

Yangming learning of Conscience and Management Philosophy of Inamori Kazuo

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Abstract—The competition among modern enterprises is not only the competition between enterprise products, scale and technology, but also the competition between corporate cultures. Based on the study of business philosophy and business culture concepts and their relationships, this paper studies the role of Yangming learning of conscience and Inamori's business philosophy in business culture. Reviewing the issue of China's corporate culture construction from the perspective of business philosophy, it is expected to find excellent management concepts for the development of Chinese enterprises and effectively establish corporate culture.

Keywords—Yangming learning of conscience; Inamori Kazuo; Management philosophy; Corporate culture

I. RELATED OVERVIEW OF YANGMING PHILOSOPHY AND INAMORI'S CORPORATE CULTURE

With the continuous development of economic globalization, the enterprise is faced with increasingly fierce competition, the rapid development of economic globalization, information technology, the management of customer orientation and value chain integration and so on, all of which puts forward new challenges to the traditional management theory, business owners must adapt to these challenges and change management concepts and methods. Since the 1980s, corporate culture has been widely concerned by enterprises and academia, and caused a wave of research on corporate culture in the field of corporate management [1-3]. So far the competition is the competition between enterprise cultures, which is becoming more and more important for enterprise management. The business culture between companies in the 21st century has become an important source of the company's core competitiveness and also an important factor affecting the success or failure of enterprise operation and development. (1) Definition of corporate culture. Corporate culture is a model of the basic assumptions of business operations that are formed in the process of dealing with internal problems and adapting to the external environment [4]. These basic assumptions usually stem from the advocacy of business operators and are constantly improving during the business management process. It is influenced by the company's employees and may penetrate into the subconscious of the employees. It affects the thinking and behavior of employees and reflects the strength of employees to promote the company's development. (2) The connotation of management philosophy. "Management philosophy" generally refers to the general principles, principles and philosophy of scientific management. According to the encyclopedia of business administration, a harvard

business series, the so-called management philosophy refers to the beliefs and values of top management towards people. Business philosophy refers to the basic beliefs, concepts and value preferences of the CEO of a company. (3) The relationship between management philosophy and corporate culture. There is a close relationship between business philosophy and corporate culture. Business philosophy is the ideological foundation and source of corporate culture, including the most basic premise and meaning of corporate culture. Corporate culture is centered on business philosophy, including the essence of business philosophy. Corporate culture regards the management philosophy of operators as the common value of employees. We will unify the thinking and actions of our employees, build strong solidarity, and create a great cultural force that will promote business development. Second, Wang Yangming's thought of mind.

The essence of Wang Yangming's thoughts on mind can be divided into three parts: "the heart is the truth", "the unity of knowledge and action" and "to the conscience." (1) Heart is reasonable. Regarding "the heart is the truth", Wang Yangming believes that "it is not in the mind, and it is all in the heart." Everything comes from the heart. The soul is the master of all things in heaven and earth, and the source of good and evil thoughts. "With this hottest heart, it is filial piety when you are waiting for the father, and loyalty when you are acting on the prince. It is expressed in the friendship and governance of the people." Wang Yangming believes that the mind is the origin of the universe, and everything in the heavens and the earth is based on the existence of the soul. In the relationship between mind and reason, Wang Yangming emphasizes "the heart is the rational" and the psychological unity, and uses this as the "speaking purpose of the mind." "The essence of the heart is the heaven". The so-called "reason" here refers to the "heart" "Articles" are reflected in the "heart" and also the expression of "heart". (2) Knowing and doing together. Regarding "integration of knowing and doing", he believes that "knowledge is the idea of the line, and the line is the effort of knowing; knowing is the beginning of the line, and the line is the foundation of knowledge." The two are one. For example, if you are filial piety and truly understand filial piety, you will definitely do things that honor your parents. Without doing filial piety, you can't say that he really understands filial piety. To put it simply, it is a matter of knowing what is true and what is true. In general, there must be knowledge, and there must be knowledge. (3) To the conscience. Regarding "to the conscience," he believes that everyone has a conscience. This conscience is originally the nature of one's heart, and most of our conscience is concealed by desire, so that the mind is

