

A Study on the Mental Health and Assistance of Japanese Expatriate Staff Members

Qualitative research on Japanese middle managers in China

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The purpose of this study is to understand the mental health of Japanese middle-manager expatriates in China. Specifically, four Japanese middle managers were interviewed in this study. After analysis using the Modified Grounded Theory Approach (M-GTA), four categories and 25 concepts are summarized, based on which the storyline is created.

The study found that the respondents' mental health overall is divided into two stages: before taking office and after assuming one's work position; and four positive or negative factors are identified: Psychological disorders in the workplace, family-related factors, personal factors, and buffering factors. Conclusions are drawn as follows. (1) Induction training has a significant impact on performance after assuming one's work position. (2) Placing expatriate staff members as a "mediator", instead of getting stuck in between head office and overseas branches, is beneficial to performance, along with maintaining and improving relationships with others. (3) People should have the mindset of "Don't expect that others can read your mind, express yourself directly and clearly." (4) Separating work from personal issues to avoid unnecessary interpersonal problems at work can contribute to mental health disorders.