

HUMAN RESOURCE DEVELOPMENT OF LOGISTICS IN JAPAN

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WHAT IS JILS

Japan Institute of Logistics System

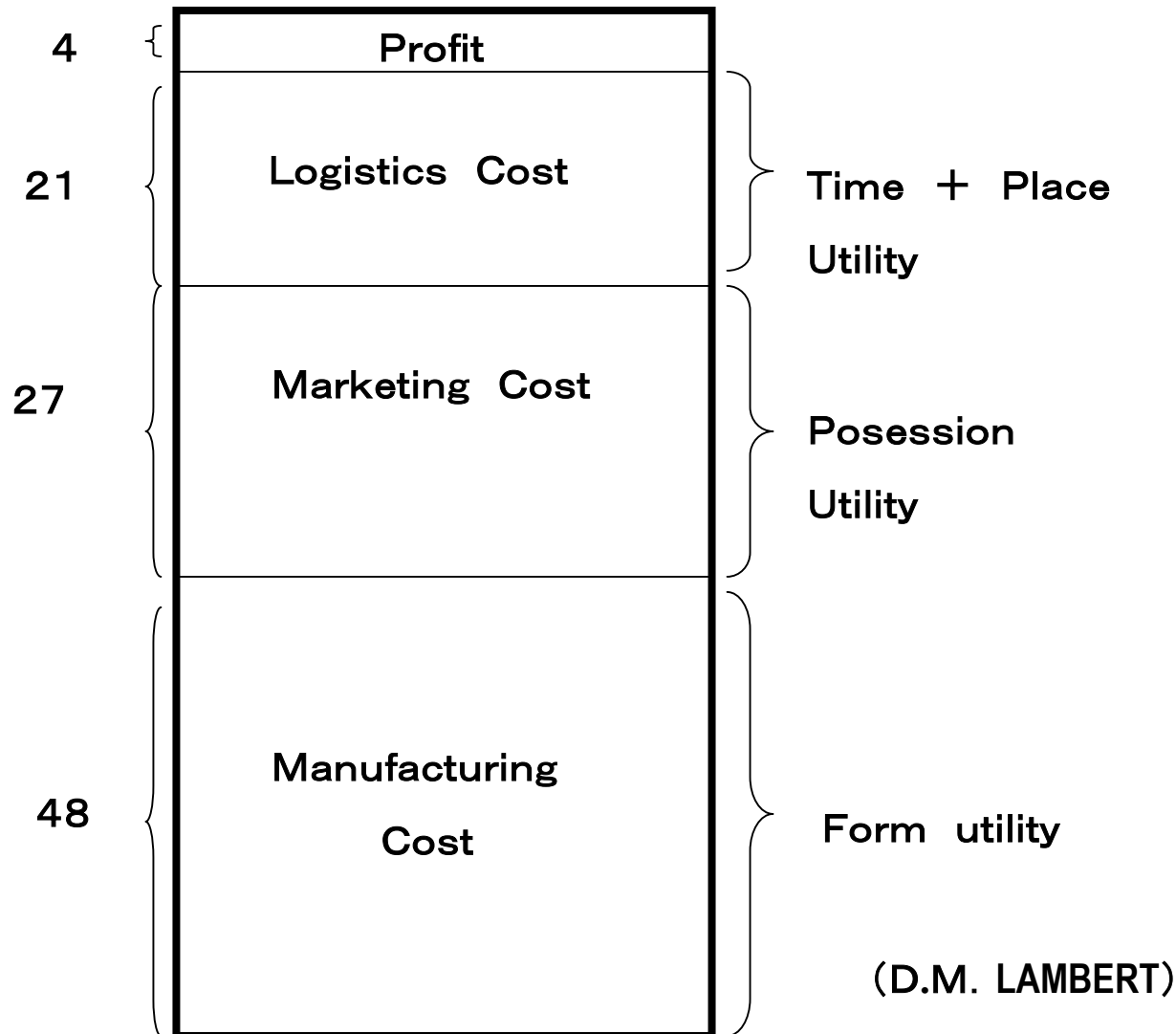
- **PUBLIC ORGANIZATION, ESTABLISHED IN JUNE 1992, AS THE NATIONAL CENTER OF LOGISTICS APPROVED BY MINISTRY OF ECONOMICS, TRADE AND INDUSTRY, AND MINISTRY OF INFRASTRUCTURE, LAND, AND TRANSPORT.**
- **CONSISTS OF 1,000 COMPANY MEMBER SUCH AS MANUFACTURERS, DISTRIBUTORS, LOGISTICS SERVICE PROVIDERS, IT SOFTWARE DEVELOPERS, OR RESEARCH INSTITUTES.**
- **PURPOSE OF ESTABLISHMENT
TO UPGRADE LOGISTICS TO BE EFFICIENTCY AND TO CONTRIBUTE
TO DEVELOPMENT OF JAPANESE INDUSTRIES, BETTER QUALITY
OF LIFE, AND TO INTERNATIONAL SOCIETY.**

ACTIVITIES OF JILS

MAIN ACTIVITIES ARE,

- RESEARCH AND DEVELOPMENT
- EDUCATION AND EDUCATION TOOLS DEVELOPMENT
- DIFFERENT INDUSTRY INTERCHANGE, INFORMATION EXCHANGE
- HOLDING EXHIBITIONS
- INFORMATION SUPPLY (JOURNAL PUBLISHING)
- RECOMMENDATION TO GOVERNMENTAL BODIES
- INFORMATION EXCHANGE WITH RELATED FOREIGN INSTITUTES
- CONSULATION

