

Scientific review paper

SPORT, HUMAN RESOURCES AND BASIC VALUES OF JAPANESE SOCIETY¹

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Abstract: Japan is a capitalist country that puts profit at the center of the organization of industrial relations, but puts the "man" at the center of the organization of society and, accordingly, attaches great importance to human resources. Sport, as part of a healthy lifestyle, is one of the ways to promote longevity in Japan. In addition to many other elements, it contributes to a higher quality of life along with a particular diet. In Japan, stress is present because change is part of everyday life, and in the elimination of stress, it helps the sport as part of a healthy approach to life. Japan has a very long history of traditional martial sports and that are part of the budo, namely: judo, kendo, kyudo, sumo, karate-do, aikido, shorinji kempo, naginata, and jukendo. The very English term "martial arts" implies both martial sports and martial arts, though the two terms are distinguished. For example, a traditional martial sport is sumo, a martial arts is aikido, while karate is both a sport and a martial art. The main difference between martial sports and martial arts is that martial sports have competitions and firm rules in line with which athletes compete, while the arts have no contests and competition rules, but rather respect the principles of the martial art itself. Today, martial sports aim to improve a person's potential and abilities through learning, and to lead them to a fair triumph. The main point of martial arts is the acquisition of combat skills that are applicable in every situation³.

Key words: *Japan, sport, human resources, society, culture.*

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³ Source: Marović, Ivan, 2017. Razlika između borilačkih sportova i borilačkih veština, <https://impulsportal.net/index.php/zanimljivosti/sport/7104-razlika-između-borilackih-sportova-i-borilackih-vestina>. What is interesting is a remark by the same author that martial arts emerged and were developed at the time of war, while martial sports were developed at the time of peace.

"Know your opponent and know yourself - this way, even if you have to fight a hundred battles, you will emerge victorious a hundred times."

Sun Tzu

INTRODUCTION

The basic values of the Japanese society, as well as sporting principles, come from a religious understanding or understanding of life. This concept is rooted in Shintoism, a religion of Japan that emphasizes peace, tranquility, and harmony with the environment as desirable or the only acceptable values (Maksimovic, 2017, p.85). The entire culture of the Japanese people is imbued with harmony and simplicity. Kindness, courtesy, diligence are emphasized, and constant development and progress are required. This is how Laskado Hern described it in his piece "The First Day in the East": "Here too life has its shortcomings, its vices, its cruelties; yet, the more one looks at them, the more they are astonished by their extraordinary goodness, unusual patience, kindness, simple cordiality, immediate mercifulness" (Hern, 2009). Civility (or decency) in Japan is a virtue that implies appropriate conduct, due respect (social positions), and is associated with other virtues belonging to a spiritual discipline whose etiquette and ceremony are merely external manifestations. Courtesy is associated with compassion and paying attention to other people's feelings. It aims to express the superiority of the spirit over the body, while concealing the manners of modesty and mercy (Nitobe, 2018, <http://www.japanorama.rs/2019/10/25/japan-uctivost-u-svakom-trenku/>).

The basic values of the Japanese society when it comes to human resources are commitment, dedication, perseverance, discipline, order, a way of life imbued with emotions, but also with constant mental rationality (calculation) (Maksimović, 2004). Human resources in Japan are a resource of great importance. The starting point is empathy, i.e. compassion with others, followed by motivation, continuous education and improvement, polite communication (Maksimovic, 2014). In everyday life, but also in business terms (company culture), cleanliness, orderliness, calmness, modesty, functionality and frugality are desirable. Budo sports and skills are deeply rooted in the Japanese culture and they are almost piously practiced. Therefore, in Japan, religion and traditional culture (<https://www.jnto.org.au/experience/culture/sports/>) are intertwined with sports. Namely, the Shinto mythology is rooted in Japanese martial arts, as authentic as the religion itself. Shintoism is a religion that is oriented towards nature and ancestors and is characterized by various religious beliefs. A prominent feature of this religion is harmony, which must exist among humans, between humans and nature, between the society and family, company, the state. In addition to Shintoism, Zen Buddhism, which was originally a samurai religion, also plays

a significant role. At the time, it consisted of five elements: calming emotions, calm acceptance of inevitability, self-control at all times, closer exploration of death than life, and complete poverty. However, training is paramount both for Zen and for martial arts and sports. Martial arts and Zen together make up the Budo, and their common denominator is creativity and concentration of "here and now." It is desirable that intuition and action occur simultaneously. Directing the mind and educating it in the direction of the right action is actually what one strives for in martial arts (Deshimaru, 2008, p. 25-30). Zen is a will, and to some extent a mindset because it contains intuition, and is therefore firmly rooted in Japanese life. For example, according to Zen, in fencing, the most important thing is to acquire a mental attitude known as "immovable wisdom." This means that the midpoint remains stationary and the mind reaches its peak (Suzuki, From, 1964, p. 172, 175). The Zen mind should be a beginner's mind. This means that beginner consciousness must be maintained in Zen, because that is compassionate consciousness and at that time it is infinitely willing to accept the possibilities (Suzuki, 2015 p. 24).

