

Sustainability of Ganbaru Concept among Japanese Expatriate in Jakarta

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Abstract: Ganbaru is a word derived from Japanese which is often interpreted spirit in general. This word is very often spoken by the Japanese when they want to start a day, both in drama and in anime. This word cannot be translated directly into other languages, because it has many meanings in every development of the times. In addition, the more important thing that should be known besides the meaning is the reason and the aim of the Japanese people apply the concept ganbaru. This research will find out the reasons and goals of Japanese people apply the concept ganbaru. By doing this research we can see the character of the Japanese. In this study researcher used quantitative methods for collecting the necessary data. The conclusion in this study is the reason and purpose of the Japanese apply the concept ganbaru due to a sense of duty and responsibility.

1 INTRODUCTION

Japan is a famous country in the world, a lot of things that made Japan famous in the world, for example, such as culture along with its celebration (*matsuri*), technology and even the attitude of the Japanese themselves. The attitude of the Japanese who made Japan famous is their enthusiasm for their work, this can be seen when the Japanese economy is ranked 2nd in the world. Before the Japanese economy was ranked 2nd, Japan's economy was not good because Japan had just suffered defeat in World War 2, at that time Japan got big losses, especially in economics. The main factor that make the Japanese economy can rise back is the result of hard work of the Japanese people. *Ganbaru* plays an important role in sustainable economic growth in Japan, because a worker with educated, skilled, and hardworking is what it needs to get a sustainable economic growth. Japanese society at that day worked with excitement and discipline even though almost all of them have to take overtime. An example of a study conducted by Whitehilland Takezawa in (Meek, 2004) showed the Japanese think his company as part of his life, even the center of his life that has become the most important thing in his life. This makes Japan got a sustainable economic growth from 1945-1960 and makes Japan ranked 2nd in the world. This is all done

by the Japanese based on their own will. This can be done by the Japanese it has *ganbaru*.

Ganbaru has many meanings such as insisting, persistent, hard work and the other meaning is also spirit. *Ganbaru* generate a positive effect on Japanese workers, *ganbaru* make Japanese workers loves their work, concentrate on they work, working excessively long hours voluntarily, sometimes even works on the day off, this is all because of their love. Working is not only because of the economic needs or demands of the company. Ref (Davies, 2002) said that the life goal of the Japanese is just work, so when they retire they do not know what to do on their retirement period. This condition which happens to Japanese workers can be called workaholic. Workaholic is a psychological term to describe a person who has no satisfaction at work and gets an inner impulse to continue working (Taris, 2010). Workaholic arises from within a person, and not from external factors (Taris, 2010). The cause of workaholic in Japanese people is a *ganbaru* culture that is already embedded within Japanese workers. *Ganbaru* is not just makes Japanese workers to working hard but it is makes them to love their work. This is makes them to understand their duties and responsibilities, and creating a good characters and personality, both physical, emotional and social. Japanese workers are disciplined and had spirit to working hard that can influence the people around them to participate in

being disciplined and working hard. This can be said to be sustainable individual. Ref (Pappas, 2015) Sustainable individuals are characterized by creating harmony, interconnection, and self-awareness in their values, thoughts, behaviors, and actions as well as cultivating continued individual growth in their physical, emotional, social, philosophical, and intellectual abilities.

Everyone has a reason and purpose in doing their activity. The reason and purpose are what makes a person can perform in their activity. This is similar with motivation because motivation is factor that makes a person do something. Maslow in (McLeod, 2016) said that motivation to move a person to perform an activity to achieve its goals. Herzberg in (Riley, 2005) said that content and context theory are 2 factors that cause a person's motivation. Content theory focuses on factors that give rise to motivation within a person based on work factors. Context Theory focuses on the factors that give rise to the motivation within a person based on individual needs. The theme of this study will discuss the reasons and objectives of Japanese people to apply *ganbaru* culture in working in Jakarta. This research is interesting to examine because we can know the factors that motivate the Japanese to work hard in Jakarta as well as the reasons and goals of the Japanese apply the concept *ganbaru* in work.