PRINCIPLE COST STRUCTURE OF BUSINESS ACTIVITIES



HISTORY OF LOGISTICS DEVELOPMENT

	PHYSICAL DISTRIBUTION	LOGISTICS	SUPPLY CHAIN MANAGEMENT
THEME	EFFICIENCY, SPECIALIZATION, WORK DIVISION	COST + SERVICE, MORE VARIETY SMALL LOT, MORE FREQUENCY, REGULAR DELIVERY	CONSUMER ORIENTATION, UTILIZATION OF IT, OPTIMIZATION OF SUPPLY CHAIN
TOOLS	USE MACHINES TO SYSTEMIZE PHYSICAL DISTRIBUTION DEPT., AND AUTOMATION	INFORMATION SYSTEM WITHIN COMPANY SUCH AS POS, VAN, EDI	SCM APPLICATION SOFTWARE, INFORMATION SYSTEM AMONG COMPANIES, PARTNERSHIP,ERP
IMPROVEMENT VIEWPOINT	SHORT TERM	SHORT, MIDDLE TERMS	MIDDLE, LONG TERMS
OBJECTIVES	EFFICIENCY WITHIN DEPARTMENT	EFFICIENCY OF DISTRIBUTION IN COMPANY + α	EFFICIENCY OF DISTRIBUTION FOR WHOLE SUPPLY CHAIN
SCOPE OF MANAGEMENT	FUNCTION OF PHYSICAL DISTRIBUTION, COST	VULUE CHAIN MANAGEMENT	SUPPLY CHAIN MANAGEMENT
TARGET	TRANSPORTATION, STORAGE, LOADING PACKAGING	PRODUCTION, LOGISTICS, SALES	SUPPLIER, MANUFACTURER, WHOLESALE, RETAILER, CUSTOMER
PERIOD	BEFORE MID OF 1980 DECADE	DURING 1980 DECADE	SECOND HALF OF 1990 DECADE

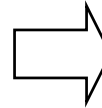
NATURE OF LOGISTICS IS TO EXPRESS THE VALUE OF PRODUCTS

**TO EXPRESS THE SPECIFIC VALUE OF
PRODUCT**

**IN NECESSARY MARKET
AS NECESSARY PRODUCTS
AT NECESSARY QUANTITY
AT NECESSARY TIME
AT NECESSARY PLACE**



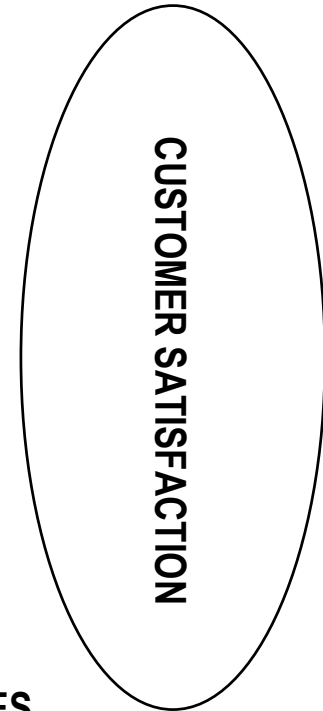
**FOUNDAMENTAL OF LOGISTICS....
IS TO ACHIEVE THE ABOVE MATTERS
WITH MORE SAFETY, RELIABILITY
WITH MORE EFFICIENCY, ECONOMICAL,
AT OPTIMAL SITUATION**



