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Vol. 20 / August 2022

special feature

NEW

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ENGLISH



## Tell me, Mr. Sato! A new employee asks the president Ta 12 Things Vol.3

Final episode! “What new employees learned, what Mr. Sato learned”

The interview article between 4 new employees and Mr. Sato is also the third and final time. new employees  
What did you learn from this interview, and what did you learn from them?

A new employee who challenged Mr. Sato

These four people challenged this time.

\*Personal profile is in the new employee article "[new enteremployee SelfIntroduction corner](#)"  
please give me.



志村 健太さん



杉本 公美さん



佐野 寛斗さん



高田 美タさん

Q9: I entered the production department. I would like to ask Mr. Sato to give me  
some advice about "the resolution necessary for the production department"  
with my seniors in the production department.

### RANKING

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A new employee asks the president  
12 Things I Had  
Vol.2

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### INFORMATION

**Jatco**



Kumi Sugimoto

**Answer: The transmission is the most difficult part of the car. See through the principles and principles of a wide variety of technologies. Then, understand the people in the field, bow your head like the ear of rice, and bring together the “production sector made up of people” by connecting people.**

Since joining the company, I have worked on a variety of products, including transmissions, engines, and undercarriages.

However, I think that the transmission is the most difficult part of the car.

I'm here. The technology of the transmission itself is difficult, but so is the technology to build it.

stomach. There are many different techniques for manufacturing transmissions. too many types of technology

be. I don't think there are many people who fully understand the technology.

People from the engine field may get angry, but the engine and the transmission

Since the cost of each cushion is about the same, the same number of people are required for development and production.

However, the transmission has more technology to deal with. so i

believes that “the person in charge of the transmission is the strongest individual” .

vinegar.

As an engineer in the production department, I must learn to

It is to absorb in and understand the "principle of technology". I wish I could do this

You will no longer be at the mercy of technology differences. In addition, production is operated on-site.

There are people who can. Understanding the work of those people, the actual work and machines

To understand how difficult it is for people using it. be able to do everything

I don't think it's possible, but if possible, I'll be able to use my hands and be able to do it myself. this too

I think it's important.

In addition, the production department is pyramid-shaped with a clear hierarchy. of the pyramid

I tend to act like a boss when I'm in a higher position, but I always say, "When you're in a higher position,

Don't do that, bow your head when it grows like an ear of rice." in the class, in the department

But even in a group, when I become the leader, I try to listen to the voices of the people around me and



I think it's important to take a firm stance against it. Production is made up of people  
It's a department that has It is very important to get along well with people.  
vinegar.

Q10: We will be producing gears and e-axles for electrification, but are you thinking of using JATCO's casting and forging technology to create other products, such as bicycle frames? ?



Kenta Shimura

**Answer: It would be a waste to use JATCO's casting and forging technology for anything other than transmissions. Furthermore, the value of casting will increase.**

I'm originally a blacksmith, but I also understand the technology of casting. I think JATCO's  
It's a waste of technology to make products other than transmissions, it's an interesting technology  
is. Of course, you can make other products, but consider it secondary.  
is. Our unique technology is JATCO's strength in electrification,  
I would like to use it to support things such as "controlling" and "controlling sound".  
I'm here.

I wondered if there would be a decrease in the number of jobs related to casting and other forged material technology due to electrification.

However, casting may actually increase. battery in electric vehicle  
Lees and motors must be tightly casing when installed in a vehicle.  
I will. And since these greatly affect the layout of the car, they are housed inside  
Therefore, the outer shape should become complicated. Casting technology is necessary for that,  
Its value will be greater than ever. other than transmission  
We believe we have a lot to do before building a product.

Q11: Mr. Sato, what kind of person would be able to play an active role as a member of society? (Question 1 from last year's new employee)

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Mr. Sato responding with gestures

**Answer: The person who can play an active role in each situation is different. In the automobile industry, I believe that “people who can sense change and make changes on their own” and “people who can push themselves forward” can play an active role.**

---

That's a difficult question (laughs). Are there places where various people can play an active role in various situations?

I think. It is possible to protect it properly while passing down the technology from the old days.

Those who are good at it will be able to play an active role there, and in the next world like Amazon and Apple,

People who can create such thoughts and ideas are active. All in all, "member of society"

It is difficult to answer the question, “Who can be active as a

In our industry, the automobile industry, we believe that people should feel the change and change various things themselves.

A good person, that is, a person who sees things and listens to the news on a daily basis,

I think that people who can imagine the future a little ahead will be able to take action.

Also, someone who can push their own back toward that future and move forward

I think that can be more active. In any case, social common sense, politics, economics

I don't think you can go any further unless you know how it works.

