1. Introduction (1/2)

- Japanese recruitment culture and situation of college students in Japan
  a. Set recruitment period by the federation of economic organizations in Japan.
  b. Companies: Companies don’t hire new graduates out of the period and expect students to work as a “member.”

2. Literature Review

3. Research Question:
   How to form mentorship?

4. Method

5. Data analysis

6. Conclusion

---

1. Introduction (2/2)

- Japanese recruitment culture and situation of college students in Japan
  c. Students: Most of students begin their career design from the period for the first time, “First good career choice”
  d. Career Consultant in University: We expect students to design their entire career; however, not enough assistance

It’s crucial to find an assistance method in order to make students elevated self-direction for job hunting in Japan.
2. Literature Review (1/2)

Who is Mentor?
“‘more experienced adult’ that helps the younger individual learn to navigate in the adult world and the world of work.”

What is mentorship?
“The prototype of a relationship that enhances career development”

(Kathy E. Kram, “Mentoring at Work: Developmental Relationships in Organizational Life,” University Press of America, Inc., Maryland, 1988, 2.)

2. Literature Review (2/2)

2 functions: Career Function and Psychosocial Function

<table>
<thead>
<tr>
<th>Career Function(s)</th>
<th>Psychosocial Function(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorship</td>
<td>Role Modeling</td>
</tr>
<tr>
<td>Exposure-and-Visibility</td>
<td>Acceptance-and-Confirmation</td>
</tr>
<tr>
<td>Coaching</td>
<td>Counseling</td>
</tr>
<tr>
<td>Protection</td>
<td>Friendship</td>
</tr>
<tr>
<td>Challenging Assignments</td>
<td></td>
</tr>
</tbody>
</table>

(Figure 2.1: Mentoring Functions*)

Focused on this study


3. RQ: How to form mentorship? (1/3)

Mentorship between employees

Mentorship between students?

3. RQ: How to form mentorship? (2/3)

Complementary Opportunities

Points to form mentoring relationship:
✓ Form interpersonal relationship as fostering mutual trust and increasing intimacy
✓ Follow up mentor candidates
3. RQ: How to form mentorship? (3/3)
   - 3 steps to form mentoring relationship:
     Step1. Gather mentor candidates
     Step2. Gather mentee candidates
     Step3. Occasion to meet each other

4. Method (1/2)
   - Meiji University Nakano Campus:
     2500 students are studying and about 10% are int’l students
     “The Student Career Supporters”
     ✓ Step1. Gather mentor candidates
     ✓ Step2. Gather mentee candidates

5. Data analysis
   My Research Question:
   Mentoring can be effectively used for an assistance method to make students elevate their self-direction for job hunting?
   Data:
   a. Feedback from mentees
   b. Result of Questionnaire with mentors
   c. Mentees’ declaration for mentoring lower grade students
6. Conclusion

Mentorship have been formed between students.

Effects:
- Mentees’ (junior students’) could have started job hunting with self-direction
- Mentors’ growth motivation seems to be increased
- Mentees have been interested in being a mentor

Questions & Comments

Please share your ideas and comments about my presentation.

https://goo.gl/oNp8mk

Please contact me reimiura21@gmail.com

Thank you for your cooperation!