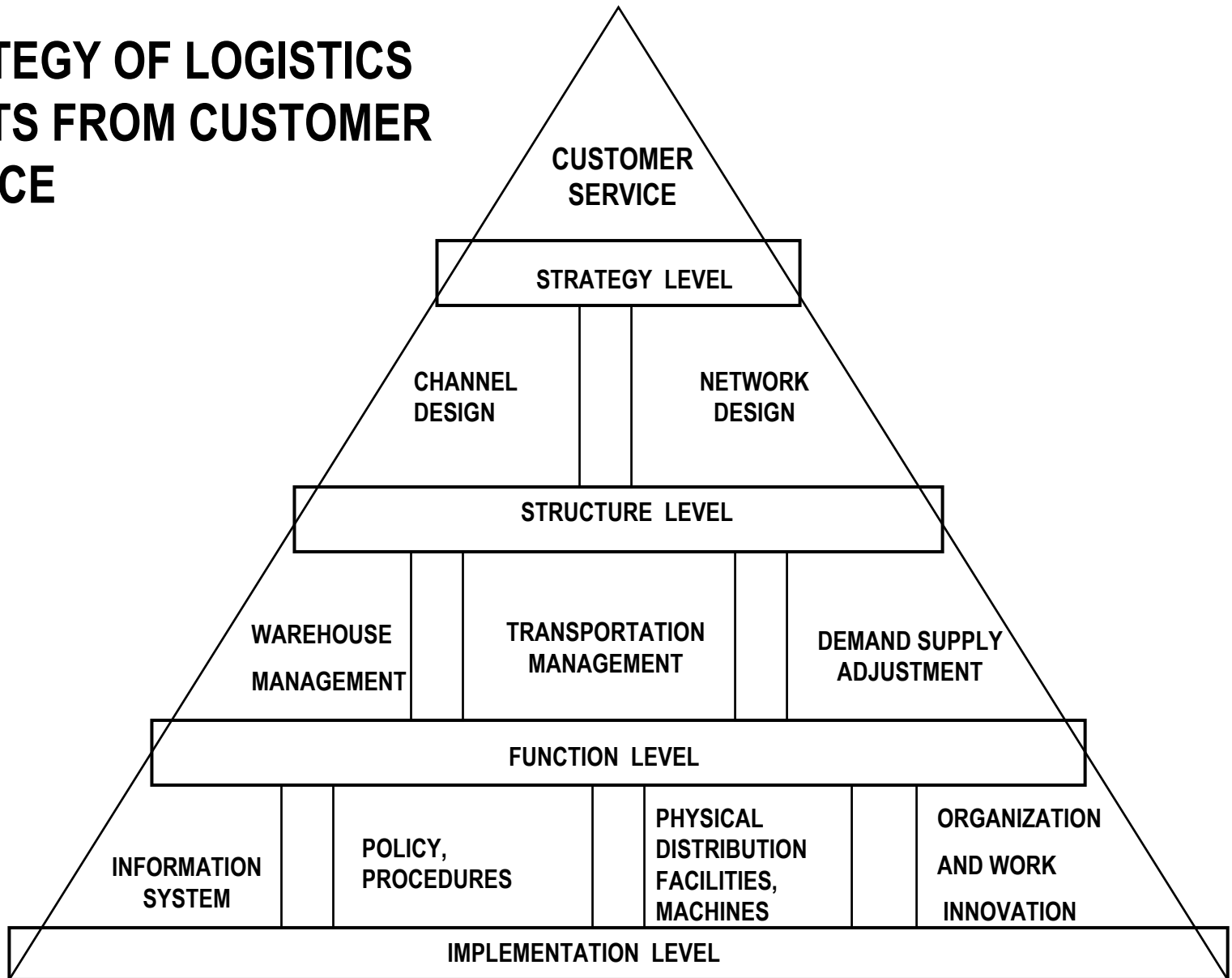
**LOGISTICS MAKES
DIFFERENTIATION**

(SONY . MR.MIZUSHIMA)

CUSTOMER SATISFACTION



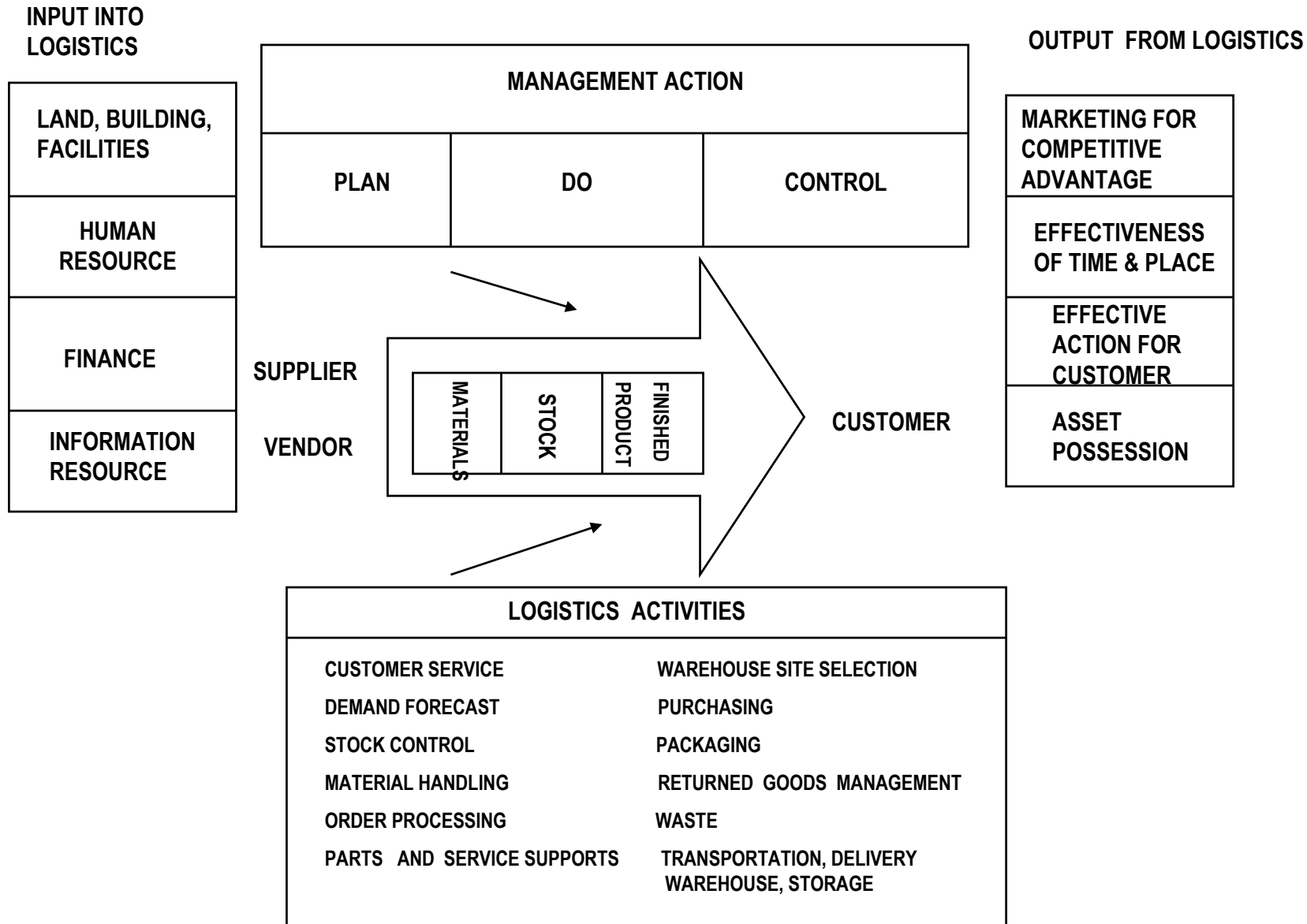
STRATEGY OF LOGISTICS STARTS FROM CUSTOMER SERVICE



(ANDERSON CONSULTING - COPACINO)

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STRUCTURE OF LOGISTICS MANAGEMENT



FACTORS OF LOGISTICS INNOVATION

- 1. MARKET GROWTH & CHANGE**
- 2. NEW COMPETITION**
- 3. SHORTENING OF PRODUCT LIFE CYCLE**
- 4. CHANGE OF GOVERNMENT POLICY**
- 5. PRESSURE OF PROFIT MAKING**
- 6. LABOR FORCE**

