

Title	グローバル技術開発体制における内部統制知識マネジメントの研究
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Abstract

In an advanced information society, risk management and compliance to leakage or loss of inside information in global large enterprises has been increasing in importance as a management issue. There is a need to comprehensively promote information sharing among overseas company bases. Employees have diverse values, but once companies establish internal control within enterprises, it is necessary for all employees of an organization to act under their regulations and rules.

In this dissertation, we found that the leadership of the head office plays an important role to introduce the internal control system into the business units. Knowledge communication between the middle managers and employees and the power relationship of the top, middle and lower are units of analysis.

As a result of implementation at Japanese manufacturing company A, we developed a new model to promote the transfer of internal control knowledge utilizing future-oriented motivation management under the condition that communication is constrained to e-mail.

Furthermore, the effect was applied to overseas subsidiaries of the same company A group and verified. As a result, the best practices in Japan are applied to overseas subsidiaries to show how quickly the organizational transformation occurred. We also discuss whether there are differences between countries. The Japanese model could be applied in the Philippines. In addition, the different models that were applied in China demonstrated effective knowledge transfer had taken place.

Keywords

organizational change; behaviour modification; information security; behavioural information security; compliance; motivation; coaching; future oriented; communication.