Namely, the first martial arts schools were founded at the time of feudal Japan. The traditional martial arts of Japan (*bugei or bujutsu*) developed based on the experience and culture of a feudal warrior class known as *bushi* or *samurai*. Martial arts became more and more sports-oriented in the Japanese modernization process in the Meiji period (Meiji 1868 - 1912) and especially after the Second World War. In the post-war demographic, the transition of the sport began, as the Japanese consciousness matured and it turned out to be the right time for it. It is then that much attention was paid to the tradition of physical and mental training (Budo: The Martial Ways of Japan, 2009). Just as the feudal army in the martial arts has empowered the spirit, in the modern age, people from all walks of life are encouraged to train, in order to improve their social and mental skills. Japanese modern Budokan originated in Tokyo in 1964, and the next major event was the founding of the Japanese Academy of Budo (Nihon Budo Gakkai). As a modern sport, Budo has retained all values based on the traditional culture, and this cultural basis is highly valued in the modern society of Japan.

1. BUDO - MARTIAL ARTS TRADITION AND MODERNITY

The term **Bushido** (武士道) was created from the *bushi* which means the "life path" of a professional warrior and encompasses adequate values and a moral worldview. Back in the Tokugawa shogunate, the "path of the soldier" implied that this call was in fact the way of life of a warrior. Bushido's original meaning is actually the path that professional warriors need to follow

in times of change, in times of peace and in times of war, and they must be able to cope with any life situation. In doing so, they must rely on others. Bushido fighters (*samurai*) possessed combat skills as well as the ability to manage their properties. For example, judo was developed as a means to strengthen people's minds and bodies, to enable them to become citizens who are able to play a positive role in improving the society. Thus, in addition to technical martial arts, martial arts require a strong mind. They are also used in the development of children's personal traits and therefore Budo is a form of cultural and physical exercise for young people⁴. Both aspects, both mind and body, are related to educational ideas that serve to enrich the individual. The goal of education is, on one hand, the development of a sound body and a healthy mind, and on the other it covers intellectual, moral and physical education. The intention of the budo in the old days was to keep oneself alive, while in the modern age it is to achieve a victory. In the modern age, as individuals, people rely on each other to survive and develop. Budo teaches those who train it not to fear their opponent, but at the same time not to look down on them with contempt (Budo: The Martial Ways of Japan, 2009).

Martial arts have historically played the role of protection against the enemy, but they also complemented other roles in the life of the warrior. For example, they were a means of self-development, training and mental maintenance, attitude and discipline, followed by ethical and moral cultivation. They meant technical training (*bujutsu*) and mental - spiritual training (*budo*), and when the two elements came together, the Japanese soul would come to life (Grivas, 2016). The warrior skills in ancient Japan, nurtured through martial arts for centuries, have become martial sports of today. Some types of sports are known to have been transformed from pre-modern times, for example, from village practices and ritual practices in temples (*sumo wrestling*), aristocratic pursuits (*archery*) and war exercises (*kendo*). According to the samurai code called *Bushido*, Japanese warriors cultivated the following qualities: courage (boldness and endurance), mercy (love, generosity, compassion), courtesy (kindness), truthfulness and honesty (lying is cowardly), honor (respecting the duty of their professions), loyalty (loyalty), self-control (control of feelings). With these bushido warfare principles, samurai set a moral standard for people. In doing so, Shintoism fostered traits such as loyalty and patriotism, and Zen Buddhism influenced samurai by educating them to despise fear of death and to face it (Samurai and their castles, the Japanese warrior class, and their castles, 2008. p. 155-159, www.jka.or.jp/en/about-jka/philosophy/) Modern Budo is made up of traditional Japanese arts and sports, namely: judo, kendo, kyudo, sumo,

⁴ The word budo, is made up of the notions of bu – war and do - road or path, and here the emphasis is on the term do.

karate-do, aikido, shorinji kempo, naginata and yukendo (Budo: The Martial Ways of Japan, 2009):

Judo (柔道) - or "*The Way of Gentleness*" is a form of weaponless combat based on classic martial art known as jujutsu. The first schools were organized in the Muromachi period (1333-1568), but the system of technology was set up mainly during the Tokugawa shogunate (1600-1868)⁵. Emphasis is placed on a holistic approach to training the mind and body. Originally there were classes of schools that had their own techniques and philosophical teaching. Modern Judo was founded in 1882 in a small Buddhist temple of Eishoji, Japan. The present jujutsu judo form was developed by Kano Jigoro (1860-1938) as a method of self-defense exercise and a kind of moral training. He felt that martial arts' popularity was in decline, so he changed his approach to training and changed the goal: until then the goal was to hurt and kill an opponent, and from then on it was just a fight and a victory (by throwing)⁶. He created the Kodokan Judo School, which initially had 9 students on 12 tatami mats. Since that time, this art has been constantly evolving. Judo emphasizes subtle movement and mental discretion and the desire to defeat an opponent (not by strength). After the World War II, judo was banned from the Allied Occupation Forces, and at that time judo, as well as kendo and other martial arts and sports, were not allowed to be taught in schools in Japan. Americans considered martial arts to be the source of Japanese imperialism because of the Butoku Kai school where all Japanese officers and non-commissioned officers (NCOs) were trained⁷. This changed after the mid-20th century. Jigoro Kano himself, who was very influential as a minister of sport, promoted judo around the world so today judo has an international character. He sent his students abroad to promote judo (www.judokola.rs/sta-je-dzudo). Today, judo is practiced in 190 countries and it is practiced by men and women of all ages. A famous Japanese novelist Inoue Yasushi described judo as follows: "The beauty of judo is that while engaging your opponent, you are also fighting yourself. If you are unable to defeat yourself, how can you handle your opponent?"⁸ In Japan, judo is generally promoted at three levels: as a combat technique for self-defense, as an educational skill that develops the values needed to develop the body and mind and encourage self-development, and as sports judo (Budo: The Martial Ways of Japan, 2009) Judo became

