



The Role of Work Ethic, Work Environment, Leadership Style and Training on Employee Performance of Fujipan Co., Ltd. In Saitama, Japan

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Abstract: Japan is one of the well known developed countries with culture ethos high work, where many developing countries make Japan a country as role model in his business become a developed country. Study This carried out in companies operating in the field processing food named Fujipan. This company is one of the oldest companies more from 100 years and still operate until moment This. Research purposes is For describe role ethos work, style leadership, environment work and training to performance employee Fujipan in help development and progress company. Research methods used is method qualitative with technique observations and interviews to worker Fujipan. Result of study This is ethos work, environment work, and training implemented at Fujipan have role positive in performance employee. But style leadership Still not enough give role positive to performance employee. In conclusion is in a way general Fujipan has succeed apply culture good and consistent work in guard performance employee, who became factor supporter existence company until moment This. However need exists enhancement in style leadership implemented in place Work.

Keyword: Ethos Work, Leadership Style, Performance, Environment Work, Training

INTRODUCTION

Japan is one of the well-known developed countries with a culture ethos high work, where many developing countries make Japan a country as role model in his business become a developed country. Japan including successful countries build economy domestically after World War II. Progress economic situation in Japan caused by many factors, one of them is ability Japan in build progress industry domestic.(ong, 2020)

Success Japan in build industry domestically, no free from Spirit advanced and cultural Work its people. Japan famous will perfectionism and discipline work that makes its people

have dedication height and totality in work. Success in achievement functions and goals organization No only caused because of money, capital goods and tools help others, however ability, motivation and behavior from all over individual in organization For role as well as in a way active and productive is matter important in implementation activity something organization (Pleffer , 1995).

Ethos Work according to Sinamo (2005) is behavior Work based positive awareness strong and confident basic, accompanied by commitment full to paradigm Work integrated. Indicator ethos Work according to Sinamo (2005) is : full not quite enough answer, ethos high level of work, discipline, diligent and serious, upholding tall honor and dignity. In Japan lots of slogans and descriptive terms about ethos work, for example, "*Makoto* " which means work in a way honest and earnest, full passionate and sincere (Wahyuningsih, 2017).

Environment Work is all something related with aspect physical and psychological influences employees in a way direct nor No direct. Furthermore depending on conditions environment work, then considered Good if man can do his activities optimally, healthily, safely and comfortably (Wursanto , 2009). Environment applied work companies in Japan always notice aspect of technical nor aspect social so employee can Work with Good.

Leadership style used in the something company For guard coordinated performance employees and encourage excitement Work so procedure operation standard can walk with Good aligned with need company (Mardiani & Sepdiana, 2021). Leadership Japan describe leader as someone who can predict in a way open and available trustworthy , as well connection leaders and employees is as One harmonious and discordant unity inseparable (Yusof & Othman, 2016).

Training is structured effort in add or develop knowledge knowledge or Skills nor attitude individual through experience Study in frame increase performance various activities in a organization (Priansa, 2019). Widodo (2015) stated that training is series activity planned individual in increase abilities and knowledge or skills For develop and shape professional performance on its part. Indicators training according to Mangkunegara (2013), including: objectives training, materials, methods used, qualifications participants, and qualifications instructor training.

To effective training, it involves leaders in transferring knowledge within the team (Susanto, Soehaditama, & Benned, 2023). The training provided by a leader must have an impact on employee performance (Susanto, Hidayat, & Widyastuti, 2023). Employees have competencies appropriate to their field of work to support their performance and productivity (Susanto, Sawitri, et al., 2024). Training is provided to prevent a decrease in quality in work results, training is provided periodically and evaluated to see how beneficial it is (Thamrin AR et al., 2022). Employee career advancement will be rapid if employees have good work skills and have experience attending training (Susanto, 2022).

Performance is results Work in a way quality and quantity which constitute something achievement from a employees in the period certain in carry out task principal and function in a way responsible answer. Employee performance is how much Lots influence employee in give contribution to companies which include, among others ; output quantity , output quality , term output time, attendance in place work, and attitude cooperative (Mathis, 2004). Quality trained and owned workers knowledge wide will Lots needed in the industrial world in the future come Because can in a way fast adapt and grow in accordance with need company . According to opinion from Jack Welcome in Angelo (2002) humans is figure main in reach success in an era of competition highly competitive global economy Now This. Performance in the organization is very much needed for leader assessment (Susanto, Sawitri, & Suroso, 2023). High performance will bring success to management, employees to produce performance need to be supported with appropriate remuneration (Susanto, Sawitri, Ali, et al., 2023). Employee motivation will influence their performance, management implements a

bonus system for employees who have achievements and work with a high sense of responsibility (Supardi et al., 2023).

