



Importance of Language & Culture Opportunities for Non-Science Graduates In Japan

JCSS Consulting KK
Tokyo – Japan
&

JCSS Consulting Private Limited

- Bangalore / Chennai / Hyderabad / Pune / Ahmadabad / Delhi & Singapore



Application of Science is Everywhere



Science consists of observing the world by watching, listening, observing, and recording.

Science is curiosity in thoughtful action about the world and how it behaves.



Science is both a body of knowledge and a process.

A process of discovery that allows us to link isolated facts into coherent and comprehensive understandings of the natural world

Science is Everywhere

Its not only the large books / complex formulae / dizzy diagrams

We do apply Science in our every day life



JCSS Consulting

Business

- Life Cycle Project, Support & management
 - Research & Consulting
 - Company Incorporation, Compliances, Book-Keeping, Accounting, Taxation (Domestic & International), legal, Assurance
- Cross Border Transaction
 - Investment, M&A
 - Advisory
 - Implementation



Company

- Established : Year 2000
- HQ: Bangalore
- Branches: Delhi, Ahmedabad, Pune, Hyderabad, Chennai
- Overseas: Japan & Singapore
- Employees: 350+
- Japanese Clients: 90+
- Other MNC clients: 500+



Overseas

- JCSS Japan – Tokyo
- JCSS Singapore
- Partners
 - Malaysia
 - Indonesia
 - Thailand
 - Vietnam
 - Middle-East



Kye Members

Srikath Balakrishnan (Balki)

- Chartered Accountant of India (India CPA)
- JCSS Founder
- 22 years of carrier- Starting with KPMG and then JCSS
- Specialized in Indirect Taxes, India entry strategy (efficient tax planning) for factories, trading structures, etc.
- Represent clients in various adjudication & legal fora.
- Come up with innovative structures in legal framework to meet business demand.

Srikath Srinivasan (Srikhy)

- Chartered Accountant of India (India CPA)
- JCSS Founder
- 22 Years of carrier – Starting from E&Y and then JCSS
- Audit and Assurance
- FEMA
- Companies Act
- Start-up Advisory
- Mergers & Acquisitions
- Joint Venture & Valuation
- SOX & Risk Advisory

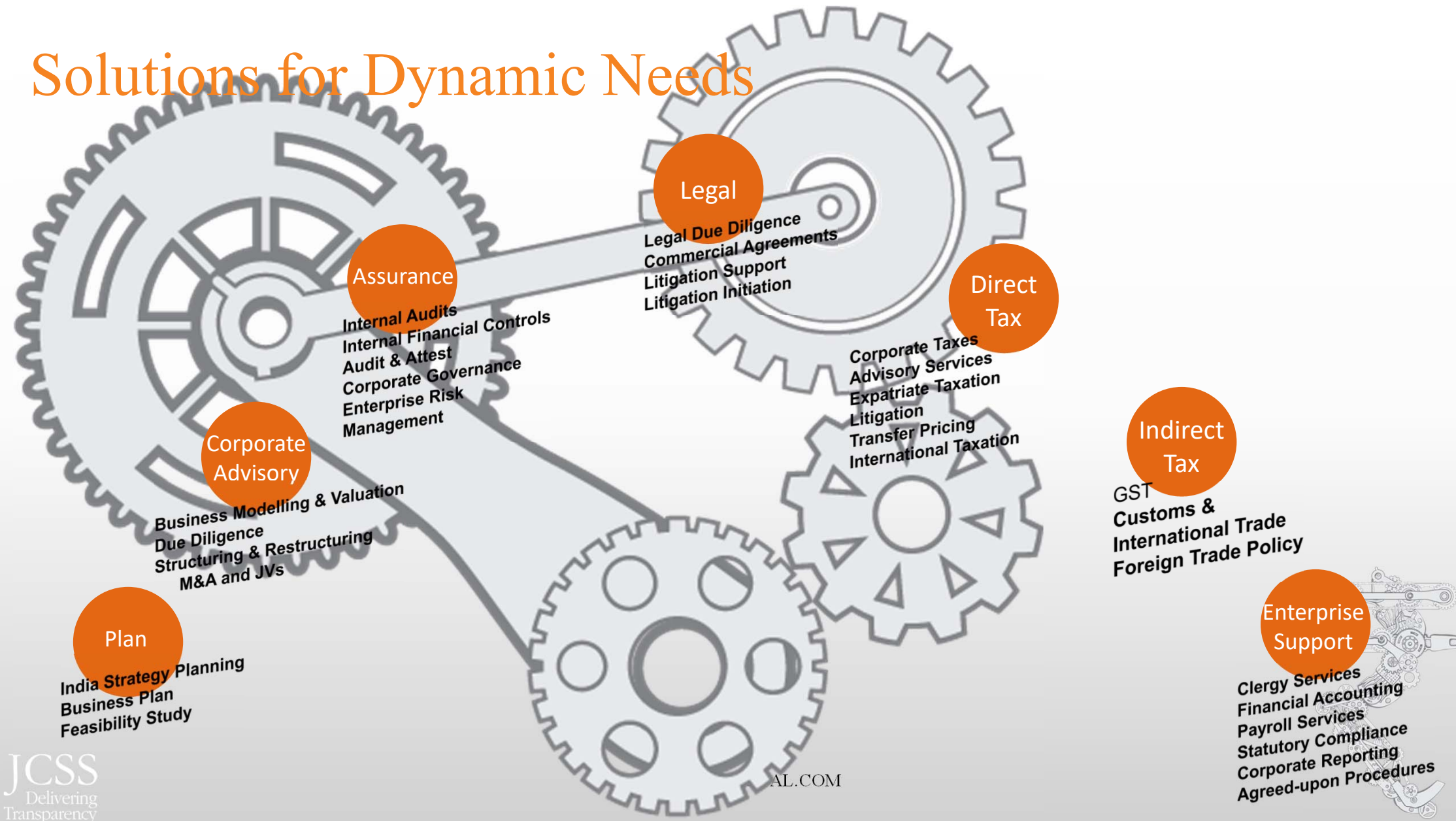
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Katare Suresh (スレッシュ)























































