

What is a relaxing workplace where you can work happily without stress?

Similar to the organization of Sharp Corporation, abolish department and section chiefs (people who are outstandingly excellent by anyone's standards) can be decided by reputation.) will be assigned to the director of the center, debriefing meetings will be abolished, and the director of the center will go to the monthly report prepared by each section and ask questions if there are any doubts.

The name and organization of the section and department remain the same, but the members are limited to general, supervisor, and chief. We will make a rule that it is necessary to follow the judgment of the director of the center. (Chief is a title for those who have made a very good achievement. Basically, there are few, but if there is a certain level of ability, we will create an environment where anyone can become a chief. = Anyone can take responsibility and so that they can act according to their senses.)



In my work, I place importance on what is necessary for the whole, and important matters are decided by a joint system of the competent and the chief, and only when there is a difference of opinion, I ask the director of the center for his judgment. (Like the Japanese women's curling team, it's good to be friendly and have fun.)

➡ Government agencies and companies have introduced global digital reforms, abolished department and section chiefs, and created an environment where they can work freely on a division-by-section basis (see diagram below), making work fun and doing good work, making Japan AS No. 1. I believe that the road to the future will open again.

Come to work in cosplay, express yourself in your own way, take a break when you are tired, and if you are not feeling well due to lack of sleep, prepare a little time to sleep (reclining massager), or at your own pace. We aim to create an ideal workplace where everyone can work freely and enjoyably. (It's the feeling of an open workplace when your nagging bosses and seniors aren't on vacation or on business trips.)



1. Working hours: 9:00-18:00 (2 hour break) or 9:00-17:00 (1 hour break) Alternatively, it is possible to work from home. (Hobbies are possible during lunch break)
2. Work 4 days a week and submit work days (including whether you are at home or not) by the previous month.
3. The basic salary of the competent person is about 400,000 or 500,000 (with important qualifications)。
4. Below, 3 days a week - 300,000, 2 days - 200,000, 1 day - 100,000. (Generally, the setting is about 50,000 lower than the competent.)
5. If you eat at the company or at a restaurant designated by the company, lunch is up to 1,000 yen, and dinner is up to 1,000 yen. Company will pay up to 2,000 yen.
6. Hourly wage for overtime work and holidays (← all days different from the work day you applied for): 5000 yen, 7000 yen after 10 o'clock in the middle of the night.
7. Commuting expenses are unlimited, and various insurance systems such as employment insurance are fully equipped.

Overtime work and business trips can be decided at your discretion for those who are in charge or higher, so if you want to work a lot and earn a lot, for example, if you take only Sundays off and work 10 hours on the rest of the days, $4 \text{ weeks} \times 2 \text{ days} \times 10 \text{ hours} = 80 \text{ hours} \times 5000 \text{ Yen} = 400,000$.



With limited funds, bonus payment standards and detailed work regulations are decided through consultation among workplace staff.

In addition, performance bonuses will be paid. (Instead of paying 300,000, 200,000, 100,000 per month, depending on performance, instead of paying twice a year as before. (If you work overtime for 50 hours or more, you will automatically receive an additional 100,000. It can be said that there is little risk (difficult thought) of

Note: All overtime work (including working at home) is self-reported, and it is possible to work overtime because it is difficult to fall asleep. However, it is 5,000 yen, and if you work continuously from the night time, it will be 7,000 yen). No) It's a working feeling.

After 18:00 in the evening, family and friends can come and have a meal together (up to 5 people per month can be invited free of charge). On holidays, we rent a place and hold parties. However, we will try to make life itself as enjoyable as possible by using the facilities effectively.



A typical workplace scene after 18:00

People who are busy with work can continue to work in a separate room, and people who want to go home early for shopping or family gatherings can freely choose. I get it, and I enjoy talking with my friends from the bottom of my heart, not for career advancement.

Company pays up to 1000 yen for lunch and 2000 yen for dinner

In Huawei research, a company train runs through a vast site, a large river flows, the research building is tailored in the European style of the Middle Ages, and the meals are luxurious gourmet, which is very playful. I hear that the city is full of tall buildings and there are many suicides.



In Japan, there was a tendency to abolish central research laboratories (to reduce costs) in pursuit of efficiency (which many people consider to be a virtue).) In my mind, I think that people tend to spend more time on squabbling and "reasons and excuses for things not going well."

I think that the ideal workplace is something like this, and I will propose it. (See diagram below) An office is rented for each workplace consisting of 5 to 15 people, there is no managerial position, and it is composed of general, competent, and chief (title), and general (including newcomers) work under the direction of the competent or higher. However, more than half of the workplace are in charge or above, and while consulting with each other, they are given discretionary powers to work overtime and business trips, and proceed with their work.

