

**Name** : Yulia Isana Pratiwi  
**Student Id** : 120820150531  
**E-mail** : yuliaisana@yahoo.com



**Company Visit Report – FP Corporation Recycling Plant**  
**Theme** : Human as Capital

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**F** P Corporation (FPCO) is a company that produces and sells disposable food containers made of polystyrene and other compound resins. It also provides high quality products and services in order to create new value that can link people to people, people to nature, and company to society. FPCO was established in 1962 in the city of Fukuyama in Hiroshima Prefecture and as its business expanded, it is now become a leading manufacturer that supports Japanese culinary culture on daily basis.



Based on the company visit to FPCO with Master of Management Padjadjaran University in 2 February 2017, I experienced unique settings and gained facts related to the specific industry during the time of visit with colleagues starting from the brief history of how FPCO was founded, how FPCO created recycling system method, and also the big intention they have to create a safe environment for people. One particular fact that I found amazing was when I recognized the employees who were working that day – some of them were disabled. I witnessed how comfortable they were during working hours in recycling process like there were no barriers or constraints

that could have disturbed them, or made them feel unaccepted or different to non-disabled employees. At that time, I realized that FPCO was seriously committed in treating all of their employees equally.

In FP Corporation Report 2015, employees with disabilities are generally assigned to two different tasks. One is sorting the used containers, and the other is manufacturing disposable food containers, which involves forming and assembling urethane mat application, and other processes. In both of these tasks, they are considered valuable assets for the company.<sup>1</sup>

In order to produce high quality products with competitive prices and delivering them to the clients on time, I view FPCO as a professional company which has the capability of managing their human resources as a potential source of competitive advantage. The term “human resources” implies that people have capabilities that drive organizational performance along with other resources such as money, materials, information, and the like. Furthermore, FPCO manages their employees as human capital and intellectual assets that can make differences in how an organization performs.



<sup>1</sup> See more FP Corporation Report 2015, retrieved from [http://www.fpc.jp/dcms\\_media/other/FPCO\\_Report2015\\_e.pdf](http://www.fpc.jp/dcms_media/other/FPCO_Report2015_e.pdf).

As of today, human capital is the topic of much discussion in organizations. I believe FPCO treats their employees in a proper manner. This can be seen from how FPCO maintains their relationship with their employees. They offer variety of activities such as Fukuri Kosei Club which allows beneficiaries to receive discounts when visiting resort facilities in different locations, participating in resort tours and using movie theaters, amusement parks and other entertainment facilities, or to enjoy childcare and nursing care support services. There are also fun and attractive activities such as recreational activities and company trips. These activities are designed to make the employees happy, or just have a relaxing time with their loved ones.

Based on the company visit, one thing that I have learnt is that a company's performance could be driven from the professionalism of how the company treats its employees. From the experience above, FPCO considers its employees as assets to the company and that reflects on how the employees treats the company, it is a mutual understanding, which then creates a positive impact towards the company as a whole.

One aspect that we can take as a learning point from this visit, is that, when you treat an organisation with respect and values the contribution of the people, it will create a positive impact towards the whole organisation.