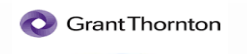











About 30+ Years of India-Japan relationship building

- Masters & Doctors in Tokyo Institute of Technology (1989-1994)
- Overseas Business – Fujitsu (1994-2000)
- Founder & CEO – JV with Fujitsu in India (2000-2010)
- Founder & MC : Indo Japan Chamber of Commerce & Industry KA (Since 2006 –)
- Technopreneur – Setting up GICs for Japanese Enterprises (Since 2010 –)
- Advisor – JETRO Chennai (2010-2015)
- Director – JCSS (2019-)

Solutions for Dynamic Needs



A Part of Client List

CORPORATE ADVISORY	ASSURANCE	DIRECT TAX	INDIRECT TAX	ENTERPRISE SUPPORT
             	             	           	            	            

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Importance of Japanese Language, Culture - To Live & Work in Japan



Language - Speaking



When did you started Speaking your mother tongue?



After going to School?

After learning Alphabets?



For speaking a language

– Follow the NATURAL Human process



You need to SPEAK out – Don't shy to speak with mistakes

Create opportunities to Speak



Language – Learning



Learning needs a formal / proper way of understanding

Need to Read & Write

@ school / @ house



For Learning a language

– Follow the STRUCTURED Learning process



You need to know Reading / Writing a language to Master the communication

Practice to learn the language - to think beyond what the words are conveying



Culture – Japan & India



Similar but Different

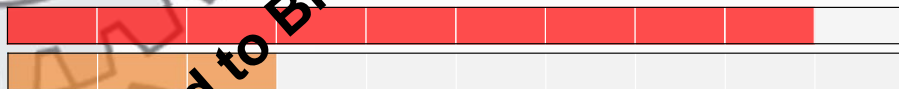
Politeness



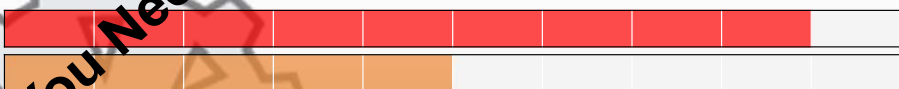
Respect



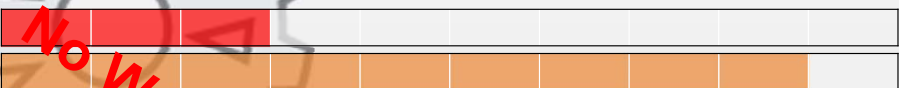
Timeliness



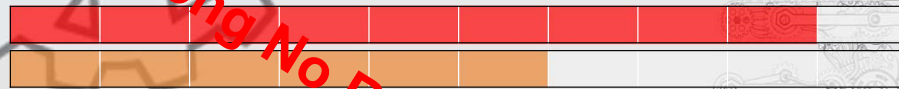
Team work



Individualism



Effective Planning



Risk Taking



You Need to Bridge these Gaps
No Wrong No Right, It's Culture

To Live & Work in Japan

To Bridge these Gaps:

To express yourself and to communicate efficiently you need Learning.....