Healing workplace example



reclining chair



folding bed



massage machine



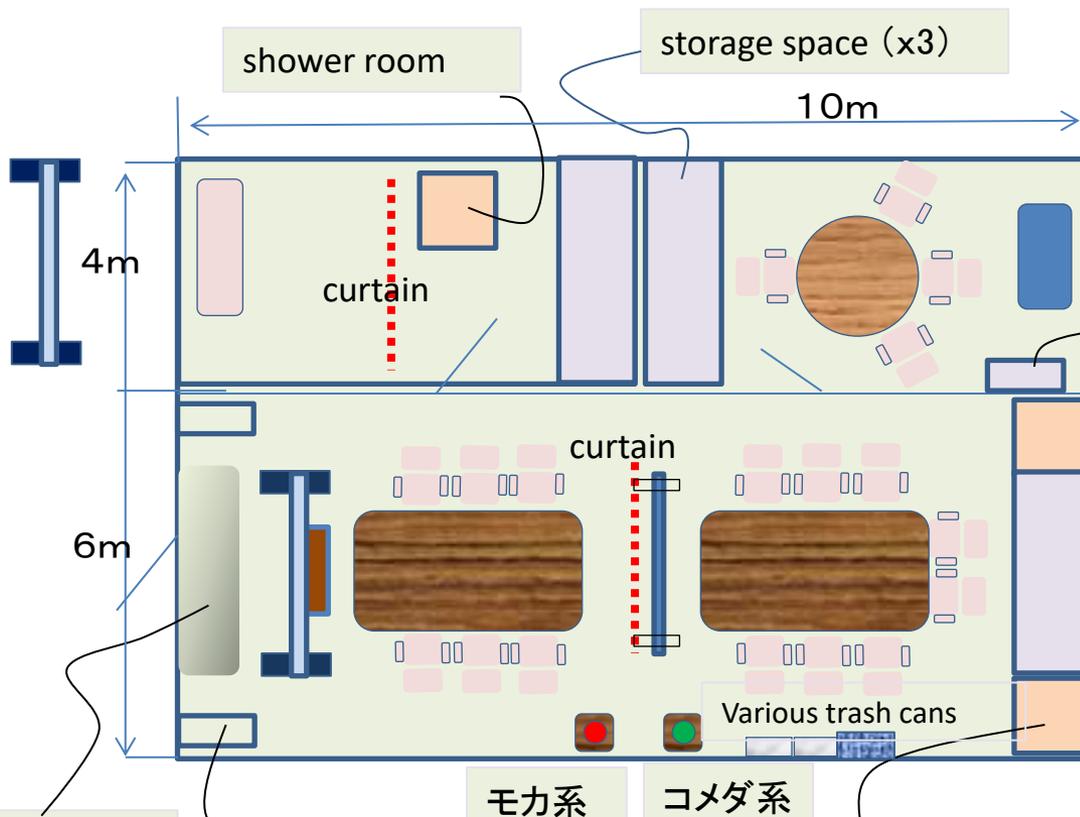
Whiteboard



120 inch 8K monitor (with built-in speaker)



TV recording & Common hard desk for PC



Supply of notebook PC (Smartphones are paid by the company)

The restroom is a building common area (toilet with slippers on)



コメダ系
モカ系

アイリスオオヤマのコーヒーマーカー

There are no seats, and each person sits at intervals and works.

1. Abolishment of positions and establishment of the president's office
Under the principle of "Reward and Punishment", those who deserve meritorious service must be rewarded, and those who should be punished must be punished.

By fundamentally revising the organizational structure and newly establishing the President's Office, which holds all rights, including management planning and personnel affairs, we aim to speed up management and achieve profitability at an early stage.

Furthermore, with the exception of the head of the president's office, the positions of about 200 employees, including general managers and advisors, were all abolished, saying that they should be flattened. Job titles have also been removed from the company's phone book.

In addition, the number of executive officers has been significantly reduced. The organization was streamlined.

2. Organizational renewal

In addition, the name was changed to the "Research and Development Business Headquarters" as part of the organizational reforms implemented as part of management reforms. In addition to adding the word "business" to the conventional "R&D Headquarters," it can be said that the R&D Headquarters also incorporates a stance of earning its own money.

Through the company intranet, President Dai said, "By improving the skills of each individual, cultivating a mindset of change, and injecting blood from outside, we can enhance our individual strengths, which will lead to sustainable growth regardless of changes in the environment.

I believe that this will lead to the creation of a truly strong organization that realizes our goals. However, first of all, it is necessary for employees to have a sense of ownership, such as "I want to grow on my own" and "I am responsible for reform."