

▶ جایگاه نیروی انسانی در تحقق جامعه توسعه یافته

▶ محمود سریع القلم

▶ پایه های بحث

▶ ایران کشوری خاص نیست.

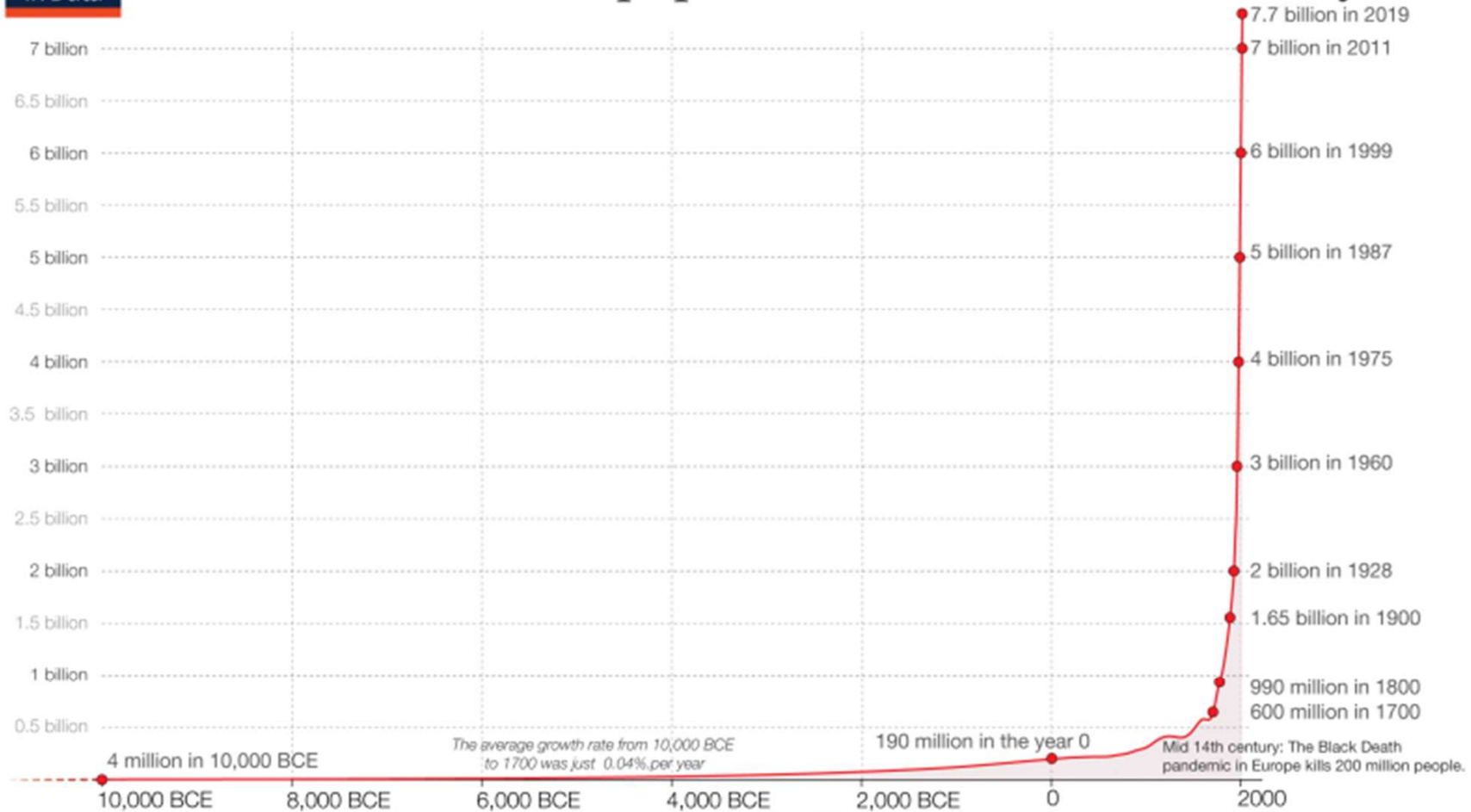


تکثر در جهان، فرصت های فراوان ایجاد کرده است.

سیاست خارجی و توسعه اقتصادی باید در یک ریل سیاست گذاری باشند.

خارج از چارچوب های موجود جهانی نمی توان ثروت تولید کرد.

