

The Reformation of Industrial Relations at N Shipyard ; 1964-65

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The aim of this paper is to explain the feature of managerial policy to reform the industrial relations at N Shipyard in mid-1960s. N Sen Bunkai which had been famous for active trade union in the heavy industries practiced job regulations and eliminated the assessment of rise in salary by foreman. And it built up the "society of worker" which forced the company to treat the worker equally. But the management could not permit such a situation which prevented the efficiency of production at that time by changing circumstance of business, especialluy reorganization of the industry.

Bearing these process in mind, we take up the problem as following. What is the problem the management confronted to change the industrial relations policy? And then we analyze the feature of management policy to reform the shopfloor industrial relations.