Factors that make company Fujipan endure until with moment This is one of them it's in the quality source Power the human. Culture similar work what is implemented in Fujipan until make company capable endure until with moment this is ethos work , environment work, style leadership and training have role important to performance employee Fujipan. This matter interesting for writer For do study about performance employees at Fujipan.

METHOD

Study This use method qualitative descriptive. Sugiyono (2007) stated that, approach qualitative is method that makes researcher as core research instrument object natural. Data collection techniques were carried out in a way combined, data analysis is of a nature inductive, and outcome study qualitative more emphasize meaning than generalization. In line with Mulyana's (2008) view stated that study qualitative aim for guard form and content behavior individual and analyze the quality, no change it become entity quantitative. Temporary that's the goal study descriptive carried out by researchers is for make description, describe in a way systematic and factual about facts, traits, as well as connection between the phenomena studied.

Data collection technique

Research conducted at the company Fujipan Co., Ltd. This use method qualitative with data collection uses technique observation and interviews .

1. Researcher Observations

Do observation moment do observation . This matter done with meaningful participant *observation* researcher involved in a way direct with activity moderate individual observed Because researcher is a employee Fujipan .

2. Interview

Interview carried out in research This to use know as well as complete the data used For compile accurate data from the right data source. In research this, researcher interview six informants, namely head section, head sexy, employee permanent, employee contract , employee beak time, and apprenticeship.

Informant study

Sugiyono (2007) has opinion that in study with method qualitative, multiple sampling techniques used is *purposive* and *snowball sampling*. In research this, Researcher use technique *purposive sampling* For determine informant. (Susanto, Arini, et al., 2024) *Purposive sampling* is method taking sample based on considerations certain things, for example choose the individual being looked at have most relevant knowledge with what to expect researcher.

Tabel 1. Informants Study Fujipan Co., Ltd.

No	Name	Position Status	Interview Date & Time	
1.	Masaaki Nakada	Head of Division	May 17, 2024	10:00 time Japan
2.	Yuuya Tatsuzawa	Head Sexy	May 17, 2024	10:00 time Japan
3.	Karen Kanno	Employee Still	May 18, 2024	10:00 time Japan
4.	Mika Hamashima	Employee Contract	May 18, 2024	10:00 time Japan
5.	Maribel Menese	Employee Part time	May 19, 2024	10:00 time Japan
6.	Sinung Wicaksono	Indonesian Intern	May 19, 2024	10:00 time Japan

RESULTS AND DISCUSSION

Based on page official <https://www.fujipan.co.jp/> It is known that this company started its business from a bakery founded by Jinju Funahashi in 1920 in Nagoya, and developed rapidly in 2 years. Meanwhile, in 1922, the Fujipan Group was founded, which according to Tomohiko Yasuda, Representative Director and President of the Fujipan Group, has a motto that has survived to this day, namely "Work hard to create high quality and delicious products and send them to customers wholeheartedly". Fujipan Saitama branch is place Where study This carried out by researchers. This company operate the first time in 1967 and survived until moment This. Following is results interview with employee companies that have implemented :

Interview Regarding the Role of Ethos Work On Performance

Interview result with Masaaki Nakada, explained about importance ethos Work in performance employee is " Ethos work that we understand delivered about discipline time, bear it answer, and work The same as well as How worker obey existing rules applies. This matter apply in place Work as form not quite enough we answer customers , because good performance produce good product For customer". Likewise Yuuya Tatsuzawa state that " In one job very important thing is communication , as is known that in Japan There is term HoRenSou (Houkoku = Reporting ; Renraku = Contacting ; Soudang = discussion). This matter must owned by everyone worker Fujipan For guard good performance To use ensure quality product".

Aligned with matter the above , Karen Kanno and Mika Hamashima have similarity opinion about ethos Work namely : " As employee Fujipan besides do work with good and right, also taught by superiors For report every incident as small whatever That. Said Honest without make a story that doesn't Correct is always thing done by everyone employee Fujipan during This". Sinung Wicaksono and Maribel Manese argue that "Ethos Japanese work is very unique, how? they can Work with sincere and total as if company owned by they Alone Possible matter this is what makes it performance company always Good . As a foreign citizen in Japan, of course will experience difficulty Because limitations language and who can done only balance they with Work with OK , obey rules , and spirit every day".

Interview Regarding the Role of the Environment Work On Performance

Based on interviews with Masaaki Nakada and Yuuya Tatsuzawa, they opinion that " Environment work is very influential to performance employees, therefore That company role important in matter This ensure place Work comfortable and safe, everyone that place perhaps give rise to potency accident We repair the work and audit it a month very".

In line with matter These are Karen Kanno and Mika Hamashima opinion that "Problem Place Work of course always audited a month once by pihat related customized with need company and employees. In place we also have work a number of worker foreign and we have to Can Work The same with they. Therefore That performance employee will Good If environment place works well too."

