

○ワークショップ 「アジア諸国における経営諸側面の研究」

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ワークショップは以下のとおり、開催された。

◇研究目標

本ワークショップは、アジア諸国における企業組織および非営利組織における経営の諸側面、すなわち、人的資源管理、生産管理、ガバナンス、環境経営、衛生管理などの諸側面における実践、課題、理論などについて経営学的研究方法を用いた研究成果を発表の場として開催した。

◇報告者および題目

1. Khondaker Taslima Rahman (南山大学非常勤講師)
“Management of Islamic NGOs in Bangladesh”
2. 願興寺ひろし (南山大学元教授)
“The Skill Training System of Automobile Manufacturers – A Case Study”
3. Mahabubul Alam Chowdhury (福岡女子大学教授)
“An Analysis of Competitive Strategies of Electrical Vehicles in Japan and China”
4. 倉沢 宰 (愛知学泉大学元教授)
“A Glance at the Managerial Aspects of NGOs: With Illustrations from Bangladesh”

◇ワークショップの討論内容

Khondaker Taslima Rahman 報告 : Taslima Rahman 先生は、“Management of Islamic NGOs in Bangladesh” のテーマでバングラデシュにおける非政府組織の経営の諸側面について述べた。発表の内容は次の通りである。

Based on archival sources and first-hand interviews, this paper examines some aspects of operation and management of Islamic NGOs in Bangladesh. Findings suggest that Islamic NGOs prevail in the pretext of having competitive presence and roles in the developmental activities in the country which is an effective way of coming closer to the general people in the nation. In their operation and management, these NGOs implement some progressive approaches, in that they develop operational and management principles and philosophies of mission statement, strategy formulation, goal development, and day-to-day operational management objectives. All such actions possess a spiritual fervor which transcends their organizations, activities, operations, volunteering, and management. The leaders-cum activists of Islamic NGOs are meticulously educated, forward looking in action, outlook, and approach, and are highly conversant with the culture of development movement in the country. They carefully and objectively study the loopholes in the approach and attitude of the secular NGOs and position and align their resources, staff and activists, and managers in competitive fields to achieve successful missions and programs. These NGOs are particularly active in such fields as poverty alleviation, income generation, emergency relief operation, education, gender emancipation, social welfare, health-care, human rights promotion, disaster relief, and so on. They promote networks with both local and international Islamic NGOs, development assistance providers, and collaborate with secular NGOs on equal and/or competitive footings. They emphasize the human aspect of development activities and strategically attach importance to human values, life-after-death, social equality, and distributional justice, which make them more trustworthy to their beneficiaries. Furthermore, these make utmost efforts to establish friendly and collaborative relationships with international donors and supportive organizations and the government organizations. They meticulously work to remain law abiding, trustworthy, and efficient. They are scared of sabotage and step-motherly attitude and treatment from the competing secular NGOs, politically neutral NGOs, and government authorities. As alleged some Islamic NGOs interfere in anti-liberation, anti-secular government propaganda, pro-terrorist activities, underground hostile activities, and funding Muslim fundamentalist criminal organizations. However, there exists many good Muslim NGOs, which are highly patriotic and efficient and are liked by the government authorities for their sincerity, effectiveness, and trustworthiness. They have their own lobbying people,

organizations, and mobilize international lobbyists even to farther their movement and mission.

Mahabubul Alam Chowdhury 報告 : Chowdhury 先生は、“An Analysis of Competitive Strategies of Electrical Vehicles in Japan and China” のテーマで日本と中国における電気自動車事業戦略の比較分析を行った。本論文の要旨は以下の通りである。

Business environment of the automobile industry has become more competitive due to changing customer needs and demands, market competition, globalization, technological development, and innovation. Automakers should have perfect strategies and policies to overcome uncertainty and future development of electric vehicles (EVs) in this sector. In this context, Porter’s competitive strategy is a niche in businesses strategies that can allow adaptation. This paper focuses on Porter’s competitive strategy analysis between Japan and China which is made up of mass production and sales in Asia as well as the World. It has analyzed the development of EV in Japan and China which is expending demand in the international market and making the industry more competitive. The EV is striving to prevent global warming and build a new technology and spreading zero-emission concept focused on it. The EV has been contributing to resolve domestic and international energy issues through an initiative of ‘next generation vehicles’. It is started by the Japanese multi-national corporations such as Toyota, Honda, Nissan, Mitsubishi motors and the Chinese automakers BYD, Geely, Chery BAIC BJEV, and others. However, the EV and the EV sector has the potential to grow and maybe in the 21st century it has a huge possibility to lead the world automobile market.

願興寺報告 : 願興寺先生は、“The Skill Training System of Automobile Manufacturers – A Case Study” のテーマで日本の自動車産業におけるある会社の熟練研修制度を検討し、その効果を明らかにした。発表の内容を要約すると以下の通りになる。

This article focuses on “the production skill” as a necessary condition to practice skill training system at A-Corporation Production System (APS) and aims to clear the system that has made continuous improvement of skill level possible through observation of the process of skill formation and the role of manager and supervisor in-charge. Through this research on actual conditions based on the inner documents at A-Corporation, an establishment of the personnel development system based on “the special technical skill mastery system”, effective use of that system and the front line labor management by the manager and supervisor, and philosophy and guiding principles indicated in the “A-Corporation Way” under its current management, and it is proved that all these three factors have produced a synergy effect on the continuous improvement of the higher skill

level and manufacturing competitiveness at this corporation. This means a continuous improvement of skill level is realized systematically as one of the most important corporate strategy. And, this is the reason why the skill level has improved continuously at this corporation.

倉沢報告：倉沢先生は、“A Glance at the Managerial Aspects of NGOs: With Illustrations from Bangladesh” のテーマで発表を行った。この発表の内容は以下の通りである。

Over the last several decades awareness about the role of NGO/NPO (Non-government Organizations, Non-profit Organizations) is steadily increasing. However, among the general public in Japan awareness is rather low. Although there is no internationally unified definition, citizen-led efforts to resolve global issues such as welfare and development issues, human rights, environmental issues, peace issues, etc. from the standpoint of "non-government" and "non-profit" organizations are generally referred to collectively as "NGOs." Many sporadic and novice attempts are often initiated by volunteerism and philanthropy. However, management and sustainability of efforts are important to achieve the desired goals. Strategic weak points or vulnerabilities of NGO management need to be assessed. This paper attempts to present examples from Bangladesh. Bangladesh, once infamously considered as the “economic basket case,” has been the experimental ground and breeding center of some world renowned NGOs. Remarkable achievement in social development has been achieved through the coordinated efforts of the government as well as widespread activism of NGOs and NPOs. Pioneering models of development have been developed by NGOs and now being adopted in many other countries. Japan, perhaps, can learn from the efforts of Bangladesh.

◇研究成果発表

Chowdhury Mahbubul Alam, “An Analysis on Competitive Strategies of Electric Vehicles in Japan and China”, 北九州市立大学法政論集第 46 巻第 3.4 合併号、pp.199-234、2019 年 3 月。

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