

**AY2022 Center for Inclusive Leadership (CIL)
Research Project Grant**

研究代表者 Research Representative	所属・職位 Affiliation/Position	APM	氏名 Name	Hiroaki Saito
研究課題名 Research Title	Factors contributing to the social inclusion of foreign employees into the workplace: The case of the hotel industry in Japan			
研究メンバー Research Group Members	氏名 Name	所属 Affiliation		職位 Position
	Kate Inyoung Yoo	Kansai Gaidai University		Associate Professor
	Sho Kashiwagi	Kanagawa University		Assistant Professor
	Tom Baum	University of Strathclyde		Professor

**2022 年度 研究成果 (研究経過・到達点を明確にご記入ください。800~1,000 字)
AY2022 Research Results (Please state clearly the research progress, results, approx. 400 words.)**

During the Academic Year 2022 (AY2022), our team engaged in various activities as part of our CIL project. This report provides a detailed description of our activities thus far.

It should be noted that the project is still ongoing at the time of submitting this report. Although the official project period has been completed, our team will continue working towards publishing journal articles and disseminating the results at domestic and international conferences in AY2023 onwards.

Firstly, we presented our project ideas and progress as working papers at one international and one domestic conference. In May, our principal investigator, Dr Hiroaki Saito, and collaborator, Dr Sho Kashiwagi, delivered an oral presentation at the 20th APacCHRIE Conference hosted by Sunway University in Malaysia. The progress of our project with preliminary findings from our data analysis was also presented at the 20th Asia Pacific Conference hosted by Ritsumeikan Asia Pacific University in Japan in December.

Secondly, we made a significant change to our project plan in AY2022, particularly with regards to the data collection and analysis methods. Initially, our plan was to conduct both quantitative and qualitative studies to address research issues related to foreign workers' perceived social exclusion in the hospitality industry context. However, due to difficulties in collecting sufficient data from foreign hospitality employees in Japan, we shifted our approach to focus on a qualitative study alone.

Thirdly, we conducted data collection through in-depth semi-structured interviews. Our team developed an instrument, interview protocol, and informed consent form before starting data collection in November. With the support of a research assistant, we conducted 26 in-depth interviews with foreign employees (both full-time and part-time) currently working in the hospitality industry in Japan. Due to the COVID-19 pandemic, all interviews were conducted online via Zoom. With the participants' consent, all interviews were video-recorded to allow for effective data analysis and sharing of information among project members.

Fourthly, our team conducted two in-person meetings to discuss our project plan. In December, during the 20th Asia Pacific Conference, Dr Sho Kashiwagi visited Dr Hiroaki Saito to discuss the data collection and analysis plan. In January, Dr Hiroaki Saito met Dr Kate Yoo and Dr Tom Baum at Kansai Gaidai University to discuss the paper writing plan. While our team conducted several online meetings throughout the year, these face-to-face meetings provided valuable opportunities to clarify and strengthen our ideas towards completing the project.

Finally, our team is currently organising the data collected from the interviews. We will transcribe the recorded videos verbatim and analyse the data. After the analysis, we plan to write a manuscript and submit our study to an international journal by the end of December 2023.

2022 年度中の研究発表 (予定を含めてご記入ください)

Research Publications in AY2022 (journal articles, conferences, etc.) (Please include future plans as well)

発表方法 Publication Methods	詳細 Details		
著書・論文等 Books or Articles	著書・論文名等 Title of Books or Articles	出版社／掲載誌・巻号等 Name of Publisher / Name and Volume of Journal	刊行年月日 Date of Publication
	N/A		
学会等 Presentation at an Academic Conference	タイトル Title	学会名 Name of an Academic Conference	発表年月日 Date of Presentation
	The role of ethical leadership in mitigating migrant workers' perceived social exclusion and promoting their well-being: The case of the hotel industry in Japan	20 th APacCHRIE Conference, Malaysia	May 25, 2022
	The role of ethical leadership in mitigating migrant workers' perceived social exclusion and promoting their well-being: The Case of the hotel industry in Japan	20 th Asia Pacific conference, Japan	December 3, 2022

その他 Others	N/A		
2022 年度 開催イベント（予定を含めてご記入ください） Events in AY2022(Please include future plans as well)			
イベント Event	イベントタイトル Title of Events	イベント詳細 Event Description	開催年月日 Date of Event
	N/A		