⁵ The cited years of the aforementioned historical periods are taken from the book *History of Japan*, 2008.

⁶ Judokis train in a kimono called Judogi that attaches to a belt that matches the rank of a judoist (<http://judokola.rs/sta-je-dzudo>)

⁷ After the World War II, this school was burnt down, but it survived and still exists today.

⁸ *Shizentai* - a natural posture, incorporated by Kano Jigoro into his technical system. He defined it as an attitude in which the body is completely relaxed and upright without much thought in mind. The standing position is the front, and when the right foot is one step forward it is called *migi-shizentai* and it is called *hidari-shizentai* when the left foot is in the front.

part of the Tokyo Olympics in 1964, only for men, and for women it was introduced at the Barcelona Olympics in 1992.

Kendo (剣道) - “the art of fencing” is Japan's oldest martial art and combines strength, skill and courage. As the flourishing of the Japanese chivalry emerged in the Kamakura period (1192 - 1333), with the strengthening of the samurai class, warrior skills were perfected. The famous swordsman of the Middle Ages was Kagehisa Itosai, and his school belonged to historical figures such as Oda Nobunaga, Tokugawa Hidetada and Tokugawa Iemitsu, all shoguns. Bokuden Sukahara (1490 - 1572) is also mentioned as one of the best swordsmen, and the most famous swordsman was Miyamoto Musashi, who lived in the early 17th century. Zen Buddhism is also associated with kendo. Namely, when it arrived to Japan in the 13th century, it influenced samurai, imposed itself as a religion of willpower and intuition, which proved to be necessary for warriors. The basic principles of kendo are: *ki* - spirit, to be filled with spirit; *ken* - sword, sword art; and *tai* - body, attitude (www.sr.wikipedia.org/sr-ec/kendo). Until the Showa period (1926-1989, the reign of Emperor Hirohito), kendo was called kendo or gekken. Today, kendo fighters use head and shoulder protectors (*men*), protection for neck and shoulders (*mendare*), throat (*tsukidare*), fists and forearms (*kote*), chest (*do*) and hips (*tare*). They also wear wide black pants - *hakamu* (<http://www.japanorama.rs/2019/10/21/sportovi-i-vestine-u-japanu/>).

As a modern Japanese budo sword discipline, kendo is based on the techniques of the legendary samurai warriors, holding a two-handed sword (*katana*). Kendo is "the path of the sword and the spirit of the samurai". The weapon now used by Kendo is *Shinai*, consisting of four bamboo strips connected by a leather holder (*tsuka an*) and a cap (*saki-gava*), nylon wire ties (*tsuru*) and a stabilizing strap in the middle (*nakauui*). Kendo has existed in the tradition of the samurai culture for a long period of history. It was widespread in the early 20th century and in 1926 the Ministry of Education officially recognized terms kendo and judo. It was banned in the post-war period (after World War II) because it was considered to have been associated with militarism. However, in 1950, kendo was resurrected, as it was considered a sport fit for a democratic society. At that time, the emphasis was on competition and mutual respect for equality with others. These ideals are embodied in the newly formulated rules of the match and have led to the great popularity of kendo. The national body of the All-Japan Kendo Federation (AJKF) has been formed and since then, the sport has been popularized nationally and internationally. Thus, the International Kendo Federation (IKF) was founded in 1970, and today kendo is one of the most widespread budo disciplines in Japan, and is practiced all over the world (Budo: The Martial Ways of Japan, 2009).

Kyudo (弓道) – An art in which bow and arrow are used, so it is a form of archery that means "the path of the arrow". The use of bows and arrows in

Japan dates from primitive times. Bows were invented by the inhabitants of East Asia towards the end of the Paleolithic Era 14000 BC. up to 15000 BC as hunting tools. From the Neolithic Age, 5000 to 6000 BC, bow and arrow have remained an important hunting tool, but were slowly beginning to be used more and more as weapons of war throughout the world (Budo: The Martial Ways of Japan, 2009). Since the 6th century, under the influence of China, Japan begins to distinguish - military archery - soldiers shooting arrows from horseback and - civilian archery - civilians shooting from the ground. Further under the influence of Zen Buddhism, a ceremony in archery that binds to spirituality develops. Soon after, many schools and styles developed, and today the most popular modern kudos are Ogasavara, Heki and Honda. The Amateur Archery Association was founded in 1949. However, at the beginning of the second half of the 20th century, as well as other martial arts, this sport was banned. After that period, it was modernized, and the data shows that the number of kyudo practitioners is constantly increasing. Namely, in 1953, 10,282 people were practicing, and in 2008, kyudo gathered some 200,000 practitioners, becoming increasingly popular. The bow that is used is 2 m and 21 cm long, the target distance should be 28 meters and the target diameter is 36 cm (this is a target with concentric black and white circles - *kasumimato*). "There is also a *hoshimato*, a white target with a black circle in the middle, 12 cm in diameter. The target is positioned 97 - 130 cm from the ground. There are also targets with 100 cm in diameter, which are placed at a distance of 60 m. The winner with the most points wins the competition, but the form of the stand and the shooting of the arrow are also evaluated." (<http://www.japanorama.rs/2019/10/21/sportovi-i-vestine-u-japanu/>).

