

Japanese-style Management

The key to the success of management in Japan is the constant improvement of production and control processes. This is the whole philosophical system called "kaizen", which can be best translated as "continuous improvement". Students of Peter the Great St. Petersburg Polytechnic University had a unique opportunity to get to know the "kaizen" system itself and the peculiarities of its implementation on the production floor. On the 18th of March Professor Yo Koji, representative of the Japanese Center in St. Petersburg, consulting adviser, collaborating with leading auto concerns, gave a seminar.

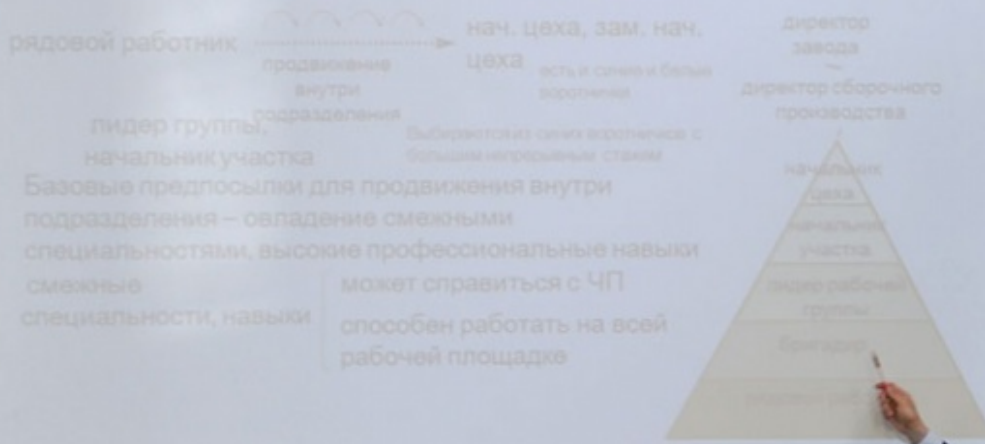


At the beginning of his presentation, Yo Kodzi noted that the "kaizen" philosophy is applicable not only to management and production processes, but also to other aspects of human life. During the seminar, he said about a number of techniques and gave examples of how using this Japanese practice a person could improve himself. "The goal of "kaizen" is to reach zero-loss production through the improvement of standardized actions and processes." - explained the Professor.

Управление персоналом и организация труда

Управление продвижением по службе

- Часто продвижение по службе происходит в связи с ротацией.
- После проведения оценки и выбора на протяжении длительного времени осуществляется продвижение за рамки подразделения



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A separate section of the seminar, held in the frame of open lectures with guest experts invited to the Institute of Industrial Economics and Management, was dedicated to the motivation system within the "kaizen" practice. The professor emphasized, along with the production system in the company it is important to build a material and human resources systems which would function in harmony and increase company's effectiveness. Yo Koji also talked about the differences between motivation systems in Russia and Japan.

Media Center, SPbPU

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