covered by dust, so doing things will There are not enough places. Therefore, to be conscience, to find the nature of one's own soul, as long as the inner conscience of the heart is found, from the original nature, everyone can become a saint, and the heart and the object can be the same. And get the realm of knowledge. Second, Inamori Kazuo's "Heart". Three important concepts in Inamori's management philosophy are "heart-based", "altruistic management" and "symbiosis cycle". (1) Based on the heart. In fact, Inamori's "heart-based" management is to establish a strong trust relationship within the company. Unify the thinking and behavior of the company and all employees, and form a strong cohesion within the company. The key to building strong cohesion is that the ideological concepts and actions of all members of the company must be consistent. This is the business philosophy of Inamori Kazuo's "heart-based" business philosophy. "Heart" means "the heart of altruism." In other words, companies need to first consider the interests of employees, consumers and the general public to help others sacrifice their own interests. (2) Altruism. If "King Heaven and Love" is the starting point and destination of Inamori's philosophy, "heart-based" is the foundation of Inamori's philosophy. Then, "altruism" is the core content of Inamori's philosophy, and it is also the embodiment of "heart-based". Inamori Kazuo believes that "human thought can be roughly divided into two types: self-interest and altruism. All so-called self-interests are for our own interests. This means sacrificing profits." Inamori Kazuo does not deny the people themselves. Interest [5-6]. But he believes that the level of altruism is higher than the level of self-interest, and only those who are philosophical can be happy. (3) Symbiotic cycle. Inamori's management philosophy not only considers how the company earns and operates, but also considers environmental issues and the relationship between people and the natural environment. In response to the environmental crisis facing Japanese society and all mankind, he proposed that the human and natural environment should coexist in a harmonious coexistence cycle. The basic meaning of the symbiotic cycle is to coexist harmoniously on the basis of creating a virtuous circle of human and nature, maintaining human society, and the ecological balance between the earth and nature.

II. THE MODERN VALUE OF YANGMING'S THOUGHT AND INAMORI'S MANAGEMENT PHILOSOPHY

As we all know, Confucian business philosophy and modern enterprise management practice are the themes of Chinese Confucian culture research. Wang Yangming's business psychology is an important part of Confucian management philosophy. Whether it is an industrial zone called East Asia in the Confucian cultural district or a new Confucian administrative spirit that Japan has entered into the West under its control, these traditional Chinese management ideas have now received widespread attention from the international community. People are looking at, thinking about and revealing the practical significance of these management ideas, and looking for enlightenment and lessons from their successful examples.

(1) Application of Wang Yangming and his mind in enterprise human resource planning. Human resource planning is designed to align the company's need for quantity and quality

with the effective supply of human resources. Narrow personnel planning means staffing, replenishment and promotion. The generalized personnel program consists of a narrow section, as well as staff training development plans, employee compensation plans, employee career development plans, labor organizations, and health and safety programs. Contact Wang Yangming's new study, we focus on the career development planning of employees in human resource planning. Wang Yangming once said: "I don't want to stand, the world can't do anything." Because he was determined to become a saint at the age of 12, he is determined to become the first thing in his career development. In the human resources management process [7-8], we should help employees, build ambitions, and establish career development goals. The goal is to gradually break down and help employees develop career development plans. This not only helps employees, but also helps the company achieve its value goals.

(2) Application of Wang Yangming and his mind in enterprise recruitment and configuration. The recruitment and deployment of human resources is a timely and effective way to attract and hire the right qualified and qualified personnel to meet the development needs of the company. According to Wang Yangming's understanding and unity, knowledge and action are inseparable. Then we can use this idea to choose the people who meet the recruitment needs of the company. When hiring a specific position, list the conditions that meet the requirements and conduct a resume screening and interview based on the job requirements. During the interview process, observe and study whether the person knows whether to know whether to be united, whether there is "conscience", or has the characteristics of conformity, humanity and morality. The choice of talent depends not only on their ability but also on their personal qualities. "Be both ability and political integrity" should be the standard for selecting talents in our company. Otherwise, the selected personnel will not be conducive to the development of the company. Wang Yangming and his application of mind in enterprise performance management. Performance management refers to the continuous cycle of performance planning [9-10], performance guidance, performance evaluation, performance evaluation and performance improvement for managers and employees at all levels to achieve organizational goals. The goal of performance management is to continually improve the performance of individuals, departments and organizations. In the performance appraisal, our evaluation standard is Wang Yangming's four sentences, which teaches that "there is no good and no disgusting body, there are good and malicious actions, knowing good and knowing evil is conscience, and being good for evil is a thing." In other words, you can add "soft indicators" such as teamwork capabilities, customer attitudes, and usability to the evaluation criteria for performance evaluation. This helps to better assess your employees. After all, soft indicators are related to people's "conscience," which are the core of humanity and therefore need to be carefully considered.