Sumo (相撲) - is a traditional form of wrestling considered by many to be the national sport of Japan⁹. The sport is mentioned in the legend of the battle of the gods, represented by two clans, and was won by clan representative Jamato Takemikazuchi. Sumo is about two thousand years old, and the first combats took place in religious Shinto shrines. In the 8th century it was part of the court ceremony, and in the Nara period (710-794) and the Heian period (794-1185), wrestlers had sumo matches before royalty at the imperial court in famous ritual events (*as summai - no - sechi*). Since the seventeenth century, regular competitions have been organized, and since the twentieth century, special attention has been paid to the development of sumo (<http://www.japanorama.rs/2019/10/21/sportovi-i-vestine-u-japanu/>). Over time, this art has adapted to a specific form recognized as today's Sumo, which was formed as a basic modern sport. Professional "Grand Sumo" tournaments were established in the middle of the Tokugawa period and today these are

⁹ As noted above, the main difference between martial sports and martial arts is that martial sports have competitions and firm rules by which those competitions take place and the arts do not.

very popular events that are frequently watched by the Japanese public. Sumo has also been widely applied in amateur circles at universities and colleges, schools and clubs in the Japanese community. The goal of sumo combat is simple. The warrior (*rikishi ust*) pushes the opponent out of the ring (*dohio*) or forces them to touch the ground with any part of their body, not their feet. The great sumo rituals of purification and reverence consisting of stamping and throwing salt in the middle of the ring are performed before the fight begins. These rituals show the intention of fighters to fight with much respect. In keeping with the rooted tradition, sumo fighters are men. In the twentieth century, the Sumo Federation of Japan became part of the Sports Association of Japan. Sumo has become a very popular sport since 1953. Today, seminars are held, instructor exams and certificates are awarded. Due to its specificity, there are about 7000 registered members, but the sumo infrastructure is constantly expanding, activities are increasing, as is the international sumo promotion and further development of the sumo technical program (Budo: The Martial Ways of Japan, 2009).

Karate-do (空手) - is the most famous Japanese martial sport, but it is also a martial art. Formed and developed on Okinawa (formerly Ryukyu Kingdom) before the island became Japanese, karate is being considered Japanese today because Jigoro Kano opened the door of Kodokan for Ginichi Funakoshi¹⁰. It is actually an art of self-defense that in most cases does not use weapons, so it means "the path of an empty hand ". There are three main categories: hand strikes (*uchi*), thrust (*tsuki*), and kick - jerk (*keri*). There are also numerous blocks (*uke*) to avoid an opponent's attacks. Karate is part of the budo, but it also serves to form courtesy and moral development, and fosters children's education through active physical learning. Karate teaches them to control their emotions and sympathies, to be sensitive to other people's pain and anguish. Karate masters also find it important to teach people how to be persistent and attach great importance to improving their immediate environment. Concern for others and respect for others, as well as a sense of responsibility towards society, are fundamental for karate-do whose ultimate goal is the pursuit of self-perfection. In addition, karate teaches students about the value of life itself through rigorous training, which is why this is said to be the "Karate Way". The role of instructor and teacher (or sensei) in martial arts is both necessary and crucial.

Otherwise, karate comes from the Far East, practiced by people - followers of different religions such as Buddhism, Hinduism and Taoism. It originated under the influence of the Chinese martial art of *kung fu*; it was first called Tode and it was given its present name at a later time. Originally, man developed skills to deal with the hostile forces of nature with his bare

¹⁰ So, it comes from Okinawa, but after the annexation of this island to Japan, over time, it began to be considered a Japanese martial sport, but also a martial art, as mentioned above.

hands, but also with wild beasts. Later, during the Japanese occupation of Okinawa, this art was practiced by the villagers to defend themselves against tax collectors and bandits. For that, they needed a strong and healthy body. Karate was an art practiced in Zen Buddhist monasteries for many years, and later samurai began practicing it¹¹. Karate was developed in Okinawa (formerly the Kingdom of Ryukyu) and is therefore considered an Okinawan art. When the law forbidding the carrying of weapons by ordinary people was passed, karate developed as a defensive martial art, in which people could only use their hands and feet. Karate-do became part of the school system in 1905, with University clubs popularizing karate-do in Japan. Today's version of karate was perfected by Gichin Funakoshi, and he and his peacock style are considered the most famous style of modern karate in Japan. Karate has different styles, so other styles can be mentioned besides *shotokan*, such as *kyokushin* (oyama-ryu, developed by Oyama Masatutsu), *wado-ryu* (developed by Nironopi Ohtsuka) and *goju-ryu* (developed by Choyun Miyagi as a hard- soft style).

