

ABSTRACT

In Japan, there is lifetime employment system (*shuushin koyou seido*) that implementing at large Japanese companies and succeeding to keep employees motivated and satisfied by the implementation of *nenkoujoretsu*, *fukurikousei*, *choukianteikoyou* system.

Nowadays, there are dispersment of Japanese company operating abroad, including in Indonesia. Japanese company needs competent employees to face strict competition in this era of globalization. Thus, when Japanese company operating abroad, Japanese employers need starategy to keeping good employees and developing employee loyalty. For example, by implementing *shuushin koyou seido* way such as *nenkoujoretsu*, *fukurikousei*, *choukianteikoyou*. But, Japanese employer's style sometimes different with local employee's style and this can lead to friction. Although friction was happened, now, Indonesian worker still has desire to get a job in Japanese company. Therefore, the writer of this study conducts a research to answer the following research questions: **(1) how the dynamics of *shuushin koyou seido* implementation at Japanese company in Surabaya through *nenkoujoretsu*, *fukurikousei*, *choukianteikoyou*?; (2) what are the factors that can encourage Indonesian worker at Japanese company in Surabaya?**

Author use interview method with several informan (Indonesian workers) that get a job at Japanese company in Surabaya. The results showed that (1) Japanese company in Surabaya where informan working still implementing *shuushin koyou seido* aspect such as *nenkoujoretsu*, *fukurikousei*, *choukianteikoyou*; (2) factors that can encourage Indonesian workers are salary that used for satisfy any basic needs, pay house's rent, buy any clothes, there are so many guarantee and benefit that they get from company, people in company respect them, they are proud of their job and their pride symbolized by ID worker and company's facilities, chance to learn any new things, experience, and knowledges.

Keywords: *shuushin koyou seido*, *nenkoujoretsu*, *fukurikousei*, *choukianteikoyou*