

日本企業での就労継続に至る中国人元留学生社員の意識と行動の変容 ーTEA によるコンフリクトと解決要因の可視化を通してー

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本稿の目的は、日本企業へ就職した中国人元留学生社員4 名が日本での就労で抱いたコンフリクトやその解決要因を時系列で示し、意識や行動の変容を明らかにすることで、就労継続に至った過程を可視化することである。本研究では複線径路等至性アプローチ（TEA）を用い、最終的に4人の就労過程を統合したTEM 図を作成した。その結果、協力者たちは入社初期のコンフリクトを、入社前の知識や情報から得られた自らの覚悟に加え、周囲のサポートを得ることで乗り越えていた。その後の径路は企業側の姿勢や方針を要因として分岐を重ね、目に見える仕事の結果とそれに対する明確な評価、意見の採用や外国人社員としての役割を職場において認識した過程を辿っていた協力者は、最終的に明確な就労継続意志を示すに至っていた。一方で、仕事遂行上における継続的なコンフリクトが確認できた協力者からは、明確な就労継続意志が得られなかった。

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Transformations in Consciousness and Behavior of Chinese Former International Students Seeking Continuous Employment at Japanese Companies: Visualizing Conflicts and Solutions with the Trajectory Equifinality Approach (TEA)

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The purpose of this study is to visualize how four Chinese nationals who had studied at Japanese universities and were employed at Japanese companies transformed their consciousness and behavior to solve workplace conflicts. In this study, we analyzed interview data using the TEA (Trajectory Equifinality Approach) method and created an integrated TEM diagram. This revealed that the participants overcame initial conflicts thanks to support from colleagues and supervisors, as well as personal know-how acquired before joining the company. Participants' resulting employment paths branched out from there, due to factors including corporate attitudes and policies—for example, the ability to see the results of one's work and receive a proper evaluation of those results. Other factors included whether the company valued the employees' feedback and acknowledged the importance of their role as a foreign member of the company. Ultimately, those whose companies met these conditions indicated a clear will to continue working at their respective companies. On the other hand, those who had repeated conflicts did not express a clear intention to continue working at their company.

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