Karate is a martial and self-defense art, and karate-do literally means "the path of the empty hand", thus saying that karate is a way, not a technique - karate-jutsu¹² (Fukoši, 2009). Further advancement of karate led to the formation of the Japanese Karate Federation (JKF) in 1964, and in 1970 the World Union of Karate-do Organizations (WUKO) was established. It has been recognized by the International Olympic Committee in 1985 as a form of "human humane education" that promotes mental discipline and can be practiced by people of all ages. The goal of karate and other budo martial arts is not to "hit" an opponent to appease one's ego, but the true meaning of karate can only be understood by emphasizing the heart and soul of each person and their life in harmony with others (Budo: The Martial Ways of Japan, 2009).

Example 1. Karate and Gichin Funakoshi

Gichin Funakoshi, a karate sensei, was born in Shuri (Okinawa Prefecture) in 1868 and died in Tokyo in 1957. In addition to his primary vocation as a school teacher, he dedicated his entire life to karate, working to refine and popularize it. He updated karate techniques, set professional terminology, emphasized spiritual art, and evolved karate from a warrior art to a way of life. Funakoshi descended from a samurai family belonging to the upper class. In the upper grades of elementary school, he his body became stronger, his health improved, and his interest in karate increased. Very soon he began to exercise with "soul and body and heart and mind". At that time, when he

¹¹ The significance of Zen Buddhism has been explained earlier.

¹² It is thought that one karatista should strengthen the abdominal muscles in order to control the movements of the arm and leg and later the breathing. (Funakoshi, 2009).

was starting out, karate was forbidden and he went out to practice at night. He enjoyed practicing and became a karate instructor. He thought karate was a defense against illness, because he was well trained and never got sick. Regarding physical injuries, he said that a well-trained person can avoid them if careful. Until his death, he lived for karate, adorned with confidence, and he attributed it all to his karate practice. However, with Meiji reforms, he cut off his chonmage and did not carry a sword with him, which samurai of the old age would consider a diversion from the samurai path. However, like many other samurai, he accepted the novelties of restoration and modernization of Japan. He modified, i.e. modernized the way of the samurai. He was also an expert in Chinese classical works. Thanks to Funakoshi's efforts, karate is included in the family of traditional Japanese arts and sports in addition to kendo, judo, sumo (wrestling), aikido, jukendo, kyudo, naginata and shorinji kempo. Thanks to him, karate has become an internationally recognized sport in the world. He said: "I view my role as, I would say, the role of a ceremony director who was fortunate enough to appear at the right time in the right place and take the opportunity." In addition, thanks to Japan's persistence even after Funakoshi's death, karate was to become a new Olympic sport at the 2020 Tokyo Olympics. That has been decided by the International Olympic Committee (IOC), including karate along with four other new sports, so competitors will instead compete in 33 disciplines instead of 28. Source: Funakoshi, 2013.

Aikido (合気道) - at the heart of aikido is the concept of "*ki*" or single life force. It originated from jujutsu, in its present form around 1920. According to some sources, Aikido dates from the Middle Ages, and was passed on by the family of Shogun Minamomo to the Aizu Samurai clan. As a secret skill, it was passed on only to members who had high incomes and therefore had a high ranking with the samurai. The Aizu clan belonged to Sokakua Takeda, whose disciple was Ueshiba Morihei, the creator of modern aikido. Aikido training seeks to merge the universal "*ki*" that flows within each individual. This translates as the "path of harmony of spirit" and, in conjunction with other budo martial arts and sports, seeks alignment of body and mind techniques. It is in fact a harmony with the "*ki*" recognized by Ueshiba Morihei (1883-1969), the founder of Aikido. Ueshiba's philosophy combined technique with spirit (heaven and earth), thus creating a path for the training of bodies and minds with unreserved love for all things. So in aikido, there is a throwing technique - *nage*; blocking - *kime*; controlling - *katama* and nailing - *osae*. After Ueshiba's death, the years of popularization of Aikido continue, and his son Kishomar is actually the second generation of Doshu, who occupies high positions in Aikido. In the twentieth century, specifically in 1976, the International Aikido Federation (IAF) was established. Today,

aikido is being trained in ninety countries around the world (Budo: The Martial Ways of Japan, 2009, <http://www.japanorama.rs/2019/10/21/sportovi-i-vestine-u-japanu/>).