The size of the world population over the last 12,000 years



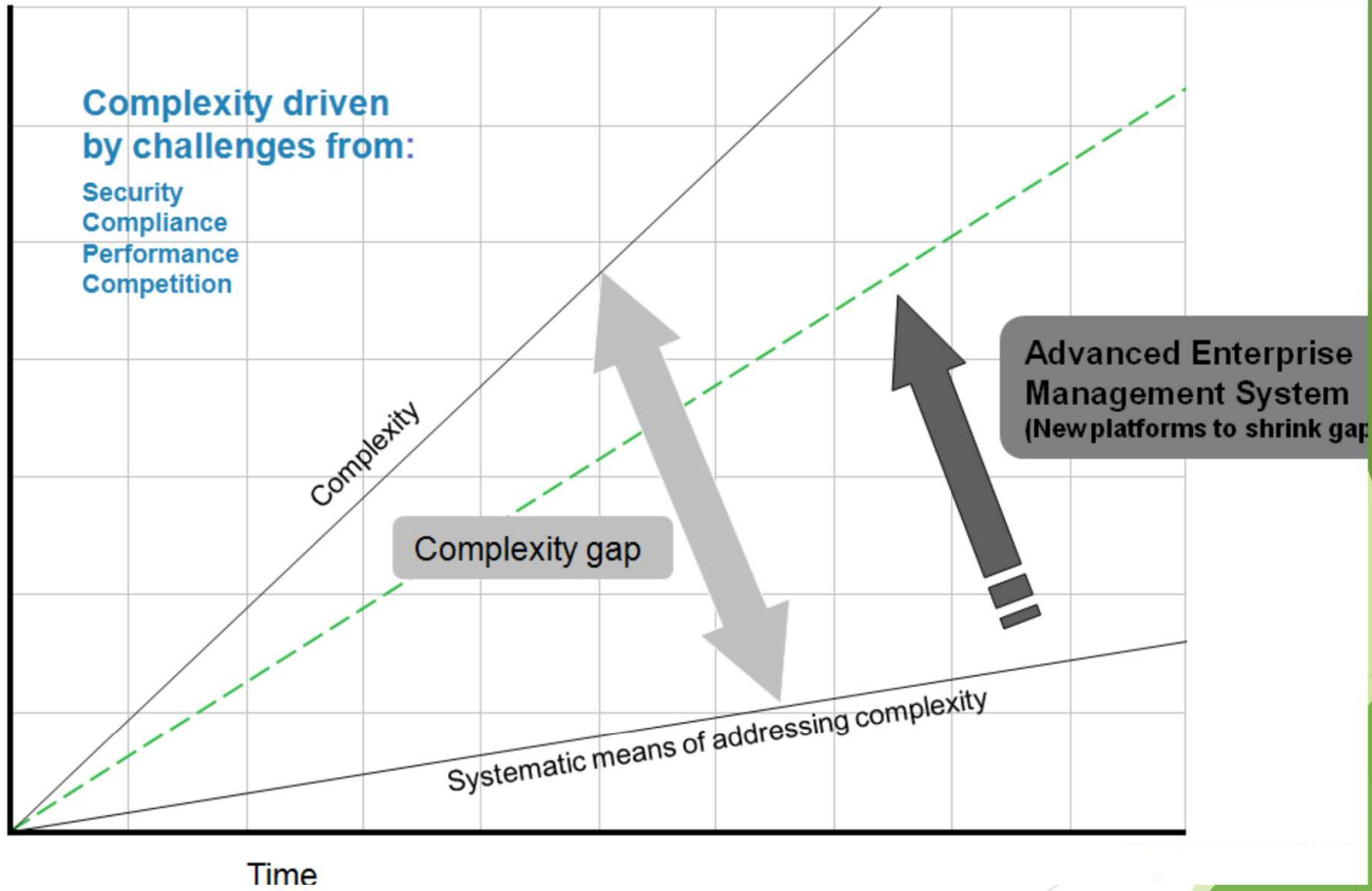
Based on estimates by the *History Database of the Global Environment* (HYDE) and the United Nations. On OurWorldinData.org you can download the annual data.

This is a visualization from OurWorldinData.org, where you find data and research on how the world is changing.

