する一考察” (A Study of Global HRM Systems among Japanese Multinational Corporations), *Kobe University of Commerce*, March 2008 (in Japanese).

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

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

ACADEMIC POSITIONS

University of Shizuoka, Shizuoka, Japan, School of Management and Information, Assistant Professor, (April 2013–present)

Waseda University, Tokyo, Japan, Institute for Transnational Human Resource Management, Adjunct Researcher (June 2018–present)

Shikoku University, Tokushima, Japan, Faculty of Management and Information Science, Research Associate, (April 2008–March 2013)

TEACHING EXPERIENCE

Shizuoka University, School of Management & Information, School of Management and Information, (April 2013–present)

Undergraduate Courses:

- Theory of Enterprise, International Business, Multinational Enterprise, International Human Resource Management, Seminars 1 & 2, Bachelor's Thesis

Graduate courses

- International Business, Multinational Enterprises, and Research Methodology

Yokohama National University, Graduate School of Business Administration, International Graduate School of Social Sciences, (September 2020–March 2021)

- Instructor for graduate course: Human Resource Management

Yokohama National University, Department of Business Administration, (April 2020–September 2022)

- Instructor for undergraduate course: International Human Resource Management

Hosei University, Faculty of Business Administration, (April 2018–March 2021)

- Instructor for undergraduate courses: Strategic Management of Multinational Corporations 1 & 2 and Seminar 1 & 2

Doshisha Women's College of Liberal Arts, Faculty of Contemporary social studies, (September 2010–March 2011)

- Instructor for undergraduate course: Marketing Research Method

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

- Instructor for a junior college course: Introduction to Business Administration
- Instructor for undergraduate courses: Labor Management 1 & 2, Seminar 1 & 2, Bachelor's Thesis, Social Research Methods
- Instructor for graduate course: Labor Management

Hannan University, Faculty of Management Information, (April 2007–March 2012)

- Instructor for undergraduate courses: Multinational Corporation, International Business, Labour Management 1 & 2, Digital Communication, and Global Communication

AWARDS

The Palgrave Macmillan Best Paper Award for AJBS (The Association of Japanese Business Studies), July 2020, Miami, U.S.A. (Online)

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

REFEREED ARTICLES

Kasahara, T. (2013) “日本企業における経営現地化の諸課題：HRM システム改革の重要性” (Challenges for Localization of Management in Japanese MNCs), *Journal of Asian Management Studies*, No.19, pp. 99-110” (in Japanese).

Kasahara, T. & Nishii, S. (2013) “知識集約型企業のグローバル人的資源管理” (The Significance of Global Human Resource Management for Knowledge-Intensive Firms)” *The MNE Academy Journal*, No. 6, pp.19-41 (in Japanese).

BOOKS

Kasahara, T. (2014) “日本企業のグローバル人的資源管理” (*Global Human Resource Management in Japanese Multinational Corporations*), Hakuto Shobo Publishing Company (in Japanese)

CHAPTERS IN EDITED VOLUMES

Kasahara, T. (2020) “How do Japanese MNCs identify talent? The neglected role of regional headquarters in global talent management,” in H. Shioji, D.R. Adhikari, F. Yoshino, T. Hayashi (eds.) *Management for Sustainable and Inclusive Development in a Transforming Asia*. Springer Nature Singapore. pp. 139-162.

Kasahara, T. (2020) “サービスのプロダクト化とタレントマネジメント” (Productize services and talent management) in K. Asakawa, M. Ida, T. Usui, Y. Uchida (eds.), *未来の多国籍企業(The Roles of MNEs in future society)*, Bunshindo, Inc., pp. 343-365. (in Japanese)

- Kasahara, T. (2019) "Knowledge transfer and creation systems: Perspectives on corporate socialization mechanisms and human resource management," in J. Cantwell, and T. Hayashi, (eds.) *Paradigm shift in technologies and innovation systems*. Springer Nature Singapore. pp.265-293.
- Kasahara, T. (2019) "グローバルタレントマネジメントと国際ビジネス" (Global talent management and international business), in K. Yasumuro (ed.) 安室憲一の国際ビジネス入門(*Introduction to International Business*), Hakuto Shobo Publishing Company., pp. 219-233 (in Japanese)
- Kasahara, T. (2016) "国際人材育成" (Training and Development of International Staff), in T. Sekiguchi, N. Takeuchi and C. Iguchi, (eds.) 国際人的資源管理 (*International Human Resource Management*), Chuokeizai-sha, Inc., pp.104-120 (in Japanese).
- Kasahara, T. (2016) "国際報酬" (International Compensation), in T. Sekiguchi, N. Takeuchi and C. Iguchi, (eds.) 国際人的資源管理 (*International Human Resource Management*), Chuokeizai-sha, Inc., pp.121-136 (in Japanese).
- Kasahara, T. (2016) "国際労使関係" (International Industrial Relations), in T. Sekiguchi, N. Takeuchi and C. Iguchi, (eds.) 国際人的資源管理 (*International Human Resource Management*), Chuokeizai-sha, Inc., pp.152-168 (in Japanese).
- Kasahara, T. (2008) "企業の人的資源管理" (Human Resource Management of Enterprises), in T. Seki, and Y. Chujiyo, (eds.) 現代企業論 (Modern business theory), Jikkyo Shuppan Co., Ltd., pp.123-142 (in Japanese).
- Kasahara, T. (2007) "日本企業へのグローバル化のインパクト" (Impacts of Globalization for Japanese Companies), in K. Yasumuro, (ed.) *shin guro-baru keieiron (Global management)*, Hakuto Shobo Publishing Company, pp.43-57 (in Japanese).

