

# Hrm in toyota essay



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Nowadays the company is one of the most influential players in the world market.

In terms of this research, it is particularly important to dwell upon the influence of globalization on the management of the production. It should be pointed out that this section of the research paper should focus on the main changes that occurred within Toyota, understand their causes and perspectives. To put it more precisely, it will be necessary to discuss the current global expansion of Toyota which builds new plants and acquires or creates new brands worldwide.

In such a way, the company expands its markets and increases production. At the same time, this trend is directly linked to the process of globalization which eliminated substantial financial barriers and open Toyota the way to new markets, especially those of developing countries.

Not less important is the analysis of the human resource management of Toyota since it was traditionally considered to be one of the most successful companies in this respect.

This section will analyze the changes that have occurred in this domain and the influence of the process of globalization on the company's human resource management, which apparently needs to be changes since the traditional human esource management applied to Toyota, being quite effective, may not work well enough outside Japan, as well as in Japan itself, since the country is also changing under the impact of global socio-cultural and economic trends.

In such a situation, it is obvious that globalization produce a profound impact on the functioning and management of Toyota that implies that ethical issues related to the changes caused by globalization arise.

This is why it is very important to define the current ethical problems and dilemmas the company may face since it really has to continue its international market expansion and make its human resource management more effective that naturally rises such ethical questions as whether it is ethically justified to reject traditional management style or its elements or what the extent to which the pursue for profit can change the corporate culture and traditions of the company, especially in the field of management.

Actually, it is extremely important to analyze the management of the production and human resource management of the company, its basic strategies of the development and related ethical issues in order to clearly define whether the current policy and management style of Toyota fully meet the demands of the new, globalized economy and, therefore, it will help better understand and properly assess the perspectives of the company in the future.

Obviously, Toyota, being the world leader in cars manufacturing, needs to take into consideration the recent economic trends and modify its production and human resource management to new conditions defined by the process of globalization, which, on the one hand, opens the way to the global expansion, but, on the other hand, poses new challenges Toyota has to cope with. Toyota background Toyota is one of the largest multinational corporations that is specialized on the manufacturing of cars. It is necessary

to underline that in recent years it has overtaken other producers of cars, including the world leader, GM.

In fact, Toyota has managed to gain the leading position in the world market due to the successful strategy of the market expansion and the implementation of the effective management style.

However, the current situation in the company proves the necessity of changes since Toyota cannot consistently rely on the approaches it used in the past, instead, it is necessary to modify the current policy and management of the company in accordance with the demand of the present epoch which is characterized by the process of globalization which overwhelms practically all countries of the world and companies operating in the international market.

In fact, the success of Toyota was to a significant extent determined by the effective management on all levels which made the company highly productive and which created ample opportunities to promote its products worldwide. What is more important, Toyota production was and still remains highly competitive but, in the past the company basically borrowed the achievements and technological experience of leading western companies than nowadays the company is one of the major innovators in the automobile industry.

In this respect, it should be said that Toyota's first cars resembled successful American and European cars, such as Dodge, for instance, while nowadays, Toyota creates its own unique prototypes on the basis of new technologies.

At any rate, one of the strategic directions of the functioning of the company is the development and implementation of innovation in its production. Obviously, the recent trends in Toyota are basically determined by the influence of globalization on the policy and strategic development of the country.

As a result, the management of the production as well as human resource management are consistently affected by this process, which defines the current situation and further development of the company. It is worthy of mention that Toyota traditionally paid a lot of attention to the main trends in the global market since it was practically always oriented on the international markets since the local, Japanese market could not physically consume such amount of products supplied by Toyota and it could not provide the company with the leading position in global terms. Toyota production analysis