1. MARKET GROWTH/CHANGE: LABOR FORCE/ CONSUMER

LABOR FORCE MARKET

- CHANGE OF LABOR POPULATION**
- RELOCATION OF PRODUCTION BASE TO ABROAD**

CONSUMER MARKET

- EXPANSION OF MIDDLECLASS IN DEVELOPING COUNTRIES.**
- USING OF GLOBAL TELECOMMUNICATION AND INTERNET.**
- CONSUMERS ARE MORE DEMANDING.**

2. NEW COMPETITION

- INNOVATION OF TECHNOLOGY PRODUCTS**
- INNOVATION OF BUSINESS PROCESSES**
- DEREGULATION**

3. SHORTENING OF PRODUCT LIFE CYCLE

- TECHNOLOGY IS MORE EASILY OBSOLETE.**
- CONSUMER DEMAND**

4. CHANGE OF GOVERNMENTAL POLICY

- DEREGULATION ON COMPETITION OF
TRANSPORTATION & DELIVERY**
- INTENSIFYING REGULATION ON SAFETY, MEALTH,
ENVIRONMENT**
- NECESSITY OF EXPANSION OF LOGISTICS
INFRASTRUCTURE**
- INTERNATIONAL TRADE SUCH AS FTA**
- OPEN MARKET FOR MULTINATIONAL COMPANIES**
- SECURITY REGULATION (9.11)**

5. CONTINUOUS PRESSURE FROM PROFIT MAKING

— LABOR PRODUCTIVITY

LOWER WAGE

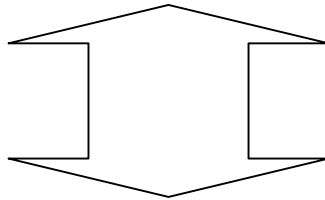
HIGHER PERFORMANCE

HIGHER QUALITY

— TO USE CAPITAL MORE EFFICIENTLY

TOTAL CORPORATE PERFORMANCE

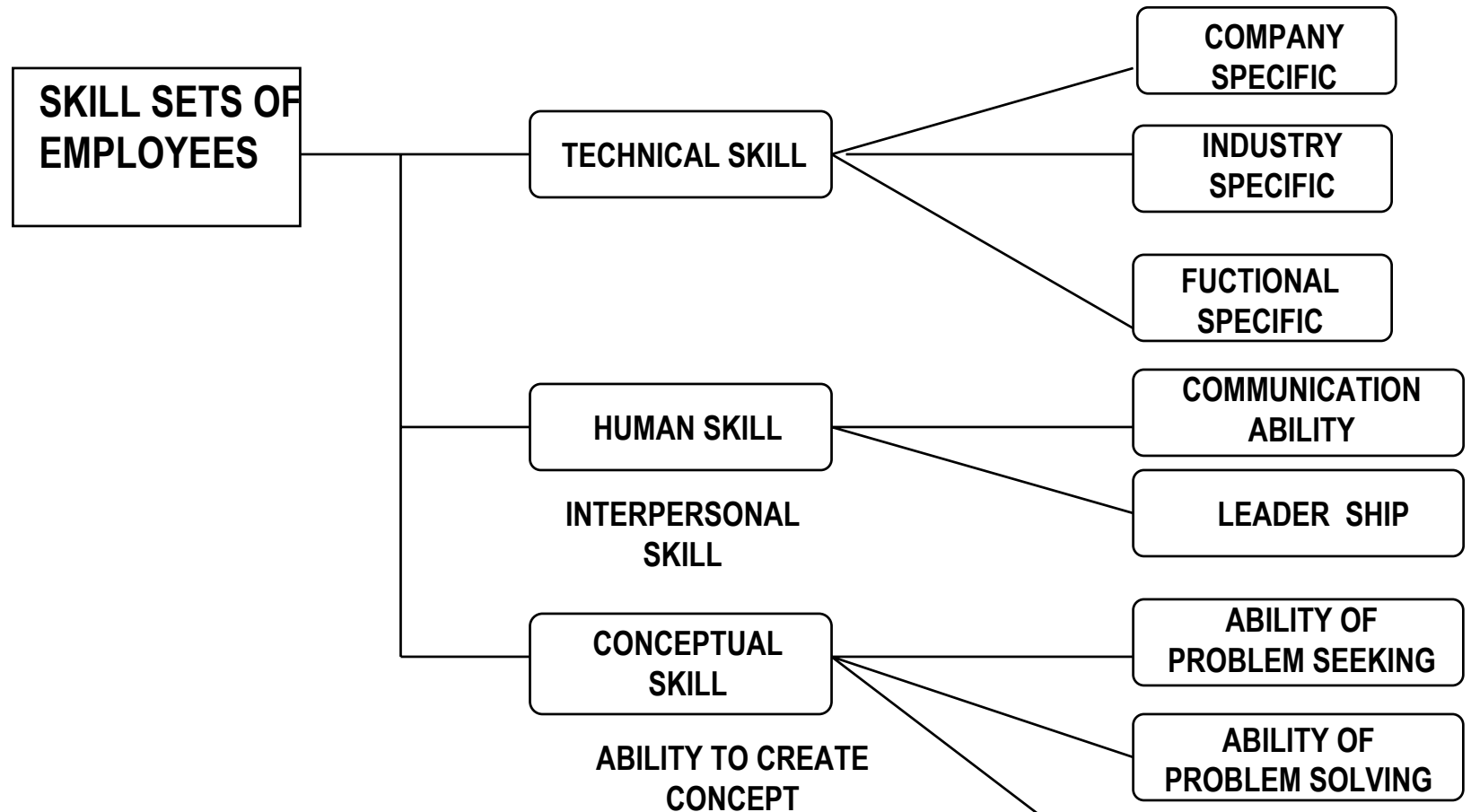
JILS'S HUMAN RESOURCE DEVELOPMENT, EDUCATION, AND TRAINING



**HUMAN RESOURCE DEVELOPMENT IS THE MOST
NECESSARY LONG-TERM BUSINESS STRATEGY
IN EVERY ORGANIZATION**

HUMAN RESOURCE = HUMAN ASSET

PRINCIPLE OF EDUCATION FOR EMPLOYEES (1)