(3) The idea of "combining knowledge and action" and talent selection. Human resource selection is the starting point of human resources management. Only qualified personnel are selected, and future education and employment will be more effective. The method adopted in modern human resource

management is to build talents' competency model and adopt various evaluation methods to evaluate talents and select employees who match this model. However, because the traditional evaluation methods focus more on the level of knowledge, it is impossible to measure the actual quality of the employees' work. The evaluation results often show a lot of fake talents on paper. According to the idea of unity of knowledge and action, we can see that knowledge and behavior are different aspects of the same behavior. The true knowledge is derived from the line, and the true line is also expressed as knowledge [11-12]. This provides a guiding direction for talent assessment. It can measure the quality of the tested person through the restoration of the event during the interview process. The "behavior interview method" is the specific expression of this idea. The basic premise of behavioral interviewing methods is that past behavior can predict future behavior. Testers understand their capabilities by writing complete action examples that demonstrate their capabilities. There are three aspects to the content of the action case described by the tester that the tester needs to understand. One is the background and the other is the background of the action case cited by the candidate. The second is the action taken by the examiner himself when the incident occurred. The third is the result, and the final result of the event. "It is a matter of knowing what is true, and knowing what to do." In the behavior interview, you must pay close attention to the details, so that you can have a real understanding of the quality of the testers [13]. Through behavioral interviews, the other interview methods have changed the focus on "knowing", so that the interview process has a deeper understanding of the applicant's practical ability and improved the effectiveness of the interview.

III. INTERPRETATION OF THE MODERN VALUE OF INAMORI KAZUO

(1) Play the role of senior leaders in the construction of corporate culture. To establish a good corporate culture, we first need to have a good "thinking seed." Culture and culture usually stem from the philosophy of business leaders. Therefore, the company's senior leaders need to establish a correct outlook on life and values, cultivate "good breeds", and make themselves a qualified leader in building corporate culture. As a modern commercial operator, it must be able to recognize the nature of business operations, business objectives and the right way. True long-term success can only be achieved under the guidance of the right business philosophy. Business leaders are advocates of corporate culture, and business leaders often come up with business ideas. The right management philosophy not only requires leaders to have the right management philosophy. Leaders also need to root their business philosophy in the company's reality, and in combination with the company's actual situation, clearly express their business philosophy in business practice. Properly put forward the actual business philosophy in line with business operations.

(2) Shape core values. It mainly depends on whether the business value of the business operator can be the common value of the employees. First, business value must be adapted to specific social and cultural values and moral values.

Employees who live in a specific social and cultural context, influenced by social values and ethics, and values that are consistent with social and cultural values and ethics, are more likely to be easily identified by employees than employees. Second, employers should consider the material and psychological needs of employees as corporate responsibility. Companies must be aware that if they want to grow, they must rely on the company's employees. In order to make employees aware that personal interests are closely related to the company's interests, they feel that they belong to the company and regard their own development as their responsibility. Unify the minds of employees through various benefits. Finally, the formation of core values should be combined with the actual development of the company. Having the company talk about the actual value of the company's value will make it difficult for employees to recognize it as an empty slogan. Only by combining the company's business practices to come up with values that are consistent with the company's characteristics can employees be recognized.

(3) Inspire all members to participate. If the philosophical concept of the operator is to be transformed into the common concept of the employee, it is difficult for all employees to participate in the establishment of culture and actively listen to management by relying on the top-down propaganda and instilling of the management or part of the management. Layer and employee opinions. Ensure that all members of the company become participants and creators of corporate culture, not passive corporate culture. Just developing and instilling corporate culture by leading business management may ignore the will and interests of management and employees. The company's culture is not only resisted by employees, but also resisted by employees. Business owners should listen to the opinions of all employees of the company through communication and communication in the process of instilling ideas. According to the opinions of all members of the company, communicate and formulate measures according to the actual development needs of the company. Eliminate resistance as much as possible and get support from all employees in the company. The active participation of employees not only eliminates resistance as much as possible, but also gains support. In addition, it can also mobilize the enthusiasm and creativity of employees, so that the construction of corporate culture is more in line with the needs of enterprise development.

IV. SUMMARY

Management philosophy is an important part of corporate culture. Correct concepts, values and management are the foundation and foundation for establishing excellent corporate culture. Inamori's management philosophy and its practice research show that business philosophy has established corporate culture. Important influence is an important factor in corporate culture. Only a good "business philosophy" can form a good corporate culture. Good management philosophy is based on the correct outlook on life and values and philosophical thinking about business management. Therefore, in order to establish a good corporate culture, Chinese operators need to establish a correct outlook on life and values, and correctly handle various relationships in business

operations. Propose correct business ideas and establish a good corporate culture.

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