

Honesty, Self-Monitoring, and Work Values in Japanese Society: A Mediation Analysis

1. Research Objective. In Japan's collectivistic culture, self-monitoring (reading others' feelings and regulating one's own behavior) is important as suggested in the Japanese language phrase, "reading the air," which is used to describe self-monitoring behavior. This study investigated the factors that induced self-monitoring behavior and the resulting effects. 2. Method and Results. Data were collected by questionnaire from 187 Japanese undergraduate students (48.1% male; mean age = 19.65 years). The bootstrapping mediation analyses indicated that self-monitoring significantly mediated the relationships between honesty and two work values (gaining-autonomy and gaining-respect), with honesty being found to have a significant negative effect on self-monitoring, and with self-monitoring having a positive effect on these work values. 3. Conclusion and Discussion. It was found that less honest people had higher self-monitoring skills as they often attempted to hide their real thoughts, and were better at reading other people's feelings and regulating their own behavior. It was also found that people with self-monitoring skills place more importance on respect and autonomy as work values because to gain respect or be given autonomy requires the development of trusting relationships and self-monitoring behavior contributes to the relationship development. Respect and autonomy, in generally, appeared to be favorable work values; however, this study suggested that these work values could be induced through dishonesty.