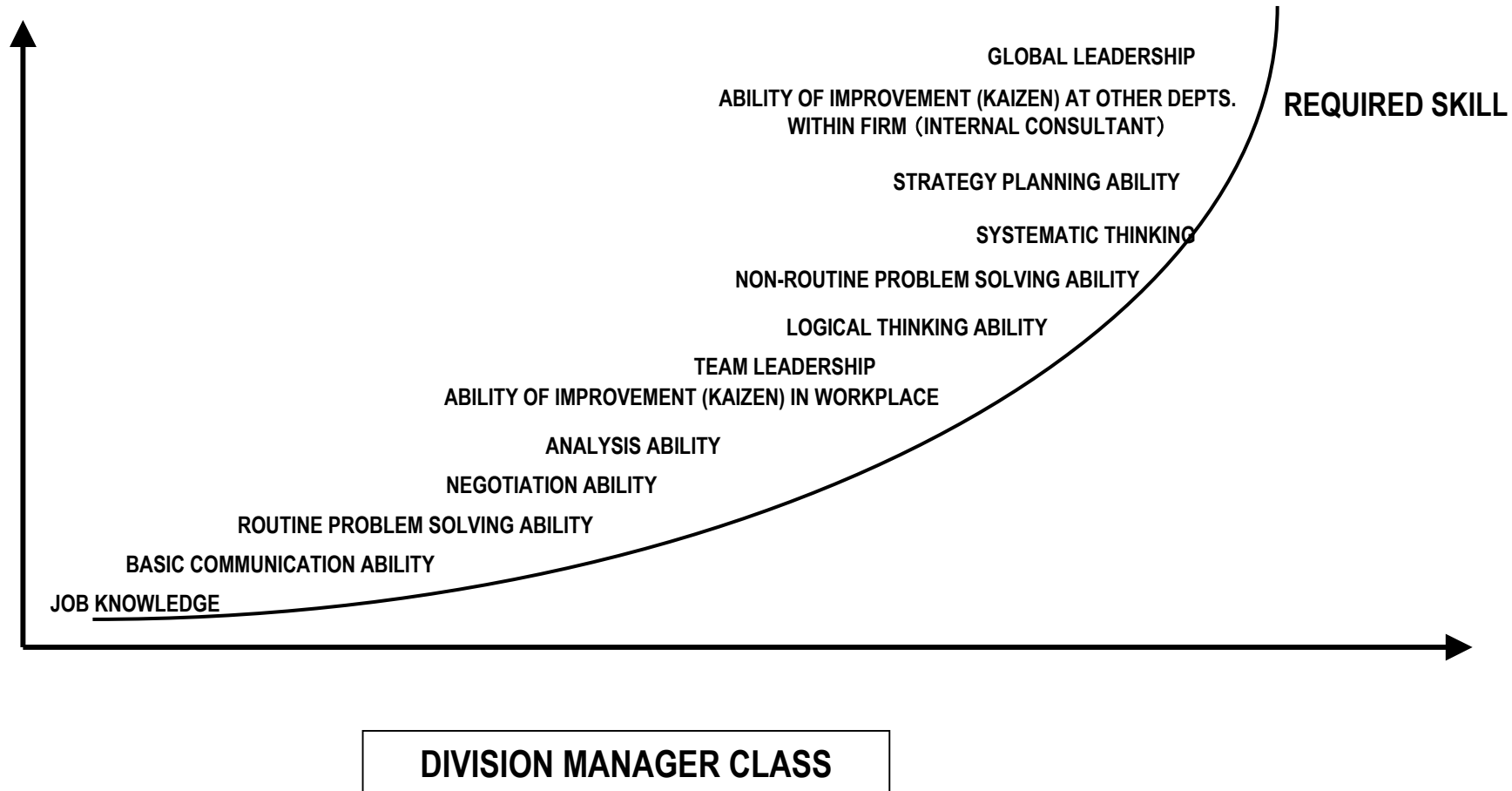


※CONTINUOUS LEARNING AND IN-DEPTH EXPERIENCE ARE NECESSARY

※EDUCATION METHOD

1. SPECIFIC INTERNAL EDUCATION
2. PUBLIC EDUCATION
3. LONG DISTANCE LEARNING

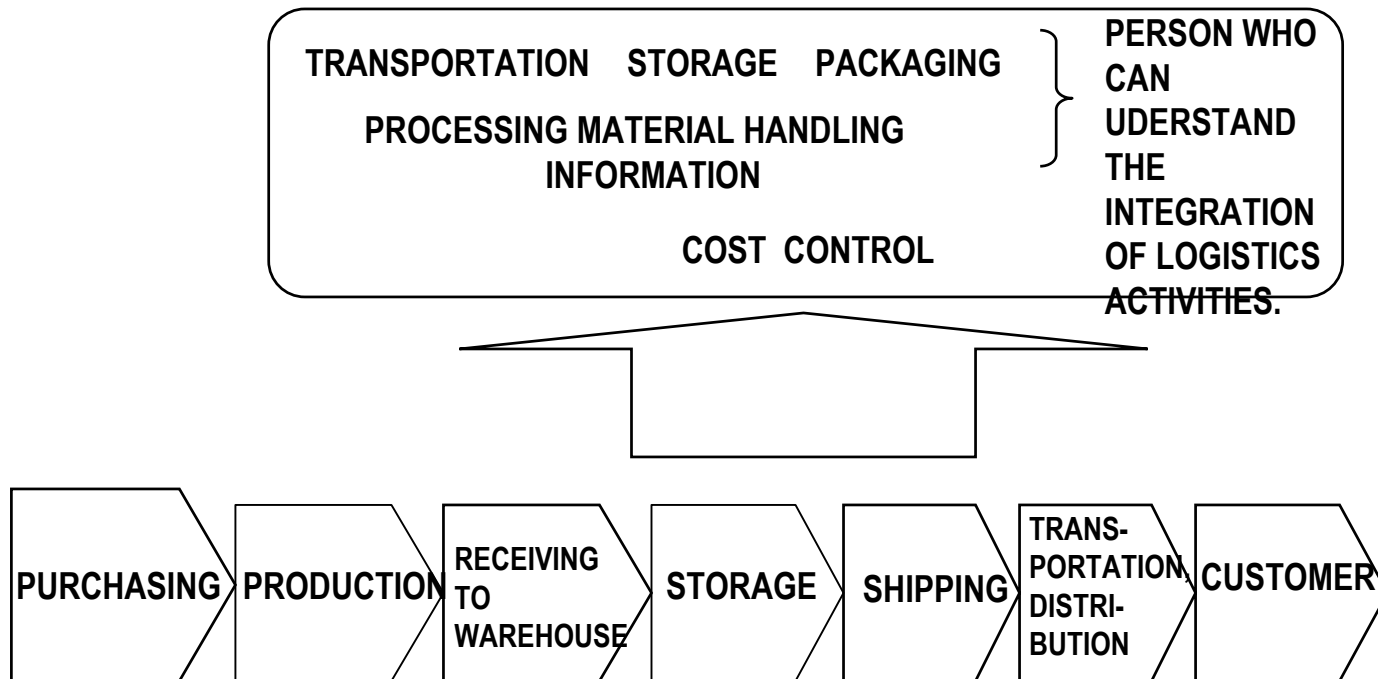
PRINCIPLE OF EDUCATION FOR EMPLOYEES (2)



