

## Diversification of Regular Employees' Career Orientations and the Current Status of Careers and Working Styles

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### Abstrak

This article seeks first of all to gain an accurate picture of the types of expectations that individual Japanese regular employees have toward their jobs and careers, which we will approach through the concept of "career orientation." Secondly, it seeks to analyze the extent to which opportunities for job advancement and internal promotion and regular employees' working styles are diversified in relation to their career orientations. Thirdly, it aims to assess levels of job satisfaction among groups with different career orientations. And finally, it seeks to draw some implications from the findings related to the featured theme of "diversification of regular employees."

Our findings are as follows: for one thing, the career-orientations of employees are indeed diversified. Their opportunities for job advancement and internal promotion are also diversified corresponding to their career orientations. Also, there are correlations between the length of working hours and career orientation, but only among female employees. In addition, it was found that job satisfaction is lowest among male employees who place a priority on a working style that emphasizes balance between work and private or family life. Based on these findings, we have examined the significance of introducing systems that formally establish multiple employment categories among regular employees to accommodate their different career patterns and working styles according to their diversified career orientations.