Forming a right Recognition on the Cultural Divergence and Conflict by Taking Japanese-Invested Companies in China as the Example

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It is widely accepted that each culture is unique and should be admired as long as it has existed and developed for a long time, however, it seems not so easy to let one person especially one adult man with obtained comparatively mature view towards the life and the world admit accept and finally like one totally strange culture on the other end of the earth, let alone working with the colleagues with the strange culture. So forming a right recognition on the cultural divergence and conflict should be treated as the first milestone of the effective cross-culture HR management.

Here below I just prove my view described above by taking Japanese-Invested Companies in China as the Example.

1, The negative views held by the two countries’ people

At first, it is urgent to list the obtained negative views of the people from the two countries on each other, which has been kept for a long time and exerted harmful influence for the communication and mutual understanding in the long term.

First, the Chinese people’s negative view for the Japanese companies
Due to the historical reason that the eight-year war launched by Japan with the aggressive purpose of making China becoming one part of its territory has brought up extremely heavy loss and psychological hurt for the Chinese people, the later generations have still held a hostile attitude on anything about Japan, absolutely including the Japan-invested companies in China, though the historical event has passed for sixty years.

Moreover, it is widely accepted that Japan has been the most developed country in Asia, from whom a lot of advanced things are worth learning and being absorbed, but some of the Chinese people deny them strongly, let along the products made in Japan, holding the reason that it is everybody’s responsibility to protect and support our national companies’ development.

Second, the Japanese companies’ negative view for China
It is true that Japan has achieved great success in its economy, which is admired by many countries around the world including USA, the Japanese people are so proud of their country that they look down on any country in Asia including China. Their main purpose of doing investment in China is to earn more money by providing the qualified products which are still useful.
Another is its traditional culture psychology that it has treated itself as the most excellent nationality in the world, which brings up that they never believe in any other nationality and repel anything of the second country. So we can understand its current behaviors in China, such as the person in the middle-level management positions must be the native employees from the headquarter in Japan.

All the opinions of the people from the two countries are extremely pessimistic and have built strong barrier for the frequent communication and cooperation of the two countries and are eager to be eliminated fundamentally at once.

2 The right attitude on each other to form for China and Japan

First, For the Chinese people, what has occurred belongs to the past forever and it is unfair and wrong for us to show our indignation for the later generations of the Japanese people, which is also harmful for the development of our country in a long term.

As one emerging developing country in the world, what is our urgent task is to develop our country as quickly as possible by adopting all kinds of useful resources and methods from the foreign countries, which obviously include the advanced experiences, technology and products from Japan, so we should be open-minded enough to accept anything excellent from Japan.

Second, for the Japanese people, belittling any kind of culture different from its own is totally wrong forever, no matter how high the economical level has been. Moreover, though the economy of China has been at a relative lower level, anything will happen in the world and it must be admitted the current speed of the economy development of China has maintained at a pretty high level for a long time, which has attracted more and more attention around the world, so who can predict what will happen in the future?

Third, for both, they should treat each other as its friendly neighbor and strategic Partner, which the following truth will support.

First, such attitude should be formed that any kind of culture in the world is equal and should be respected by all the people on the earth. Any culture has its own advantages and limitations due to the complicated developing environment of that culture. What we should do next is to look for the similar factors of both and absorb the excellent factors actively and openly by the frequent cross-cultural communication and study.

Second, what the people from the two countries must remember in mind deeply is that China and Japan both belong to Asia and the same race, so it is not so easy to distinguish one person’ nationality from the other when one Chinese and one
Japanese are standing shoulder by shoulder, especially for the people from Europe and America.

Third, China and Japan have been good neighbors since the ancient times, when much of the Chinese culture has been transmitted into Japan, which has already been discussed in the above chapter (Page 21-23), so there is still a lot in common until today in common people’s daily life and the social customs.

To conclude, there is no convincing reason for both not to treat each other as good friends and what is necessary for the Japan-invested companies in China to do is to respect the local culture equally by studying it patiently and continuously, and the next step is to have a complete understanding of the different thinking styles and behavior models under different cultural backgrounds and look for the similar striking points between them.

3. the right meaningful recognition the foreign-invested companies should form in China

What has been discussed earlier is not only applied in the friendly development of Sino-Japan relationship in the long term, but also in nearly all kinds of international relationships, in other words, we forget what happened bad in the past and remember what was good. We should always keep a grateful mind forever towards any country in the world by viewing him as our best friends. Only in this way, can we face and solve any kind of problem or conflict during the process of maintaining the relationship with our friendly partners all over the world.