Shorinji Kempo (少林寺 拳法) - a little-known martial art in Serbia, it was founded in 1947 by So Doshin (1911-19 80). Initially, he lectured young educated people who needed to "build a nation" after the World War II. He preached to them about the moral principles and the ideal of a nation to aspire to. Since this was not best accepted by young people, he decided to show it to them in the future with martial arts, and to this end he used shorinji kempo. He argued that the only way a country could rebuild itself was to improve the human heart and choose peaceful ways of solving problems, "half for one's own happiness and half for the happiness of others." His axiom is known to say that a noble man will not humble a poor man. Shorinji kempo is a non-weapons combat system, a budo art that aims at self-development in three ways: a) through characteristic teaching, b) technique, and c) a complete education system. The syllabus set by So Doshin has been revised several times and has been translated into other languages. Classes start with easier topics and each step further they become more complex. Today, it is studied by students, learned by pupils, trained in 32 countries around the world, and there is the *Shorinji Kempo Unity Japan* (- 財 団 法 人 少 林 寺 拳 法 連 盟) founded in 1963. By 1972, shorinji kempo had spread to 36 countries around the world, and then the International Shorinji Kempo Federation was founded, which in 1976 grew into the World Shorinji Kempo Federation (VSKO - 拳 法 世 界 連 合). Since 1985, an international shorinji kempo competition has been held every four years, bringing together competitors from all over the world. Furthermore, in 2008, the Japan Junior High School Shorinji Kempo Federation was formed in Japan. (Budo: The Martial Ways of Japan, 2009, <https://www.shorinjikempo.or.jp/en/history>).

Naginata(なぎなた, 薙刀) was named after the weapon used in combat or competition. The weapon consists of a curved blade 30 to 60 centimeters long that stands at the end attached to a wooden shaft approximately 1.2 to 2.4 meters in length. According to historical scrolls, naginata first appeared in a battle around the eleventh century¹³. Its elongated shape made it possible for a fighter to face multiple opponents, to use it while on a horse, as well as to fight an opponent using arrows. With the advent of firearms in the mid-sixteenth century, naginata ceases to be used in battles (http://www.city.itami.lg.jp/i/culture_itami/en/naginata/1484272073029.html). With the advent of peace in the seventeenth century, naginata became a martial art primarily for women. They trained it to reinforce the virtues of order, chastity, harmony and moderation. During the Showa period, naginata became a part of the school

¹³ Naginata is mentioned in Kojiki, the book of records of ancient things in the early eighth century, and was used by warrior priests around 750AD (<https://www.naginata.jp/english.html>).

system in Japan, as did other martial arts and varieties. Later, male naginata was formed, which received many members, and in 1955, the All-Japan Naginata Federation was established, while in 2001 the All-European Male Naginata Championship was held. There are elements of kendo in this art, but there are many features that are unique to it. One of the major differences from kendo is that naginata allows for kicks on the side. It is practiced on both sides of the body and is therefore considered to develop a good sense of balance. Naginata is usually observed and trained in modern sports form, however, there are many who continue to train in classical schools. Naginata includes long-established ideas for personal cultivation and harmony of body and mind. With these basic goals, thousands of people around the world study it (Budo: The Martial Ways of Japan, 2009). The main reason is that naginata training improves body posture, aims to develop kindness and consideration for one another, improve health, develop confidence, develop fine manners and enrich personality with the knowledge of traditional Japanese culture. In addition, it develops honesty, integrity, and the sense of justice as well as commitment and will to live. The Naginata International Federation, founded in 1990, has ten member countries, namely the United States, France, the Netherlands, Belgium, Sweden, Brazil, New Zealand, the Czech Republic, Australia and Japan (<https://www.naginata.jp/english.html>).

Jukendo (銃剣道) - either the art of bayonet fighting or the "bayonet path." Originally, in ancient times it was trained in traditional Japanese schools where spearmen who used spear, sword and bow were trained. In the 16th century, firearms were used in jukendo training. In the Meiji period (1868-1929) a bayonet was also used. The targets of jukendo opponents are chest, throat, left shoulder and left forearm. "*Mokuju mock*" means "rifle and bayonet", made of wood and used to make precise moves at the opponent. The top of the *mock* is fastened with rubber and has a cap that reduces the impact force of the opponent and reduces the chance of injury. The armor is similar to kendo but is stronger and has better throat and heart protection. The valid point of "*Ippon*" is successfully won when it is scored with a secure movement of the whole body forward, which follows the sharp movement of the bayonet towards the point of contact. Jukendo has the elements of a traditional budo in it, it serves to enhance the character and soul, with the ultimate goal of preventing violence. After World War II, in 1952, the Japan Jukendo Federation was established (Budo: The Martial Ways of Japan, 2009).

2. SPORTS IN JAPAN - HEALTHY IN BODY AND MIND

According to the Japan International University, about 5 million people exercise budo. Of those 5 million, 60% train karate, 20% judo, and the other

20% train kendo, aikido, naginata-do and other budo arts and sports. Japanese martial arts and sports are studied at three levels:

- 1 The first group consists of those who study martial arts *based on technique*, i.e. the practical side, for the purpose of self-defense and participation in tournaments. This is especially important for judo, kendo and karatedo;
2. The second group is mainly interested in the *theoretical approach*, that is, people who study martial arts as part of the Japanese culture or as an academic subject of research. For these reasons, for example, these people read "Books of the Five Rings" (Go Rin No Sho, 五輪書), written between 1640 and 1645 by the swordsman Musashi Miamoto (1584-1645)¹⁴. Some readers try to use Musashi's writing experience and strategies as a guide to a successful career;
3. The third category consists of those who are interested in a *combination of technical and spiritual training*. Beyond individuals, Budo International and Shiseikan Budo International aim to explore the role of martial arts in the development of ethos and psychological strength, as important features that may prove particularly useful during a national crisis (Grivas, 2016).

