

# Toyota motor corporation- north american region essay sample

[Business](#), [Company](#)



Toyota Motor Corporation is a worldwide company that specializes in automobiles, which are manufactured around the world. Toyota's mission "has been to contribute to society by producing high quality products and services, while reducing the environmental impact of our operations (Investor Fact Sheet, 2013)." The North American Region will be the segment that is concentrated on in this individual learning project. Toyota Motor Corporation was first introduced to the United States in 1957. Within this same year on " August 25th, 1957, two Toyopet Crowns were imported to the United States" and on " October 31st, 1957, Toyota Motor Sales, U. S. A. Inc is established (Timeline, 2013)." The North American region began manufacturing vehicles in 1986. Toyota developed this region because " Toyota is committed to building vehicles where they are sold (Investor Fact Sheet, 2013)." With that said, the North American region has shown tremendous growth with 14 manufacturing plants and over 20 million vehicles manufactured.

The total sales of products for the North American region in 2010 were \$190, 507 million (Investor Fact Sheet, 2013). As a result of these achievements, the North American region has become one of the top sales by region following Japan. As a human resource manager of the Toyota Corporation the added value that I would bring to the organization would be as an expert of human resource policies. Details such equal employment opportunity, workplace diversity, performance appraisals, recruiting, hiring and firing to mention a few of the proficiencies that I would bring to the table. Heads of firms often times hire other individuals to lead their HR department organization because they know that they need someone who

is knowledgeable on all aspect of the HR department. I would do all within my power to achieve workforce harmony for the company and its employees. The HR department that I would manager will explain exactly what sexual harassment is; explain the different type of sexual harassment and the reporting procedures.

The HR department would train the employees on workplace diversity and the effects it has on the organization. Lastly, the HR department would examine the organization's HR policies and how they are being implemented. With the ever-changing functions of the HR department these policies are the cornerstone to how an effective HR department should operate. The role of the leaders in the organization is essential to the implementation of the policies that are written by the HR department and I would make sure that they know exactly that. These policies would protect the organization from any litigation that could come from violations from these policies, while also protecting its employees.

The Toyota Motor Corporation while being a Japanese organization has many Christian values embedded in their core values. Which only makes sense considering that the organization studied the Ford Motor Company its early days (Wald, 2011). The leaders at Toyota are very open-minded in predicting what their customers want (Wald, 2011). The bible tells us in Romans 12: 2 " And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what is that good and acceptable and perfect will of God." Toyota is also known for efficiency in production of their vehicles. The leaders of the organization have an absolute disdain for waste,

whether it be time or resources (Wald, 2011). 1 Peter 4: 3 states “ For the time that is past suffices for doing what the Gentiles want to do, living in sensuality, passions, drunkenness, orgies, drinking parties, and lawless idolatry.” Lastly the company places heavy emphasis on teamwork over individual accolades. The leaders of the company stress humility. Psalms 25: 9 reads “ He leads the humble in what is right, and teaches the humble his way.”

#### References:

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