
Subject Index

- Age, demand for health checkups and, 286
- Agency theory, 325–26
- Aging populations, 6
- Auto industry, in Japan, 84
- Bad vacation time, 372
- Benefits: for female part-time workers, 15–16; of health checkups, 267–68. *See also* Fringe benefits
- Bonuses, 3, 31–32; effects of, on Japanese employment, 52; effects of, on Japanese productivity, 52
- CAD. *See* Computer-aided design (CAD)
- Canada, 27
- Capitalism, single-peaked vs. diversified, 20–24
- Checkups. *See* Health checkups
- Compensation, deferred, 325
- Component drawings, 86
- Computer-aided design (CAD), 86
- Conceptual drawings, 86
- Cost sharing, insurance for, 183–84, 186–88; impact of, on Medicare spending, 194–203
- Deferred compensation, 325
- Defined benefit (DB) pensions, 207–10, 211, 213
- Defined contribution (DC) pensions, 208
- Denmark, 316, 318
- Diversified vs. single-peaked capitalism, 20–24
- Drawings, types of, 86
- Drugs, in Japan: costs of, 12–13; economic incentives in choices for, 240–55; expenditures for, 229–31; inefficiencies in price system for, 225–62; pricing of, 231–40; reform proposals for pricing of, 262–63; switching effects of, 13
- Economic institutions, outcome landscapes for, 20–22
- Employee participation, at joint labor-management committees, 63–65
- Employee stock ownership plans (ESOPs): employee commitment to, 72–74; in Japan, 47–51
- Employment adjustments, in Japan, 7–8, 137–41
- Employment practices. *See* Participatory employment practices
- Employment Trend Survey*, 117
- Female part-time workers, in Japan: benefits for, 15–16; changes in wage and labor supply, by marital status, 350–464; data for, 347–50; enrollment differences in social insurance by, 356–59; non-compliance and, 353–455; overview, 339–41; participation behavior at individual level for, 359–67; predictions of enrollment patterns of, 345

- Finland, 318
- Foundry engineering, 85
- France, 318
- Fringe benefits: criticisms of high employer contributions to nonstatutory, 328; in United States, 325. *See also* Benefits
- Gender, demand for health checkups and, 286–87
- Germany, 318–21, 327
- Good vacation time, 372
- Gross job flows, 113–17
- Health and Retirement Study (HRS), 205; features of, 207–19. *See also* Pensions
- Health checkups, in Japan, 14; benefits of, 267–68; determinants of, 268; effect of age on demand for, 286; effect of gender on demand for, 286–87; empirical results for, by age groups, 288–302; health insurance coverage and demand for, 287; length of hospital stays and, 302–8; marginal effects of, 309–10; statistics for, 272–78; system of, 269–72; theoretical model explaining individual's choice for having, 278–85; types provided, 269–72. *See also* Japan
- Health insurance coverage. *See* Supplemental health insurance coverage
- Health Insurance Portability and Availability Act (HIPAA), 158
- Income distribution, in United States, 26–27
- Information sharing, 5–6, 81; during JLMC meetings, 54–63. *See also* Participatory employment practices; Simultaneous information sharing
- Japan: employee stock ownership plans in, 47–51; employment in, vs. United States, 32; joint labor-management committees in, 40–46; medical insurance system in, 269; as number one in 1980s, 28–30; payroll tax incidence in, 331–32; payroll tax policy recommendations for, 332–33; profit-sharing plans in, 51–52; role of firm and welfare support in, 318–21, 322–25; shop-floor committees in, 46–47; small-group activities in, 47; social expenditures in, 316–18; social security system in, vs. United States, 345–46; variable pay in, vs. United States, 31–32
- Japanese auto industry, 84
- Japanese machine-tool manufacturers. *See* Machine-tool manufacturers, in Japan
- Japanese mechatronics industry, 84
- Japanese youth employment/unemployment. *See* Youth employment/unemployment, in Japan
- JLMCs. *See* Joint labor-management committees (JLMCs)
- Job growth, 116
- Job growth rate, 118–20
- Job tenure, 33
- Job turnover, 116
- Joint labor-management committees (JLMCs), 40–46; effects of, on Japanese firms, 52–53; employee interest in, 65; employee participation at, 63–65; quantity and quality of information sharing during meetings of, 54–63
- Labor markets, in Japan: effect of aging populations on, 6–7
- Labor unions: fringe benefits and, 326–27; vacation time and, 16–17, 374–75, 388–89
- Landscapes: criteria for peak, 22–24; for economic institutions, 20–22
- Linear motion guideway (LM guide), 85
- Living standards, in United States, 26–27
- LM guide. *See* Linear motion guideway
- Machine development, process of, 86–87
- Machine-tool manufacturers, in Japan, 81–82; external and technological factors spurring 1970s growth of, 82, 84–85; importance of information-sharing systems for, 82; research method for, 83–84
- Mechatronics industry, in Japan, 84
- Medical saving accounts (MSAs), 8–9; data used for studying, 161–62; evidence for persistence and, 162–66; overview of, 157–61; semiparametric model of expenditures for, 166–78; study conclusions for, 178–80
- Medicare program, 184, 190–91; impact of insurance for cost sharing on, 194–203; supplemental health insurance coverage and, 192–94