In addition to budo martial arts, in today's modern Japan, there are also popular sports that were "brought in or introduced" from the West, sometimes in their original form, and sometimes strikingly reformed and domesticated. The most popular are baseball, football, tennis, basketball, volleyball, water polo and handball, followed by golf, swimming, badminton, hiking and cycling, although the greatest achievements of Japanese athletes so far have been achieved in gymnastics and table tennis competitions. For example, baseball was brought to Japan in 1872, and amateur competitions are very

¹⁴ The book is a family story about the art of warfare, which is much woven into martial arts and women. "Buddhism is a path that involves helping people. Confucianism is the way to reform culture. For doctors, treating people is a way of life. The poet teaches the art of poetry. Others, however, are concerned with predicting the future, archery, or various other arts and skills ... People practice those skills to which they feel affection, and thus develop their individual abilities. Only a small number of people strive for the warrior path. The warrior's path involves knowledge of culture and art as well as practicing warrior skills. Even when they are not skillful, warriors as individuals need to strengthen their practical skills as much as circumstances allow. It is generally accepted that warriors think first and foremost about death. A warrior may die every day in battle or otherwise by serving his master. But the path of accepting death is not limited to warriors. Beggars, women, and peasants, and those in the lower classes, may voluntarily accept death if they are compelled to do so by duty or by not accepting shame. In this respect, there is not much difference between samurai and others. However, the life path practiced by the bushi is based on being superior to others in anything and everything."(Musashi, 2008, p. 21-22).

popular today. Football was also introduced in the Meiji period. And famous Japanese families, such as Toyoda and Morita¹⁵, had tennis courts back in the early 20th century. (Morita, 1990)

Japan first joined the 1912 Olympics. The first silver medal was won by their athletes in 1920 and the first gold medal at the 1928 Amsterdam Olympic Games. Little is known that the organization of the twelfth Olympics in 1940 was entrusted to Tokyo. Neither those nor the 1944 Olympic Games were held because of the World War II (Saramandic, 2004). Japan organized the 1964, 1972 and 1998 Olympics. It was also supposed to host the 2020 Olympics (<http://www.topendsports.com/world/countries/japan.htm>). Throughout Japan, there are sports museums dedicated to specific sports, their history and development. In addition to museums, there are national institutes and universities involved in organizing sports life. For example, the Japan Sports Agency aims to achieve, through sport, "a society in which people are healthy both in body and mind, and to lead a cultured lifestyle throughout their lives." In doing so, it is in charge of revitalizing regional communities through sport by involving as many people as possible in sport. It should improve sports facilities and sports activities for children, strengthen the sports environment and improve the work of many associations, as well as promote sports tourism. Interestingly, one of the goals of the Japanese Sports Agency is linking sports with industry. In Japan, sports are practiced by people of all ages, and the importance of sports in children is particularly emphasized. This way, the qualities and abilities necessary to enjoy a sport that increases physical strength are nurtured. Sport provides children with the opportunity, whether through organized school activities or through sports clubs, to enhance their motivation to learn and foster a sense of responsibility and solidarity (<http://www.mext.go.jp/sports/en/index.htm>). To that end, sports festivals are held in schools in Japan and for them this is the biggest event of the year. They are held in the fall, mainly in October. Sports Minister Daichi Suzuki, who is an active participant in sports from various positions - as a former Olympic athlete; university professor specializing in sports science; president of the Swimming Federation of Japan; and a member of the board of directors of the World Olympic Association, believes that leading the Japan Sports Agency is "the most important enhancement of international competitiveness" so that Japanese teams and athletes can succeed in major international competitions, and thus give other people hope and inspiration. In addition, promoting a healthy lifestyle through sports, as well as competitive sports based on state-of-the-art sports medicine and science, remain important sports goals in

¹⁵ Toyoda, a family owned by Toyota, a company known for car manufacturing, and the Morita family, owned by Sony, which is best known for producing small home appliances (TVs, DVDs, walkman, discman) .

Japan (<http://www.mext.go.jp/sports/en/information/kaiken/detail /1365744.htm>).

Example 2: Kei Nishikori - short CV

Thanks to Kei Nishikori, a Japanese professional tennis player, tennis has become very popular in Japan. In a way, he changed it.

Kei Nishikori (錦織 圭 *Kei Nishikori*) was born on December 29, 1989 in Matsue, Shimane Prefecture, Japan. His father Kyoshi is an engineer and his mother Eri is a piano teacher, he has an older sister, Reina. Kei started training at the age of five. With his play, as a child, he drew the attention of the Japanese public to himself and became a national tennis champion by the age of 11. He won the All Japan Children's Tennis Championship in 2001. At the age of 14, Nishikori moved to Bradenton, Florida to join IMG Academy. In 2008, he entered into a three-year contract with Sony to continue further training. He continued to pursue his dream, training hard, despite his injuries, but thanks to his mental strength, incredible discipline and desire to win, he was able to climb to the top of the tennis list. His occupations and hobbies, besides tennis, are football, golf, reading books and listening to music. Nishikori has been coached by Michael Cheng since January 2014. He is now among the top 20 of the ATP list, with his best placing being the fourth on the list in 2015. Nishikori represented Japan at the Rio Olympics, where he won the bronze medal. It was Japan's first tennis medal in 96 years. He has numerous sponsors, and it is impossible not to mention the Wilson racket, the Uniqlo sportswear he wears¹⁶, the Nike sneakers (Nike previously being Adidas). He is the promoter of Japan Airlines and his image is on a Boeing 777-300ER called Jet Kei. He is also a promoter of other Japanese companies.

