

Takata Corporation

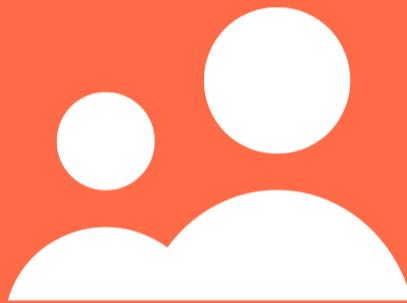
By: Brett Dunn and Jacob Wall
MNO3370-0011
June 30, 2014

Background over Takata



\$41 Billion Annually

Background over Takata



35,000 Employees

Background over Takata



20 Countries, 55 Plants

The New York Times:

Takata Acknowledges Poor Records in Air Bag Recall

Jensen, C., & Tabuchi, H. (2014, June 23). Takata Acknowledges Poor Records in Air Bag Recall. Retrieved June 29, 2014, from http://www.nytimes.com/2014/06/24/business/international/honda-nissan-and-mazda-join-recall-over-faulty-air-bags.html?_r=1

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- ✖ 8 Million Cars Recalled

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 Poor Records

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Problems for Takata

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- ⚠️ Lack of effective and efficient internal controls over quality assurance

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- ⚠️ Weak organizational structure

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- ⚠️ Lack of effective and efficient internal controls over quality assurance
- ⚠️ Weak organizational structure
- ⚠️ Misguided company culture

Suggestions for Takata

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- ✓ Communication: Y Structure → All Channel

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- ✓ Organizational Structure: Product Structure → Matrix Structure

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- ✓ Communication: Y Structure → All Channel
- ✓ Organizational Structure: Product Structure → Matrix Structure
- ✓ Organizational Culture: Focus on Company Values + Monthly Meetings

Takeaways

- ✓ All Channel Network Structure, highest effectiveness in task completion
- ✓ Matrix Structures are more effective for global companies
- ✓ Cannot meet company mission without meeting company values

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