

Philippe Debroux Curriculum Vitae January 2020

- Lecturer in the Faculty of Business Free University of Brussels from June 1986 to June 1989
- Associate Professor of International Management and European Economy at Okayama Faculty of Economics from September 1990 to March 1994
- Professor of International Management and European Economy at the International Faculty (Economics Department) at Hiroshima City University from April 1994 to March 2000
- Visiting Professor at Chuo University (Japan), in charge of a graduate course on International Economics from 2007 to 2017
- Visiting Professor at Sophia University (Japan), in charge of a course on Human Resources in Japan Faculty of Liberal Arts from 2008 to 2017
- Professor of International Management and Human Resource Management at Soka University, Faculty of Business Administration from April 2000 to Mars 2018
- Professor Emeritus of International Management and Human Resource Management at Soka University, Faculty of Business Administration from April 2018

Educational Background:

PhD in Applied Economics (Brussels Free University – Solvay Brussels School)

MBA (INSEAD – France)

Bachelor in Economics (Brussels Free University)

Current Academic Activities:

- Adjunct Professor at Lakeland University Japan in charge of courses on International Business and Introduction to Business
- Adjunct Professor at Soka University, Faculty of Business – Teaching on Production Management, International Human Resource Management and Cross-cultural Management
- Visiting Professor at National Economics University (Hanoi) and Open University (Ho Chi Minh)
- MBA Program, course on International Human Resource Management on a yearly basis since 2006
- Visiting Professor at Rennes National University (France), in charge of a course on Japanese Management System on a yearly basis since 1992
- Visiting Professor at Ecole de Management Bretagne Atlantique (France) in charge of a course on Japanese Management since 2001

Publications: 2000-2018**Books**

- Female Entrepreneurship in Asia, Chandos Publishers, 2010
- Asia's Turning Point, co-author with Ivan Tselichtchev, John Wiley and Sons, 2009
- Innovation in Japan, co-editor with Keith Jackson, Routledge, 2009
- Human Resource Management in Japan: A Time of Uncertainties, Ashgate Publisher, 2003

Recent Chapters in Books (2010 – 2019)

- Senior Employment, Comparative study between Japan and France, in Human Resource Development, Comparison between Japan and France from Diversity and Inclusion Point of View, Futagami, S., ed. Chuo Keizaiisha (in Japanese). Co-author with Julien Martine, Paris Diderot University
- ESG policies and practices in Asia: toward contingent convergence in, H. Hasegawa and M. Witt (eds), Asian Business and Management, Palgrave Macmillan, 2019
- Human Resource Management in Japan in W. Harris and C. Brewster (eds), 'Handbook on Comparative Human Resource Management', Edward Elgar Publishers, 2018
- Elderly workers in Japan, in K. Jackson and P. Debroux (eds), Management Review Special Number, 2016
- Equality in Japanese Companies Human, in P. Haghirian (ed), Routledge Handbook of Japanese Business and Management, London: Routledge 2016
- Recruitment in Japanese Companies, in P. Haghirian (ed), Routledge Handbook of Japanese Business and Management, London: Routledge 2016
- The Growing Acceptance of Global Standards by Japanese Companies and its Implication in term of Social Disclosure, In Corporate Social Disclosure: critical disclosure in China and Japan, C. Norohna (ed), London: Palgrave-Macmillan, 2015
- Human Resource Management in Japan, In Managing Human Resources in Asia-Pacific, P. Budwahr (ed), Routledge, 2014
- Sustainable Human Resource Management in East and Southeast Asia, In Sustainable Human Resource Management, I. Ehnert (ed), Springer-Verlag, 2013
- Human Resource Management in Korea, in 'Handbook on Comparative Human Resource Management' (eds. C. Brewster et alii), Edward Elgar Publishers, 2011
- Entrepreneurship Management in Japan, in 'The Dynamics of Regional Innovation: the Case of Japan and Europe' (eds. Y. Lecler and T. Fujimoto), World Scientific, 2011

Human resource management and employment systems in Asia: directions of change and new challenges, Chapter 5 in *Challenges of Human Resource Management in Japan*, Bebenroth and Kanai (eds), Routledge, 2011

Recent Articles (2010 – 2018)

Elderly workers in Japan, *Soka Keiei Ronshu*, No. 53, March 2017

Equality in the Japanese Workplace, *Soka Keiei Ronshu*, No. 49, March 2015

Spiritualism and Social Compact in Japan, *Soka Keiei Ronshu*, No. 46, March 2014

Sustainable Human Resource Management in Asia, *Soka Keiei Ronshu*, No. 44, March 2012

L'entrepreneuriat féminin en Asie de l'Est et du Sud-Est, *Ebisu*, No. 45, December 2011

Le développement de l'entrepreneuriat féminin en France et au Japon, in *経済研究所研究叢書 50号 / 第3章*, 中央大学出版部、pp. 57-82, March 2010

Human resource management in Asia, *Soka Keiei Ronshu*, No. 36, March 2010

Other Publications

Special number of the *Management Review* (Germany) titled: *Ageing Societies: Comparing HRM Responses to the Career Expectations of Older Employees in Germany and Japan* published, 2016

Recent Participation to Conferences

Presentation on new psychological contract for elderly workers in Japan, *European Association for Japanese Studies*, Lisbon, September 2017

Presentation on elderly workers in Japan, *East Asian Conference*, Pusan Chukyu University, October 2016

Presentation on elderly workers in Japan, *European Association of Japanese Studies*, Japan Conference, Kobe University, August 2016

Presentation on elderly workers in Japan and Germany, *East Asian Conference*, University of London (SOAS), September 2016

Presentation on elderly workers in Japan, *European Association of Japanese Studies*, Japan Conference, September 2016

Presentation on elderly workers in Japan and Germany, *East Asian Conference*, University of London (SOAS), September 2016

Presentation on leadership in Asia at the *Sustainability Leadership Summit*, Xavier University, Bhubaneswar (India), June 16 to 18 2015

Presentation on elderly employment in Japan at the yearly conference of the British Association of Japanese Studies, University of London (SOAS), September 2015

Presentation on elderly employment in Japan and Europe at the yearly conference of the Rodo Keizai Kenkyukai (Research Group on Labor Economics), Gakushikan, October 18

Research Interest

- Human resource management in Japan, especially the issues of new forms of work and the issue of the treatment of the elderly workers: ongoing project on elderly employment in Japan and in Europe
- Human resource management in Asia: Japan, South-Korea, Malaysia, Vietnam, India; on going field research, focusing especially on Japan and Vietnam in the last five years
- Sustainable development focusing on the fulfilment of the UN Sustainable Development Goals related to labor issues

Recent Thesis Supervision

2017 Entrepreneurship in Malaysian education system

2017 The automotive industry in India: the case of Japanese manufacturers

2016 The Entrance of Foreign Retailers in India: the Impact on Employment on Small Retailers
(expected graduation in September 2016)

2015 Automotive Industry in Mexico: a HRM Sustainability Approach