Learning Language

Adapting Culture

Understanding and Respecting the Differences

Ability to Withstand Pressure

Capability to Say what you think is right

Develop Power to Stand Alone





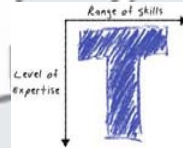
Getting in to Japanese Companies

- Few Straightforward Tips



Few Straightforward Tips 1/2

Develop “T” Skill



Openness to your employer

Information well in advance and never at the last moment



Eagerness to Learn and prove



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Commitment until end



Few Straightforward Tips 2/2

N1	Roughly the same level as the old Level 1 test.
N2	Roughly the same level as the old Level 2 test.
N3	New level positioned at somewhere between the old Level 2 and 3 tests.
N4	Roughly the same level as the old Level 3 test.
N5	Roughly the same level as the old Level 4 test.

Japanese Language at least N3 Level to start, **but to scale up to N2 in one to two years time**



Participate in the Meetings & Discussions, **with the understanding that decisions will be made in consensus**

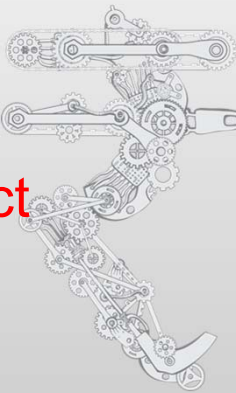


Think 360 degree and once you are confident, do "Nemawashi" for acceptance of your thoughts



Develop Negotiation Skill – in each and every aspect of work & business

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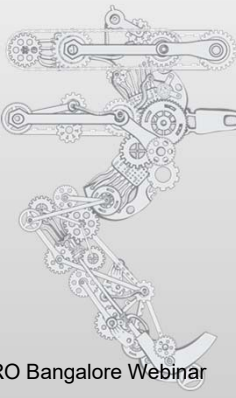
Work Culture

- **Loyal To Company**
- **Believe in Teamwork**
 - ✓ Collective Decision Making
 - ✓ Everyone gets chance to Voice their opinion
 - ✓ *Hourensou*: Periodic Validation, Communication & Team Discussion
- **Process Oriented**: No one deviates from the defined work process
- **Proper Documentation**: Each business communication or interaction is well documented.
- **Perfectionist**: Always revalidate the information from different source to disseminate correct information
- **Seniority System**
- **Bottom up communication**
- **Long term business plan**



Business Etiquettes & Customs

- ✓ Values: “**Harmony is more important than individuals**”.
- ✓ *Unilateral Decision making* is avoided.
- ✓ *Do not waste work time* in taking frequent breaks
- ✓ *Talking over mobile phones* in office is considered *impolite*.
- ✓ *Just on Time*: Timelines are rigid and not easily extended.
- ✓ It is a common practice in Japan to do **OVERTIME** work, till late at night.
- ✓ Japanese like to have *after work business meetings* frequently.
- ✓ Exchanging Gifts in Formal & Informal occasions are common.
- ✓ Dress Code is mostly *Formal*





Opportunities for Non- Science / Non-Engineering Graduates in Japan



Why Japanese Companies are good to work?

Provides long term career opportunity

Believe in Seniority system and pay due dividends to their employees for their hard work

Provide proper career growth path

Salary standards are high

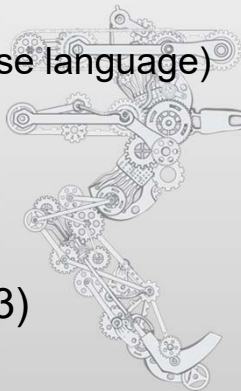
Company policy are employee friendly

Gives opportunity to develop yourself



Opportunities for Non Science Graduates

- ✓ Coordination jobs – with Japanese language skills (To have N2 or N3)
 - Various projects / works between Japan & India (Should have Business understanding)
- ✓ Soft Skill Jobs
 - Sales Support (need N1 / N2 Japanese skills, with understanding on business culture)
 - Finance (Accounting) & Administration in the Indian & Other Non-Japanese MNCs in Japan
 - Hospitality (may not good now due to Corona)
- ✓ Hard Skill Jobs
 - Non Engineering / Non IT related work (Manufacturing, Agriculture, Back-end BPO, etc)
- ✓ Special Skill Jobs
 - Advisory/Consultancy jobs to Japanese companies for strategizing Indian market entry
 - With Research background, there are many market research opportunities
 - Technical Translation of Patent and Legal documents (For highly qualified professionals in Japanese language)
 - Trade consultants
- ✓ Language Oriented Jobs
 - Translation / Interpretation (Need minimum N3 Japanese skills, but close to N2)
 - English Teaching (for English Teachers or even for a English Language Graduate with N2 / N3)



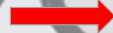
Opportunities for Non Science Graduates

- Developing Skills & Specializing in Domain

Few other Opportunities...

