

( )

가  
GM 44  
MIT "Made  
In America"

"JIT" "lean"

Skill) (Firm-specific

職長  
(Job rotation)

가,  
QC

가  
engineer technician

가  
(On-the-job-training)

(Supervisor)

가 가 (chain-  
linked)  
job rotation

Aoki

