

COMPANY VISIT OF FP CORPORATION



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1. Profile company

FP corporation (FPCO) is leading manufacturer of simple food containers as used in supermarkets, convenience stores and other food stores. Address headquarters: Fukuyama-shi, Hiroshima Tokyo Headquarters: Shinjuku-ku, Tokyo Established : 1962 number of employees: 746 (FP Corporation Group: 4,032) (as of March 31,2014)

2. Products

Products of company is food trays. Most of food trays are made from Styrofoam, which is made by expanding (foaming) polystyrene using air. The advantages of styrofoam food trays:

- Light
- Tough
- Insulation
- Cushioning
- Water resistant
- Hygienic
- Freshness
- Cost effective

3. Process production

1. Hauling
2. Sorting
3. Air-powered classification and primary pulverizing
4. Primary washing
5. Secondary washing
6. Rinsing and drying
7. Secondary pulverizing
8. Melting and extrusion
9. Pellets
10. Eco trays products

4. Human Resources Management

Number of employees: 746 (FP Corporation Group: 4,032) (as of March 31,2014)

Company has employees with disabilities 372 adjusted number of employees with disabilities: 647 disability employment rate 16%. Disabilities jobs are on process no 2. Sorting items for recycling. Jobs include sorting used trays, and sorting and arranging transparent containers. A service manager or dedicated supervisor is assigned to each workplace, to provide basic day to day support at work and to enable disabled employees to improve their individual abilities.

Disable employees work comfortably at FPCO plants. It's the ideal combination of environment and welfare.

In my opinion, it's very good human resources management that employee disabilities. Even 16% of total employees disabilities. And they are given jobs that can be done by disabilities such as sorting used trays. It will impact to disabilities confidence and also the environment is made so comfortable for them to work.

The reason of company include disabilities as their employees as a part of corporate social responsibility. FP corporation wants to give the same chance to disabilities to create value. But, the consideration of jobs are based on competencies and capabilities , not all of jobs can be done by disabilities. Company should consider about safety first. The area that can't afford to be handled by disabilities will be done by normal employees.

The company combines profitability purposes, environment purposes, humanity purposes, CSR purposes.