REQUIRED HUMAN RESOURCES MEAN....

NEEDS OF PROFESSIONALS HAVING SPECIALIZED SKILLS

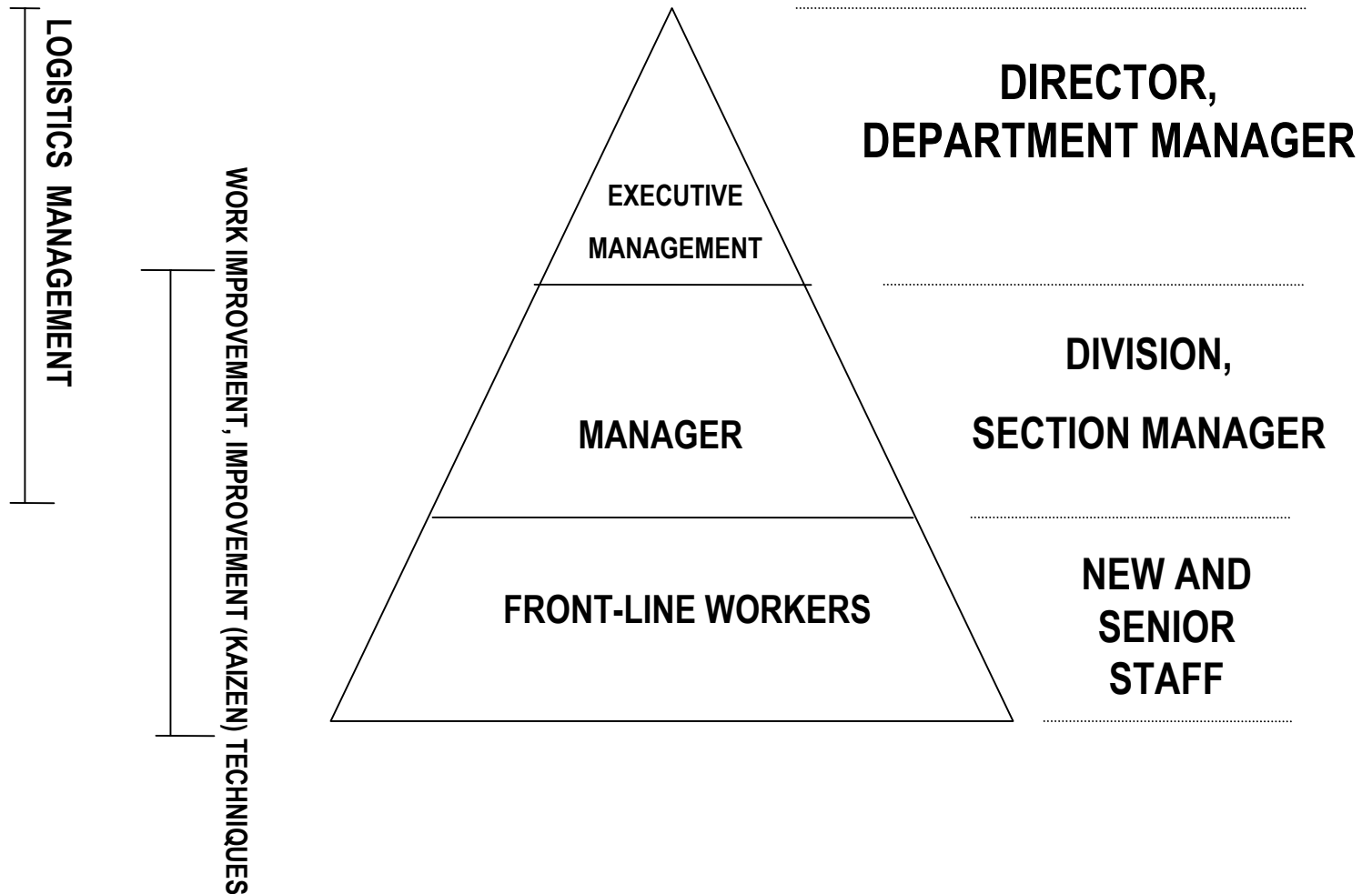
- ABILITY OF PRESENT SITUATION ANALYSIS AND EVALUATION
- ABILITY OF WORK EXECUTION
- LEADERSHIP
- ABILITY OF PLANNING, DESIGN, IMPORVEMENT (KAIZEN)