2 METHOD AND LITERATURE REVIEW

2.1 Method

In this study researchers used quantitative methods. Quantitative methods are the methods used in research for measuring objective data and statistics through scientific calculations whose data are derived from a sample of people or residents who are asked to answer a number of questions about surveys related to the research undertaken to determine the frequency and percentage of their responses. The purpose of quantitative research is to develop and use mathematical models, theories and hypotheses related to the phenomena that occur. In this study, researchers do data retrieval by listing some questions related with purpose and reason of the Japanese who apply the concept *ganbaru*, which then poured in the form of questionnaire and distributed to the Japanese who work offices in Jakarta. The target of this research is 20 Japanese who work in companies in Jakarta, men and women aged 18 to 64 years. In this

study 20 Japanese people asked with questions concerning the reasons and objectives of the Japanese apply the concept of *ganbaru*.

2.2 Literature Review

This study will use motivational theories to define the reasons and goals of the hard-working Japanese. Motivation theory used in this research is Herzberg's theory. Herzberg's theory stated that there are 2 factors of the birth of motivation in a person as follow:

Table 1. Herzberg motivational theory in Riley, 2005

Theory	Explanation
Content	Focuses on the factors that give birth to a person's motivation based on work factors
Context	Focuses on the factors that give birth to a person's motivation based on individual needs

Herzberg stated that content theory can cause motivation in a person, that are achievement, appreciation, creative and challenging work, responsible, progress and development. In another hand, Herzberg stated that context theory can cause motivation in a person, such as relationship with supervision, relationship with peers, relationship with subordinates, work conditions, personal life, progress and development, salary, and job security. In this study Herzberg's theory will be used by researcher to find out the reasons and goals of the Japanese applying the concept of *ganbaru* during their work.

3 RESULTS AND DISCUSSIONS

In this study the researcher got 20 respondents, among them are 8 men and 12 women. 65% of respondents are 30 to 49 years old. 80% of respondents have lived and worked in Jakarta for more than 1 year. To find out the reasons and objectives of Japanese apply the concept of *ganbaru* in their work, researchers made some questions related to the reasons and their goals work hard. The results obtained are 10 Japanese are applying the concept of *ganbaru* while working in Jakarta and 10 Japanese are not applying the concept of *ganbaru* while working in Jakarta. We will find the reasons why are they applying the *ganbaru* concept, and the reasons are as follows:

Table 2. The results of the survey of reasons and goals of the Japanese who apply the concept of *ganbaru* while working in Jakarta.

Answer	Amount
Because I feel obligated and responsible towards my colleagues and my boss	5
Because I want to challenge and improve my skills and work skills	4
Others	1
Total	10

Based on the data, researcher got the reasons and the goal of the Japanese *ganbaru* concept when working in Jakarta. 50% respondents said that because of a sense of duty and responsibility to work, and 40% of respondents answered they are applying *ganbaru* concept for their self-development. Based on this result, the researcher found a match with the cause of the birth of motivation based on Herzberg's content theory, that are sense of responsibility and progress and development. Based on these results, the researcher concludes that most of the reasons and goals of Japanese people apply the concept of *ganbaru* while working in Jakarta, derived from a sense of duty and responsibility towards his work. The next results of this research, researchers found factors that support the Japanese to keep applying the concept of *ganbaru* while working in Jakarta. Researchers get this data by asking 10 Japanese people who answered applying the concept of *ganbaru* while working in Jakarta, by asking what factors support them able to apply the concept *ganbaru* while working in Jakarta. Here are the results of the data that researchers get:

Table 3. The result of a survey of factors that can make Japanese people apply the concept of *ganbaru* while working in Jakarta.

Answer	Amount
I get support and help from my friends / colleagues	5
I have a strong determination to continue to struggle and survive in Indonesia	1
I'm used to always <i>ganbaru</i> and <i>gaman</i> in every condition	1
Others	3
Total	10

Based on the results of the data the researchers get the result of factors that can make the Japanese can apply the concept of *ganbaru* while working in Jakarta is

50% from 10 respondents said that they get support from friends and colleagues, 10% from 10 respondents said that it has a strong determination to continue living and working in Jakarta and another 10 % of 10 respondents said that it is used to apply the concept *ganbaru* in every condition. Based on these results, the researcher concludes that the support and assistance of the closest people is the biggest factor that can make the Japanese can apply the concept of *ganbaru* while working in Jakarta.