- ✓ Start working for Japanese companies in India / Indian companies with Japan focus
- ✓ Look for a good opportunity – not only in Japan – but also Japanese companies around the world
 - One possibility could be to Japanese companies in Middle East / African countries
 - Or such companies in Middle East / Africa focusing on to Japan business
- ✓ Think "out of the box" for getting opportunities – keeping a win-win strategy
Example : If you have agriculture background, enormous opportunities with Japan
 - Be an Agripreneur (Agri entrepreneur)
 - Agriculture collaboration / mechanization
- ✓ Develop your skills while doing the job & learn to become specialized in domain
 - Develop Your Skills in any of the Domain you are working in
 - Become An Expert - To get in top companies in Japan

HIRAGANA & KATAKANA															
Phonetic sign	a	ka	ki	ku	sa	shi	su	ta	chi	tsu	te	na	ni	no	n
Hiragana	あ	か	き	く	さ	し	す	た	ち	つ	て	な	に	の	
Katakana	ア	カ	キ	ク	サ	シ	ス	タ	チ	ツ	テ	ナ	ニ	ノ	
Phonetic sign	i	hi	shi	chi	bi	bi	mi	ri	ji	ji	ji	ji	ji	ji	
Hiragana	い	ひ	し	ち	び	び	み	り	じ	じ	じ	じ	じ	じ	
Katakana	イ	ヒ	シ	チ	ビ	ブ	ミ	リ	ジ	ジ	ジ	ジ	ジ	ジ	
Phonetic sign	e	ka	ke	ku	sa	shi	su	ta	chi	tsu	te	na	ni	no	n
Hiragana	え	か	け	く	さ	し	す	た	ち	つ	て	な	に	の	
Katakana	エ	カ	ケ	ク	サ	シ	ス	タ	チ	ツ	テ	ナ	ニ	ノ	
Phonetic sign	o	ka	ko	ku	sa	shi	su	ta	chi	tsu	te	na	ni	no	n
Hiragana	お	か	こ	く	さ	し	す	た	ち	つ	て	な	に	の	
Katakana	オ	カ	コ	ク	サ	シ	ス	タ	チ	ツ	テ	ナ	ニ	ノ	



Why Japan has Such opportunities?

Demography Changes – Talent Gap

Economic Changes – Market Gap

- ✓ 46.3% of the employers facing shortage in talent
- ✓ Government initiative & changing of immigration policies
- ✓ Declining domestic market and increasing globalization
- ✓ More Foreign companies investing in Japan with M&A involving Japanese companies
- ✓ Many mid to big companies are cash rich – investing in talent acquisition, among other investments

Matured Economy

Need to keep up Continuous Innovation and the position as the Economic powerhouse



Work Culture: Difference & Comparison

Japan

1. Perfectionist
2. Determinist
3. Formal
4. Process, policy oriented
5. Consensus decisions making(delayed)
6. Prime focus: Harmony & Trust
7. Group Values more than Individuals

India

1. Need Driven
2. Adaptable
3. Polite (between Formal & Frank)
4. Adaptable
5. Quick Decisions
6. Prime focus: Relationship
7. Individual Asset Valued

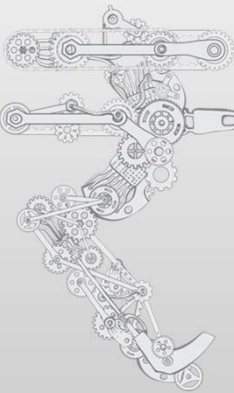
Culture of Kaizen & 5S (Separating / Sorting / Shine / Standardizing / Sustaining)

Challenges

Communication
Cost of Living
Slow decision making
Process oriented culture and not very flexible
Less scope to handle personal issues or work
(Frequent leaves were not appreciated)
Over work