BASIC POLICY OF EDUCATION PROGRAM

- **DIRECTLY CONNECTING WITH THEORY, PRACTICE, IMPROVEMENT OF BUSINESS PERFORMANCE.**
- **PROGRAMS CLASSIFIED INTO WORK LEVEL, WORK SKILL, THEME.**
- **CURRICULUM SERVING COMPANIES' NEEDS**
- **CONTENTS TO BE ADJUSTED TO TREND AND SOCIAL SYSTEM.**
- **PROGRAMS HAVING CLEAR PICTURE OF HUMAN RESOURCES REQUIRED**

- **EDUCATION SYSTEM**



EDUCATION METHOD

- 1. LONG DISTANCE LEARNING**
- 2. QUALIFICATION CERTIFICATION**
- 3. SIMINAR/FORUM**
- 4. ON BOARD (ON SHIP) TRAINING**
- 5. TRAINING ABROAD**
- 6. LECTURER DISPATCHING (IN-HOUSE TRAINING)**

HUMAN RESOURCE EDUCATION ACTIVITIES (1)

TYPES OF EDUCATION

1. LONG DISTANCE LEARNING :

- | | |
|------------------------------------------------------|---------------------------------------------------|
| 1) BASIC IN PHYSICAL DISTRIBUTION MANAGEMENT | } ABOUT
2000
PERSONS
PER YEARS |
| 2) PHYSICAL DISTRIBUTION IMPROVEMENT (KAIZEN) | |
| 3) BASIC IN LOGISTICS | |

2. QUALIFICATION CERTIFICATION COURSE

- 1) CERTIFIED LOGISTICS MASTER**
(COURSE COMPLETION 8,000 PERSONS)
- 2) CERTIFIED INTERNATIONAL LOGISTICS MASTER**
(COURSE COMPLETION 1,200 PERSONS)
- 3) CERTIFIED LOGISTICS SENIOR MASTER**
(COURSE COMPLETION 75 PERSONS)

HUMAN RESOURCE EDUCATION ACTIVITIES (2)

3. SEMINAR (CLASSIFIED IN WORK LEVEL, THEME)

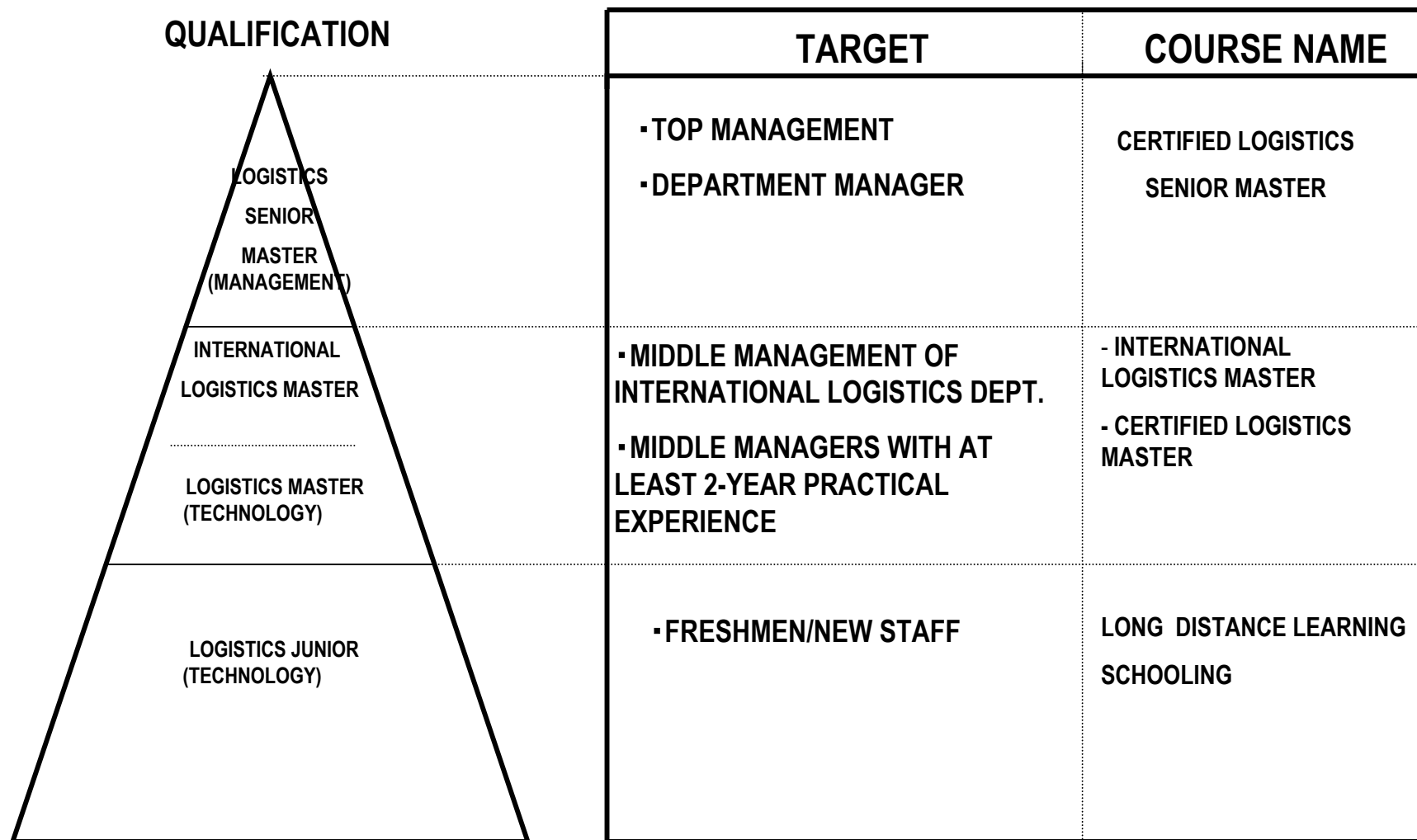
**HOLD AT TOKYO, NAGOYA, OSAKA (60 TIMES, 1,000
PERSONS PER YEAR)**

4. ON BOARD UNIVERSITY

**LOGISTICS INNOVATION COURSE,
1 TIME A YEAR (9 DAYS)**

HONGKONG, SHIANGHAI, VIETNAM, SINGAPORE

QUALIFICATION CERTIFICATION SYSTEM



CERTIFICATION SYSTEM:

(Certified Logistics Senior Master Course)

8 SUBJECTS 14 DAYS

OBJECTIVES : FROM THE VIEWPOINT OF MANAGEMENT, TO BUILD UP NECESSARY ABILITIES TO DESIGN INTEGRATION OF EACH LOGISTICS FUNCTION, STRATEGICALLY PLAN AND IMPLEMENT.

● CURRICULUM

1. LOGISTICS AND BUSINESS STRATEGY

**CASE STUDY、 FINANCIAL ANALYSIS AND BUSINESS CONTROL INDEX、 LOGISTICS
MANAGEMENT EVALUATION, ABM**

2. CORPORATE GOVERNANCE AND RISK MANAGEMENT

3. COLLABORATION

4. ORGANIZATION ▪ PERSONNEL MANAGEMENT

5 LOGISTICS AND ENVIRONMENT

6. GLOBALIZATION

7. LOGISTICS STRATEGY PLAN

THESIS PRESENTATION AND ORAL EXAMINATION

CERTIFICATION SYSTEM: Certified Logistics Master Course

13 SUBJECTS 23 DAYS

OBJECTIVES : AS SPECIALISTS, TO STUDY ALL FUNCTIONS OF LOGISTICS MANAGEMENT AND TECHNOLOGIES.

●CURRICULUM

- | | |
|--------------------------------------------------------------|---------------------------------------------------|
| 1. CONCEPT OF PHYSICAL DISTRIBUTION
AND LOGISTICS | 2. TRANSPORTATION, DISTRIBUTION MANAGEMENT |
| 3. LOGISTICS BASE MANAGEMENT | 4. PACKAGING |
| 5. LOGISTICS INFORMATION TECHNOLOGY | 6. SCIENTIFIC MANAGEMENT METHOD |
| 7. WORKSHOP ON LOGISTICS
SYSTEM DESIGN | 8. LOGISTICS COST MANAGEMENT |
| 9. SCM | 10. PHYSICAL DISTRIBUTION AND ENVIRONMENT |
| 11. GLOBAL RISK | 12. TOTAL WORKSHOP |

THESIS PRESENTATION AND ORAL EXAMINATION

CERTIFICATION SYSTEM: International Logistics Master Course 8 SUBJECTS 20 DAYS

**OBJECTIVES : AS SPECIALISTS OF INTERNATIONAL LOGISTICS, TO LEARN NECESSARY
MANAGEMENT TECHNIQUES OF INTERNATIONAL LOGISTICS.**

●CURRICULUM

- 1. CONCEPT OF INTERNATIONAL LOGISTICS**
- 2. IMPORT-EXPORT PROCEDURES**
- 3. MARINE TRANSPORTATION**
- 4. AIR TRANSPORTATION**
- 5. MULTI-MODAL TRANSPORTATION ▪ 3PL**
- 6. RISK MANAGEMENT AND INSURANCE**
- 7. GLOBAL TREND**
- 8. INFORMATION SYSTEM ▪ GLOBAL STRATEGY**

TREND OF LOGISTICS

TREND OF BUSINESS ENVIRONMENT IN THE FUTURE :

- **GLOBAL SUPPLIERS AND CONSUMERS**
- **PRODUCTS MET WITH COMPLICATED AND CUSTOMIZED NEEDS**
- **BEST QUALITY/LOWEST COST**
- **ACCELERATED SPEED**
- **LESS STOCK**
- **FLEXIBLE LOGISTICS NETWORK (SCM)**
- **SPECIALIZATION OF LOGISTICS SERVICE PROVIDERS**
- **ADVANCED INFORMATION TECHNOLOGY SYSTEM**

●IN THE FUTURE, AROUND THE WORLD, PRODUCTS SHOULD BE MET WITH CONSUMER NEEDS WHICH WILL BE MUCH MORE COMPLICATED AND CUSTOMIZED.

●PRODUCTS SHOULD BE PRODUCED BY USING COMPONENTS PROCURED FROM GLOBAL SUPPLIERS WITH HIGH QUALITY AND LOWEST PRICE.

●PRODUCTS AND COMPONENTS WILL BE MOVED FROM MATERIALS SUPPLIERS TO END-CONSUMERS THROUGH FLEXIBLE GLOBAL LOGISTICS NETWORK. THIS MEANS THAT MOVEMENT OF STOCKS ALONG THE SUPPLY CHAIN WILL BE BROADER AND LESSER.

●THIS LOGISTICS NETWORK WILL BE OPERATED BY ALLIANCES OF LOGISTICS SERVICE PROVIDERS SPECIALIZED IN EACH FUNCTION.

●ACTIVITIES OF SUPPLIERS AND SERVICE PROVIDERS WILL BE LINKED WITH ADVANCED IT SYSTEM AND DEVICES, SUCH AS AUTOMATIC DATA COLLECTION DEVICES, COMMUNICATION NETWORK, AND DATABASE SYSTEM, AND WILL BE STRICTLY IMPLEMENTED WITH GLOBALLY INTEGRATED CONTROL