

## *Degree of Integration of the Indigenous Managers into Japanese Management Practices of Japanese Transplants in Sri Lanka*

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### **Abstract**

Japanese transplant in Sri Lanka have been in growing for several years, which use Japanese Management Practice to manage those companies. It is also observed that the Japanese Management Practices are adopted by other Sri Lankan organizations as well. In such a context, it is important to test the degree of integration of those practices by Sri Lankans, which is the focus of this research. This research consists of the test result of the degree of integration towards the Japanese Management Practices of 226 Sri Lankan managers who work over 10 Japanese owned organizations. Taking the ten popular Japanese Management practices into consideration tested the degree of integration of said managers. Out of the total number of managers 75% accept the Japanese Management Practices. Their average degree of acceptance is 75%. However, it is important to mention that there is 100% agreement for some of practice mentioned above (QCC method/ 5S concept). Some of the Japanese Management Practices have been rejected (*Nominication*) by the management personnel in the companies, which were included in the present study.