

Productivity and Job Training: Evidence from Japanese Automobile Makers

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Abstract

This paper estimates the determinants of various types of job training—on-the-job training, off-the-job training and self-development—and whether training contributes to improvements in individual and team productivity. We employ original assembler survey data from two Japanese automobile makers. The characteristics of divisional foremen and workplace practices are also included to investigate their effects on the incentive for individual assemblers to receive job training and any productivity improvements.