Sources: <https://www.tagheuer.com/en/kei-nishikori>,

<http://www.keinishikori.com/en/profile/>,

https://en.wikipedia.org/wiki/Kei_Nishikori,

<https://www.japantimes.co.jp/sports/2008/05/01/more-sports/nishikori-lands-deal-with-sony/#.XaWjWdR97s0>.

Thanks to the dedicated effort and perseverance of the Japanese government and sports clubs and individuals, sports are very popular in Japan today because they offer beauty and excitement. Famous athletes have the status of national stars, but also foreign athletes who, when they come to their country, are accepted and become very popular and "worshiped". For example, Kei Nishikori draws a lot of attention wherever he appears, and very

¹⁶ A Japanese textile brand that has enjoyed great success in the global market.

famous athletes in Japan were our footballer Dragan Stojkovic and brothers Vanja and Nikola Grbic, volleyball players.

CONCLUSION

Martial sports and martial arts are one of the core values of the Japanese culture of living, as they have long been rooted in the Japanese society. They promote a healthy lifestyle and aim to encourage as many people as possible to train and play sports. Exercise skills and training numbers are in the limelight as a way of achieving personal goals and results. At their core is Zen Buddhism, which prepares fighters (warriors, earlier samurai) for combat through the practice of meditation and concentration. However, sport also plays a significant role in the society, which is to mitigate the differences, both social and personal and cultural. In addition, it has a humane character. It is a model of humanism-based behavior that encourages compassion, a sense of duty and obligation (*yi* – “*ji*”). The desire for learning and cognition, and constant advancement, connects human resources, kaizen, zen and martial arts and sports.

Budo arts and national Japanese sports are judo, kendo, kyudo, sumo, karate-do, aikido, naginata and jukendo. Throughout Japan's history, they have received particular attention, especially since the time of modernization - the Interwar period and after the World War II. Since then, managers have often compared themselves to the samurai, who are fighting for the well-being of their company, and are practicing Buddhism as a technique for better thinking and decision-making (Nešić, 2017, p. 124). Therefore, continuous training and advancement in knowledge and abilities is a common feature of martial arts and kaizen, but it is also part of human resources management because it requires people's responsibility, discipline, orderliness, accuracy and commitment. The very name kaizen is made up of two words *kai* - change and *zen* - good, which in free translation means change for the better, or continuous improvement. According to kaizen, not a single day can pass without improvement even though the results are not immediately apparent. It requires a great deal of energy and dedication (Maksimovic, 1014, pp. 120-121, 123; Imai, 2008). Traditional martial arts and sports have implications for human resources by teaching them to master themselves, to be focused (intuitive), strong, wise, determined, loyal, honest, to pay attention to their own behavior and to do the right thing at all times¹⁷. Such behavior is also desirable in Japanese companies, and it is desirable that they do so at work, when playing sports and in their daily lives in general. Therefore, Taysen Deshimaru believes that daily life at first is a unique opportunity to master

¹⁷ "Behavior affects consciousness ... Every gesture is important." (Deshimaru, 2008 p.94).

himself. Because “now never returns” and while there is time in martial sports, there is only the present in martial arts (Deshimaru, 2008, p. 30, 31).

Traditional martial arts and sports are nowadays upgraded and organized in a modern way. Each of these sports has its own federation through which it is organized at the national level, although their international promotion is continuous. Every sports organization, including in Japan, has an appropriate organizational structure and resources. Sports management consists of two parts: a) sports function and b) business function. Management in a sports organization is focused on human resources as well as goals in order to achieve the best results. In this context, building good interpersonal relationships plays an important role. So, whether leadership in sport is viewed through the activities of individuals (coach-athlete being a central part of sports activity, that is, individual management of teacher-student relations) or groups that contribute to the achievement of set goals by their rights, authority and performance, the most important components for sport are communication, motivation and leadership. They are interconnected and give the necessary quality to human resources, without which no function of sports management could be adequately realized. Therefore, in sports, one can talk about the most important activities such as choice, selection and retention of human resources, followed by training and development of human resources. Applied to Japanese sports organizations, in short it refers to consensus-based decision-making, but also to supervision and attention, first and foremost directed at athletes, but also at all employees (Nešić, 2017, pp. 125-129).

In Japan, there are also widespread sports that are accepted from the "west" such as baseball, football, tennis, basketball, volleyball, handball, water polo, table tennis, badminton, athletics and many others. Improving international competitiveness is a major goal of sports in Japan so teams and competitors can cope with rivals in "major" competitions. Thus, “In the fight between strong technique and strong body, technique wins. In the battle between strong mind and strong technique, the mind wins, because the mind will intuitively be able to find the opponent's weak point” (Deshimaru, 2008, p. 39).

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