The next results of this research, researchers get the reason the Japanese do not apply the concept of *ganbaru* while working in Jakarta. Here are the results of the data that researchers get:

Table 4. The results of the survey of the reasons for the Japanese did not apply the concept of *ganbaru* in working in Jakarta.

Answer	Amount
I have the support and help from the people around me	8
I have the ability to adapt quickly	2
Total	10

Based on the results, 80% of these 10 respondents said that their reason is because they get support and assistance from the people around them. The other 20% of reasons is because they are easy to adapt. Based on the results, researchers found that providing support and assistance was also the reason why the Japanese did not apply the concept of *ganbaru* while working in Jakarta.

The next result, in addition to the researchers asked questions about the application of *ganbaru* concept while working, the researchers also asked about the application of the concept of *ganbaru* to live in Indonesia. The results of this study, researcher got 9 Japanese who answered apply the concept of *ganbaru* to live in Jakarta, then researchers continue to ask the reasons and their goals apply the concept of *ganbaru* to live in Indonesia. Here are the results of the data that researchers get:

Table 5. The results of the survey of reasons and goals of the Japanese who apply the concept of *ganbaru* to live in Indonesia.

Answer	Amount
Because I have a family living with me in Indonesia	2
Because I have obligations that I have to do in Indonesia	6
Others	1
Total	9

Based on the results of the data the researchers get the reasons and goals of the Japanese apply the concept of *ganbaru* to stay in Indonesia is 67% because they have responsibility for their obligations and 22% because they have families living with them. On the results of this study, researcher found similarities with the results of research on applying the concept of *ganbaru* while working, namely a sense of obligation and responsibility. The next results of this research, researchers asked all the respondents who numbered 20 Japanese people about the reasons they are motivated to apply the concept *ganbaru* in general. Here are the results of the data that researchers get:

Table 6. The survey results of the Japanese reasons are motivated to apply the concept of *ganbaru* in general.

Answer	Amount
I feel obligated and responsible	11
I have a passionate personality	8
Others	1
Total	20

Based on the results of the data shows that aspects that can motivate Japanese people to apply the concept of *ganbaru* in general is a sense of duty and responsibility with the percentage of votes as much as 55% and Japanese people have a passionate personality with a percentage of 40% of the vote. Based on these results researchers conclude most Japanese people are motivated to apply the concept *ganbaru* with reason sense of duty and responsibility. Researcher also can conclude with these results is that many Japanese people who are used to apply the concept *ganbaru* in daily life. The results of further research in addition to researchers examining things that can motivate Japanese people to apply the concept of *ganbaru* in general, researcher also examined aspects that can reduce their motivation to apply the concept *ganbaru*. Here are the results of the data that researchers get:

Table 7. Survey results that can degrade Japanese motivation to apply the concept of *ganbaru*.

Answer	Amount
When I realized my situation and environment can't support me	6
When i made a mistake	4
When I do not get support	8
Others	2
Total	20

Based on the results, the data shows that motivation to apply *ganbaru* concept among Japanese can decrease when they do not get any support from their environment, showed by 40% of respondents.

4 CONCLUSIONS

Based on the results obtained in this study, researchers conclude majority of reasons and goals of Japanese people apply the concept *ganbaru* because of a sense of responsibility and obligation to their work. From this research, we also can see that Japanese have high sense of responsibility towards their work. *Ganbaru* concept do not only implemented in working environment but also in their daily life. Sustainability in implementing *ganbaru* concept is caused by support of their close family or friends. These Japanese also have motivation context based on Herzberg's theory. Based on this conclusion, the researcher concludes that this sustainability in applying *ganbaru* concept is motivated by sense of duty and responsibility, based on content motivation based on Herzberg's theory.

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