NON-REFEREED ARTICLES

- Kasahara, T. (2021) "タレント識別プロセスにおける地域統括本社のブリッジ機能：文献レビューを中心に" (The Bridging role of regional headquarters in talent identification of MNCs: Review and directions for future research), *Journal of Business Studies* (Kinki University), 68 (1), pp.135-160 (in Japanese).
- Kasahara, T. (2012) "グローバル人的資源管理の検討課題：国際人的資源管理研究の発展系譜を踏まえて" (Issues of Global Human Resource Management: A Genealogy of Development of IHRM Research), *Bulletin of Shikoku University, (A)*, No. 38, pp. 113-137 (in Japanese).
- Kasahara, T. (2008) "日系多国籍企業の経営幹部層を対象としたグローバル HRM システムに関する実証研究" (An Experimental Study of Global HRM Systems for Executives in Japanese Multinational Corporations), *Annual Report of the Murata Science Foundation*, No.22, pp. 550-566 (in Japanese).

DISCUSSION PAPERS

- 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).

WORK IN PROGRESS

Kasahara, T. & Sekiguchi, T. "Corporate philosophy as a linking mechanism between management practices and local employees' behaviors at a foreign subsidiary: The case of Japanese MNCs in Thailand".

Kasahara, T. & Sekiguchi, T. "Antecedents of local employees' voice behavior and kaizen activities as team innovation: The case of Japanese MNCs in Thailand".

REFEREED PRESENTATIONS

Kasahara, T. & Sekiguchi, T. "Mechanisms of team innovation: Antecedents of local employee voice behaviors and kaizen activities at Japanese MNCs in Thailand", presented at AIB (Academy of International Business), Online, 15 July 2022.

Kasahara, T. & Sekiguchi, T. "Antecedents of local employees' voice behavior and kaizen activities as team innovation: The case of Japanese MNCs in Thailand", presented at the AJBS (The Association of Japanese Business Studies), Online, 5 June 2022.

Kasahara T. & Sekiguchi, T. "Corporate philosophy as a linking mechanism: Antecedents and behavioral outcomes of internalization of corporate philosophy at Japanese MNCs in Thailand", presented at the AJBS (The Association of Japanese Business Studies), Online, 25 June 2021.

Kasahara, T. & Sekiguchi, T. "Does corporate philosophy matter in foreign subsidiary management? The case of Japanese MNCs in Thailand", presented at the KAIB (Korean Academy of International Business) Annual Conference, Online, 7 November 2020.

Kasahara, T. & Sekiguchi, T. "Managing teams and individuals at foreign subsidiaries through corporate philosophy: The case of Japanese MNCs in Thailand", presented at the 2020 AIB (Academy of International Business), Online, 4-8 July 2020.

Kasahara, T. & Sekiguchi, T. "The Role of Corporate Philosophy in Managing Foreign Subsidiary Employees The Case of Japanese Subsidiaries in Thailand", presented at the 31st AJBS (The Association of Japanese Business Studies), Hyatt Regency Minneapolis, Minneapolis, USA, 24 June 2018.

Kasahara, T. & Sekiguchi, T. "The Role of Corporate Philosophy in Managing Foreign Subsidiary Employees The Case of Japanese Subsidiaries in Thailand", presented at the 2018 AIB (Academy of International Business), Hyatt Regency Minneapolis, Minneapolis, USA, 27 July 2018.

Kasahara, T. "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. "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. "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. "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. "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. "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. "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. "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. "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. "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. "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

Kasahara, T. & Sekiguchi, T. "Corporate philosophy as a linking mechanism: Antecedents and behavioral outcomes of internalization of corporate philosophy at Japanese MNCs in Thailand," presented at the 82nd Eastern Chapter, Japan Academy of Multinational Enterprises (JAME), Online, December 18, 2021.

Kasahara, T. and Sekiguchi, T. "Antecedents of local employee voice behaviors and kaizen activities as team innovations: The case of Japanese subsidiaries in Thailand," presented at the 28th Annual conference, the Japan Academy of International Business Studies (JAIBS), Online, November 7, 2021.