Q12: I think you are very busy as president. Please tell me how to change my mood at work. (Question 2 from last year's new employee)

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Answer: Write anything on the back paper with a fountain pen. write a lot. This is switching itself. I can't show you what I wrote (laughs)

There are many, but the first thing that comes to mind is coffee?

It's when you want to switch. So could the toilet. difference

You can switch by bringing yourself into the scene.

I often use backing paper. And write things by hand. handwriting

I use a nenpen. You can write smoothly without applying force, and you can read even dirty handwriting later.

vinegar. I'm trying to switch by bringing myself into the paper-based world at this time.

I think. I write various things on the back of the A4 paper, and each time I finish it,

If you think, "Ah, OK," start writing the next thing on the next piece of paper.

increase. The message of the portal, which is updated every week, is also written on the back of A4 paper at first.

Start writing this, write the composition, write the final touches on paper, and look at it

I started typing on my computer after I thought, "This is fine." this switches

It is one method.

Everything I write is shredded. It's strange because I write a lot

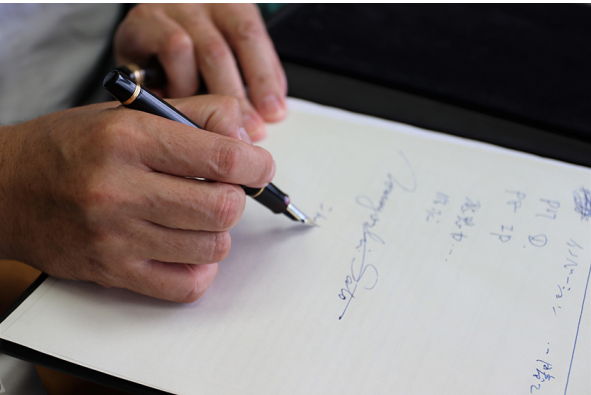
I also wrote, after going to the shredder room on the way home from work and shredding myself

I'm back Even if you ask me to show you the contents of the memo, I won't let you see it for a while.

Hmm (laughs)



30 years of experience with fountain pens. It's hardcore!



Mr. Sato taking notes with a fountain pen

## after the conversation

**Shimura:** I was very happy to be selected for this precious opportunity. Mr. Sato's post

I really got a sense of his forward-looking and future-oriented personality. As a senior in the production department

I was very glad to hear the story, and I was able to make use of it in my future social life.

is.

**Mr. Sugimoto:** Thank you very much for your valuable talk. I've been nervous since this morning

However, it was helpful to create an atmosphere where it was easy to talk. This time, with specific eyes

I learned how to set targets and how to take action and think about the future.

First of all, I understood the worksite in the current factory training, acquired skills, and utilized them in this assignment.

I think

Mr. Sano: I tend to think negatively, but Sato  
I would like to try to think positively about the future like Mr. and  
I would like to start by finding good seniors and imitating them.



Mr. Sano talks about his impressions.

Mr. Takada: At first, I thought Mr. Sato was a bit more rigid. But you  
When I listened to what he had to say, he was very positive, and even if he became president, he would not be a jerk.  
I thought it was. I think that this company has a good atmosphere thanks to Mr. Sato.  
is. I also want to do my best in this company.

Mr. Sato: I myself have this kind of personality, so I would like to change something just because I became president.  
I have no intention of doing so, and I don't think it will change. I feel like every single person around me  
I like it, so I want to talk to everyone from the same point of view without being bossy.  
vinegar. I want to hear everyone's thoughts now, and today I'm going to speak from the same point of view as everyone.  
I wondered if I could do it.

And one more thing. Actually, his son will bring his wife this weekend (end of May).  
has become The other party seemed to know that I was the president of JATCO, so I was quite nervous.  
I was worried about how I should talk about it, but everyone's opposition  
When I saw the response, I thought, "It's okay if I speak in the same tone as I did today."  
was also helpful. Thank you



Commemorative photo immediately after the end of the discussion All the new employees who have completed their important roles are all smiles!



**Tell me, Mr. Sato! A new employee asked the president 12  
No Koto Vol.1**

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**Tell me, Mr. Sato! A new employee asked the president 12  
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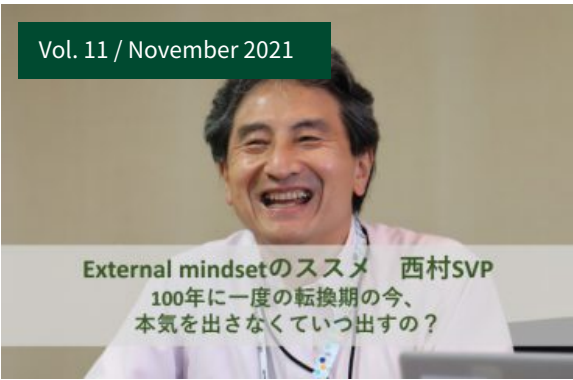


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