

Culture and Well-being

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What psychosocial consequences are the focus of your research/work?

- We investigate how the meaning system in each cultural context (e.g., nation, institution, community) connects and interacts with our psychological mechanisms (e.g., emotion, behavior, cognition)
- We need to understand the “intrinsic” meaning of well-being in different cultural contexts: how the current trend of market globalization changes local cultures, and consequently, the psychological functions of people in such cultures.

What is the current situation?

Good behavioral regulation due to the social norm (social concern) at individual level, but there are several difficulties in organization (e.g., slow decision making process, cultural value of “working together”)



Independence

Interdependence

For biological health, interdependence is meaningful

Japan Needs to Telework. Its Paper-Pushing Offices Make That Hard.

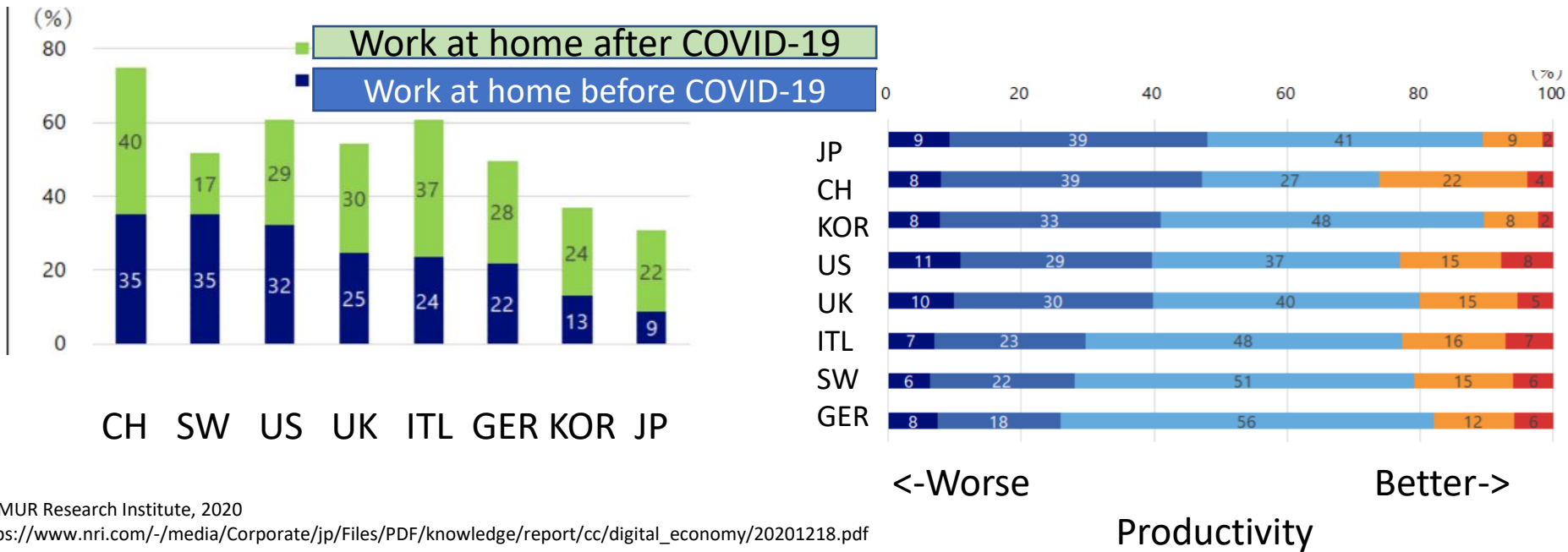
The government says working remotely is crucial to halting the coronavirus, but a workplace culture of official seals, fax machines and face-to-face meetings hinders that effort.



<https://www.nytimes.com/2020/04/14/business/japan-coronavirus-telework.html>

What are the possible solutions?

- Organization Level Solution is necessary



NOMUR Research Institute, 2020
https://www.nri.com/-/media/Corporate/jp/Files/PDF/knowledge/report/cc/digital_economy/20201218.pdf

Indeed, organizations with higher job mobility + Independent organization value exhibited increases in positive group functioning even in Japan
 Balance between “interdependence of group” and “independence of individual” is needed to increase WELL-BEING