Kasahara, T. and Sekiguchi, T. "The role of corporate philosophy in employee behaviors: The case of Japanese subsidiaries in Thailand," presented at the 34th Chubu Chapter & the 48th Kansai Chapter, the Japan Academy of International Business Studies, Aichigakuin University, Nagoya, Japan, April 21, 2018.

Kasahara, T. "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. "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. "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. "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. "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. "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.

RESEARCH GRANTS

Government of Japan, Grants-in-Aid for Scientific Research, 2022 to 2025 (JPY 15,470,000)

Research Project: "Talent Identification and Employees' Reactions in MNCs: Comparative Studies of European, American, and Japanese MNCs"

- Research Category: Accelerating joint international research (A)
- Role: Principal Investigator

University of Shizuoka, Research Incentive Grant, April 2021 to March 2022 (JPY 345,000)

-Research Project: "The Role of Corporate Philosophy in Managing Foreign Subsidiary's Employees"

- Role: Principal Investigator

Government of Japan, Grants-in-Aid for Scientific Research, April 2021 to March 2023 (JPY 4,030,000)

-Research Project: "An Empirical Research on Employee Behaviors in Talent Identification in MNCs"

- Research Category: Scientific Research C
- Role: Principal Investigator

Japan Academy of Multinational Enterprises, Representative Dispatch Program, AJBS2020 conference (JPY 50,000)

-Presentation title: "Corporate Philosophy as a Linking Mechanism: Antecedents and Behavioral Outcomes of Internalization of Corporate Philosophy at Japanese MNCs in Thailand"

- Role: Principal Investigator

Government of Japan, Grants-in-Aid for Scientific Research, April 2020 to March 2023 (JPY 17,680,000)

-Research Project: "An Integrative Research on Bridge Functions in MNCs"

- Research Category: Scientific Research B
- Role: Co-Investigator

Government of Japan, Grants-in-Aid for Scientific Research, April 2018 to March 2021 (JPY 4,290,000)

-Research Project: "An Empirical Research on the Role of RHQs in Global Talent Management"

- Research Category: Scientific Research C
- Role: Principal Investigator

Government of Japan, Grants-in-Aid for Scientific Research, April 2017 to March 2019 (JPY 17,160,000)

- Research Project: "An Integrative Research on R&D Strategies and International Human Resource Management in MNCs"
- Research Category: Scientific Research B
- Role: Co-Investigator

Government of Japan, Grants-in-Aid for Scientific Research, April 2015 to March 2017 (JPY 3,900,000)

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

Government of Japan, Grants-in-Aid for Scientific Research, April 2015 to March 2018 (JPY 4,550,000)

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

University of Shizuoka, Research Incentive Grant, April 2017 to March 2018 (JPY 140,000)

- Research Project: "The Role of RHQs in Global Talent Management"
- Role: Principal Investigator

University of Shizuoka, Research Incentive Grant, April 2016 to March 2017 (JPY 300,000)

- Research Project: "Global Human Resource Management in Japanese MNCs"
- Role: Principal Investigator

Government of Japan, Grants-in-Aid for Scientific Research, April 2014 to March 2016 (JPY 15,860,000)

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

Government of Japan, Grants-in-Aid for Publication of Scientific Research Results (Scientific Literature), April 2013 to February 2014 (JPY 600,000)

- Research Category: Scientific Literature
- Role: Principal Investigator

Government of Japan, Grants-in-Aid for Scientific Research, October 2009 to March 2011 (JPY 2,210,000)

- 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 (JPY 400,000)

- Research Project: "An Experimental Study of Global HRM Systems for Executives in Japanese

Multinational Corporations”

- Research Category: Grant
- Role: Principal Investigator

PROFESSIONAL LEADERSHIP

Euro-Asia Management Studies Association (EAMSA)
2022 EAMSA Annual Conference Organizing Committee Member

International Federation of East Asian Management Associations (IFEAMA)
Secretary, June 2019–present

Japan Academy of International Business Studies (JAIBS)
Board member 2021–present
Secretary of Program Committee, November 2018–present
Secretary of Chubu Chapter, 2016–2019
Committee member of International Relations, November 2018–present

Japan Academy of Multinational Enterprises (JAME)
Board member 2014–present
Editor-in-Chief of Newsletter Editorial Board 2019–present
Committee Member of Public Relations 2019–present
Committee Member of General Planning 2019–present
Chair of Public Relations and Committee Member of International Relations 2017–2019

Japan Scholarly Association for Asian Management (JSAAM)
Editorial Team, Chief of the Secretariat 2021–present
Councilor, 2019–2021

UNIVERSITY SERVICE

University of Shizuoka (Japan) committees:
Member of the graduate school admissions committee April 2020-present
Member of SDGs initiative committee April 2021-March 2022
Member of the library April 2021-March 2022
Member of international exchange committee April 2016-March 2018