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- ▶ **آلمان و انگلیس و از آن طرف آمریکا و ژاپن، این چهار کشور غربی، حدود سی تا پنجاه سال آینده دیگر مقام برتر اقتصادی و سیاسی- نظامی در جهان را خواهند داشت.**

Level of Globalization



Below is a list showcasing 15 of Japan's top trading partners, countries that imported the most Japanese shipments by dollar value during 2019. Also shown is each import country's percentage of total Japanese exports.

1. China: US\$141.6 billion (22.1% of total Japanese exports)
2. United States: \$118.8 billion (18.5%)
3. South Korea: \$44.7 billion (7%)
4. Taiwan: \$44.4 billion (6.9%)
5. Hong Kong: \$32 billion (5%)
6. Thailand: \$25.5 billion (4%)
7. Singapore: \$17.7 billion (2.8%)
8. Germany: \$17.6 billion (2.7%)
9. Vietnam: \$17.1 billion (2.7%)
10. Malaysia: \$12.6 billion (2%)
11. Australia: \$12.2 billion (1.9%)
12. Netherlands: \$10.9 billion (1.7%)
13. United Kingdom: \$10.8 billion (1.7%)
14. Indonesia: \$9.2 billion (1.4%)
15. India: \$9.1 billion (1.4%)



- ▶ **Political Leadership : South Korea**

- Export Promotion Policies**

- ▶ **Domestic market expansion**
 - ▶ **Internationally oriented development**
 - ▶ **Promotion of manufacturing versus agriculture**
 - ▶ **Controlled and balanced growth**
 - ▶ **An increase in private interest rate to promote household savings**


▶ مکزیک

- ▶ Exports to the US account for about 80% of Mexican exports.
- ▶ One and a half million Americans live in Mexico. It is the top foreign destination of Americans.
- ▶ In 2019, trade between the US and Mexico was \$614B. Mexico is the second largest source of American exports.
- ▶ Mexico is the second largest provider of crude oil to the US.
- ▶ Reciprocal FDI between the two countries stands at about \$135B.
- ▶ Remittances are about \$10B.

▶ چین

- ▶ The bringing in strategy: 1980-2000
- ▶ The going out strategy: 2000-
- ▶ Multilateralism
- ▶ Soft power: education, competitiveness, rule of law and Confucius culture
- ▶ A giant manufacturing power: 20-80% of trade of every single country is linked to China
- ▶ Passive response to international phenomena
- ▶ Domestic stability and growth
- ▶ Political Culture: Hide brightness and nourish obscurity

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- ▶ **Challenges in Chinese foreign policy:**
 - ▶ **The issue of image**
 - ▶ **Maintaining the market share**
 - ▶ **Access to resources**
 - ▶ **The American connection**
 - ▶ **Apprehension among Asian countries**
 - ▶ **Domestic policy harmony**
 - ▶ **Competitive edge in manufacturing**

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- ▶ **Globalization and the new structure of production.**
 - ▶ **Fragmentation of production Lines.**

- ▶ Concept of Firm
- ▶ **بناگاه اقتصادی**
- ▶ مفهوم نوین حکمرانی

▶ قدرت در جهان امروز

55-60% بنگاه های خصوصی

25-30% نظامی- امنیتی

10-20% سیاست مداران

▶ **Traditional view that corporations are bureaucracies and managers are bureaucrats are changing.**

▶ **Self-perpetuation.**

▶ **Resistant to change.**





- ▶ **RESOURCE ALLOCATION ISSUES**

- ▶ **Corporate Inertia**

- ▶ **The corporation is not as good as the market place.**


- ▶ **MASS COLLOBORATION**

- ▶ **New Forms of Economic Organization.**
- ▶ **Investing in what is rather than in what might be.**



▶ **Structures to motivate and inspire employees.**

- ▶ **Innovation of products.**
- ▶ **Pleasant place to work.**



▶ **Feedback loops that will allow products and services to constantly evolve in response to new information.**

▶ **Change, innovation and adaptability.**

▶ Uberfication of Employment

- ▶ Flexible work schedules.
 - ▶ Managing extra time.
- ▶ War on searching for talent.
- ▶ Best talents prefer choice.



▶ **Google 20% formula**



► **تلقى از مدیریت**

قدیم: کنترل

جدید: تصمیم سازی های جمعی

▶ **Paradigmatic shift**