- Medigap insurance, 193–94
 Ministry of International Trade and Industry (MITI), 82n3
 Moral hazard effect, 184, 187, 194
 MSAs. *See* Medical saving accounts (MSAs)
- Net job growth, 116–17
 New Zealand, 28
 Nonattendance, 371–72
 Nonwage labor costs, economic theories explaining, 325–28
 Numerical control (NC) technology, 84
- Option value analysis, 205, 207
 Outcome landscapes, for economic institutions, 20–22
- Parasite singles, 107–9. *See also* Youth employment/unemployment, in Japan
 Partial adjustment models, 135–36, 141–45; interindustry analysis of, 145–48; intraindustry analysis of, 148–51; using total labor input, 151–54
 Participatory employment practices, 39–40; complementarity of, 74–75; employee stock ownership plans, 47–51; evidence on effects of, 52–54; gap between union officials and employees and, 75; in Japan, 4–5; joint labor-management committees, 40–46; overloading of labor representatives and, 75–76; profit-sharing plans, 51–52; quantity and quality of information sharing during meetings and, 54–63; shop-floor committees, 46–47; small-group activities, 47. *See also* Information sharing
 Part-time female workers. *See* Female part-time workers, in Japan
 Payroll tax incidence, 328–31; in Japan, 331–32; policy recommendations for Japan, 332–33
 Peak capitalism. *See* Single-peaked capitalism
 Peak landscapes: criteria for, 22–24; for economic institutions, 20–22
 Pensions: defined benefit, 207–8; defined contribution, 208–10; distribution of pension wealth and accruals form, 219–22; reduced form estimates for, 222–25
 Preventive health care, 13–14
- Profit-sharing plans (PSPs), in Japan, 51–52
 Prototype drawings, 86
- Quality control (QC) circles, 69–72
 Queue jumping, insurance for, 183–84, 188–90, 194
- Retirement, stages of, 213
 Retirement saving, 180
- Sanitary administrators (SAs), 271
 SFCs. *See* Shop-floor committees (SFCs)
 SGAs. *See* Small-group activities (SGAs)
 Shop-floor committees (SFCs), 46–47; importance of, 65–69
 Simultaneous information sharing: during machine development process, 85–90; necessity of, 90–92; statistical analysis for, 92–99. *See also* Information sharing
 Single-peaked capitalism: criteria for, 22–24; vs. diversified capitalism, 20–22
 Small-group activities (SGAs), 47; endurance of, 69–72
 Social expenditures, international comparison of, 316–21
 Social insurance programs, in Japan: costs associated with, 343–44; participation rules for, 341–43
 Social security system: criticisms of high employer contributions to, 328; Japan vs. United States, 345–46; policy recommendations for Japan, 332–33
 Supplemental health insurance coverage, 9–11; for Medicare beneficiaries, 192–94; types of, 183–90; in United States, 190–91
 Sweden, 318, 321, 327
- Tax advantage theory, 326
 Tokyo Gas Electric, 92
 Total quality control (TQC), 90
- Uncovered services, insurance for, 183, 185–86; in G7 countries, 185
- Unions. *See* Labor unions
 United Kingdom, 27–28, 318–21
 United States: contributors to employment growth in, 33–35; employment in, vs. Japan, 32; growth of fringe benefits in, 325; income distribution in, 26–27; liv-

United States (*cont.*)

ing standards in, 26–27; misunderstandings about employment performance of, 30–33; 1990s economy of, 3; payroll taxes in, 329; as peak capitalist economy, 19–20; peak status of, 22–26; social expenditures in, 316–18; social security system in, vs. Japan, 345–46; supplemental health insurance coverage in, 190–91; variable pay in, vs. Japan, 31–32

Vacation time, 16–17, 371–72; cost of job loss and, 372; data for, 375–77; descriptive statistics for, 381; economic explanations for, 373–74; employment practices and taking, 373; estimation model for, 377–78; estimation results for, 381–88; explanatory models for, 378–37381; good vs. bad, 372; unions and, 372–73, 374–75, 388–89

Variable pay, 3, 31–32

Welfare support programs: firms and, 14–15, 315–16; groups financing, 315–16; international comparisons for, 316–21; Japanese firms and, 322–25; policy recommendations for Japanese, 332–33; role of firms and, 318–21; tax incidence of, 328–32; theories of, 325–28

Worker preference theory, 326–27

Workers, Japan vs. United States, 3

Youth employment/unemployment, in Japan, 103–4; by age category, 104; causes of, 109–13; determinants of hiring new graduates, 127–29; determinants of labor flows in large firms for, 124–27; difficulty of dismissal in Japan and, 129–31; gross job flows and, 113–17; gross job flows results, 117–18; job growth rate and, 118–22; job growth rates and growth rate decompositions for, 122–24; long-term, 107–8; vs. United States, 104–7. *See also* Parasite singles