Lets Support Japanese
Economy for mutual benefit



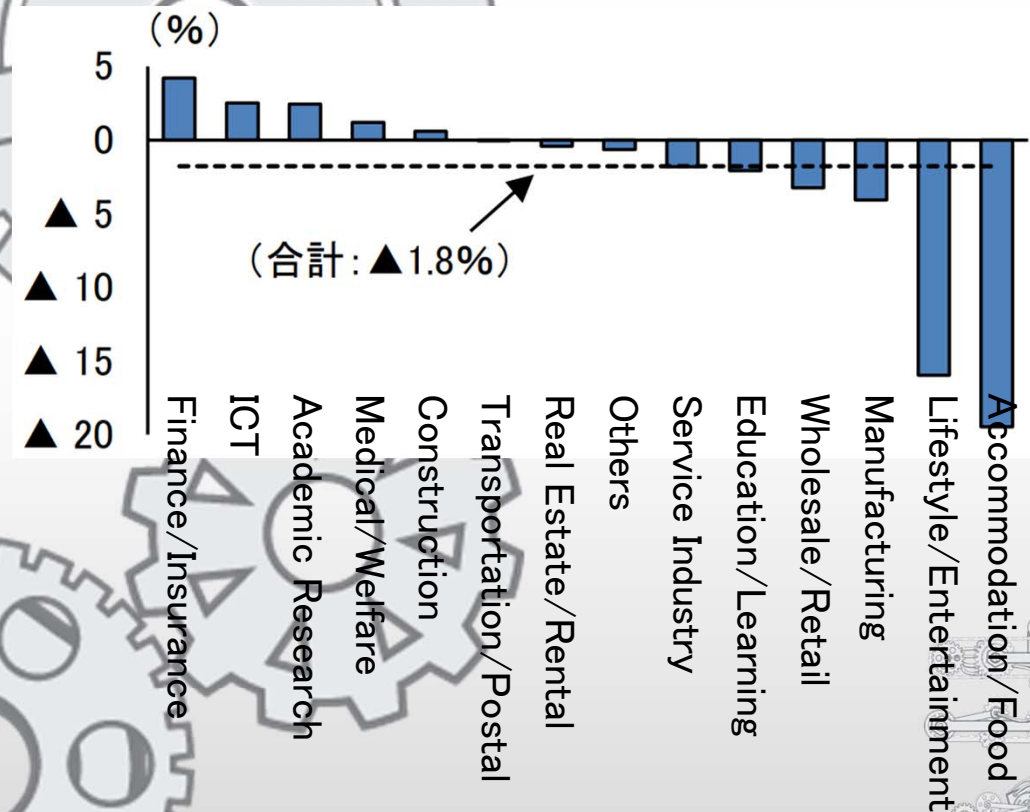
Japan During Pandemic

Trend is almost same as other parts of the world

Finance, Insurance, ICT, Research, Medical, Construction are some which were not much affected

Japan is getting into normal quickly with their disciplined culture

INCOME – YOY Change (March – May) 2019 Vs 2020



Job Security & Life Security



High salaries

Attractive social security benefits

Increased job security

High standard of Living

Excellent Public services - high-quality healthcare and municipal facilities

Many Indian schools now and international schools

Working and Living in Japan brings perfection into you

Bring back that perfection into India and practice with your people



Japanese Companies in India

* **1,454 Companies** (5,022 establishments) as on oct 2019

Delhi (157)

Hitachi, Sony, Sharp, Yakult, Banks, Trading Companies etc.

Haryana (406)

Suzuki (Car & 2 Wheelers) , Honda, Auto Components etc.

Rajasthan (48)

Honda (Car & 2 Wheelers), Daikin, Unicharm, Otsuka Chemicals etc.

Gujarat (39)

Suzuki, Honda (2 Wheelers) , Yazaki, TOTO, MHI etc.

Maharashtra (247)

(Mumbai) Muji, Asahi Chemicals, Banks, Life Insurance, Securities, Logistics companies etc.

(Pune) Mitsubishi Electric, Yamazaki Mazak, Kawasaki etc.

UP (45)

Honda Cars, Yamaha etc.

West Bengal (24)

Nippon Steel, Hitachi Construction Equipments, Nomura Securities, Air Water etc.

Telangana (30)

Toshiba, Fuji Oil, Tomoe-gawa etc.

Andhra Pradesh (17)

Essae, Isuzu, Kobelco, Kusakabe etc.

Karnataka (217)

Toyota, HMSI, Fanuc, Nissin Foods, TME IC, Fujitsu etc.

Tamil Nadu (203)

Nissan, Yamaha, Toshiba, Komatsu, Panasonic etc.

(Source) Embassy of Japan in India, JETRO





Thank You