An almost statement Sinung also said the same thing Wicaksono and Maribel Manese that "Place Work of course clean Because This is company food, and all potency danger from place work is very important. However environment work also includes connection between existing employees, we also really appreciate this Because they (Japanese) always welcomed and treated us kindly fair and equal although different citizenship. Therefore that's what we got working with Good Because environment work also supports us".

Interview Regarding the Role of Leadership Style On Performance

Interview result with second superior found exists A little difference about style their leadership apply. Masaaki Nakada as head part explain that " Here I sued For firm, for the sake

of carrying out plans the company that wants it achieved. And sometimes I impressed seen fierce (firm), because in the work of course must there are respected ones and me must operate role the. Although I often angry If There is a job that doesn't appropriate , however I have a way For build familiarity that is my weekend inviting they For just Nomikai (drink together) after returning home Work. This is what keeps us going compact to our performance, because we can discuss and communicate with each other know after hours because we have to Work as A team".

Meanwhile, Yuuya Tatsuzawa as head sexy explain " I No Like angry Because exhausting But more Like For smiling and friendly. But indeed There is a number of matter as leader of course must firm, for example in the case late workers present. But if That problem work and things This only done once, me Still Can understand condition worker Possible fatigue. It is just If done over and over again, still I must firmly not repeated return. the rest the most important thing is guard performance with build good and mutual communication understand (familiar) the condition One each other. Not only superiors who understand subordinates, but also subordinates who understand Meaning superior " .

About style leadership second superior above , Karen Kanno and Mika Hamashima opinion that " Superior have their respective characters and different approaches One each other. And so on Still about work, Decisive action is normal thing If happen error. But of course style leadership influential on workers' mood so that influential to performance . Sometimes we get scolded Because other people's mistakes, of course This really disturbs us in our working mood . There are rules company to attitude leader , like scold worker in front of general , forced For overtime overuse , and use violence nor abuse sexual is prohibited things " .

Sinung Wicaksono and Maribel Manese argue that “ Japanese bosses pay great attention to the smallest details whatever even think about system work that is close to zero mistakes for reduce potency loss. Each of us has scolded very loudly when make error and no report it. They seen scary moment angry But If problem Already finished and we seen introspection themselves will forget what has happen and make it happen A lesson Then behave Good return like normal. That matter precisely sometimes can ruin the mood inside works and is confusing However in a way whole superior at Fujipan we think it's professional because No affected feeling personal and knowledgeable When it's time Work in place work and time joking after hours".

Interview Regarding the Role of Training On Performance

Interview with Masaaki Nakada and Yuuya Tatsuzawa explain that “ Training is very important in create good performance. Because with exists training, quality worker expected in accordance with standards and meets appropriate skills with need company . As tool measuring For see extent of training it works , we always do carry out an audit of employee with do monthly tests For measure knowledge employee about work and rules company " .

In line with matter , explains Karen Kanno that " Training done at the beginning we will works, like training about danger disaster, safety work, bread making, introduction machines and others. This matter done during three month. And so on three month we use that hat ping color as our sign is still do stage apprentice (beginner) so that we are focused For Study just on stage early and got attention special from around us."

Have almost opinion Same, Sinung Wicaksono , Maribel Manese and Mika Hamashima add that " Training before start Work of course Lots for employee still , but No means for those of us who work with prone to time certain No There is training . We also get training and provision during One week and we are at the beginning Work will accompanied by employees still until we are felt you can and get used to it . We are employees Fujipan also got it book guide Named shain no kokoro (heart employee) which contains all rule company and safety Work as well as This also includes learning 5S: seiri , seiton , seiso , seiketsu , shitsuke (concise , neat , tidy

, caring , diligent). If we don't learn we are sure of everything will fail in existing monthly tests , and if fail we must follow training special. Therefore That training is very important ”.

CONCLUSIONS

Based on research that has been done so can withdrawn conclusion that in Fujipan:

1. Ethos Work have role positive to performance employee;
2. Environment Work have role positive to performance employee;
3. Leadership style Not yet role maximum to performance employee;
4. Training have role positive to performance employee.

With Thus , four existing thing on proven each other related One each other inside his role to performance employee. Ethos nice work will produce good performance and p This will materialized with environment supportive work. Leaders who have style appropriate and understanding leadership about need employees, have role important in do control or guard ethos work and environment Work so that walk with Good. With so training is tool help leader in prepare all need skills and knowledge employee until produce good performance.

Fujipan Company in a way whole has succeed apply culture attentive work ethos work, environment work, and training so that formed philosophy company with good performance. However need exists study repeat about application style more leadership in accordance so the performance employee the more Good.

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