

Company name

Aida Engineering Co., Ltd.

678, Mihobara, Mimasaka City, Okayama Prefecture 701-2603

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President
Takashi Mandono

The founder's spirit:

We constantly strive on research, development, and improvement of new products which are to be accepted internationally, based on the idea "Making creative ideas real." Also, we train employees and change the company in order to correspond to rapid changes in economy and society, hence the company growing constantly and contributing to the local society.

<Management mottoes>

Our responsibility:

To pursue happiness of our customers and our employees and, through our production, keep contributing to the local economy and society.

Our objective:

To gain trust of customers as a result of the company and the employees striving every day to be better.

Our principle:

In development and specification discussions with customers, we meet them face to face, exercise wisdom to find the best way, and decide immediately.

Products and Services

Aida Engineering is a machinery producer concentrating on product development. Under our motto "Making creative ideas real," we strive on research, development and improvement every day. We always have three or four of new product projects going in parallel.

Recently, we developed the "STOP pedal" which prevents the driver from accidentally stepping on the gas (accelerator) instead of the brake.

We won the Good Design Award in 2005, 2006 and 2018.

Production and after-sales service of molding and tube making machines and forming rolls.

Production and sales of parking area devices. Production and sales of cutters for crushing machines.

Equipment and facilities



We have a canteen to easily have meals and a sports gym for employees to take exercise and have a strong body and healthy mind.

Our canteen, called Aidining, supports employees' health from the food side.

Our sports gym building, called Aidojo, supports employees' health with exercise.

Company Information

Industry: General Machinery Manufacturing
Head Office: 678, Mihobara, Mimasaka City, Okayama Prefecture 701-2603
Established: August 17, 1974
Capital: 60 million yen
Annual Sales: 5 billion 870 million yen (as of December 2018)
President: Takashi Mandono
Number of employees: 125
Yoshii Factory, Okayama Research Park Incubation Center, Osaka Office, Tokyo Office
Parkn Park Co., Ltd. (<http://www.parkn.net/>), Az Promotion Co., Ltd., Aida (Shanghai) Precision Machinery Co., Ltd.

Company PR ①

Our personnel system evaluates personnel not only by seniority but, most importantly, by human qualities rather than capability and performance. We introduced a rule to take a paid vacation at least once a month, and are trying to actively automatize production processes, always paying attention to employees' life-work balance. Also, we have a system to collect and adopt employees' suggestions to improve anything regarding the company.



Company PR ②

We have many employees who fished humanities or social welfare (i.e., non-science) courses at university, college or high school. In recent years, we have regularly been recruiting university and high school graduates with science background and non-science background about fifty-fifty. Also, we are focusing on employing women, and women at work who have children are given special work schedules tailored to each of them. The percentages of women in the board of directors and in managerial posts are gradually increasing, ensuring a workplace where women can work actively.



Recruitment history

Okayama University Graduate School, Okayama University, Okayama Prefecture University, Okayama University of Science, Okayama Shoka University, Mimasaka University, Notre Dame Seishin University, Sanyo Gakuen University, Shujitsu University, National Institute of Technology (Tsuyama College), Tsuyama Technical High School.

Ideal applicants

A person with a supple mind: a modest attitude for accepting anything inexperienced, incompetent or otherwise unsatisfactory within himself then, from the acceptance, correcting himself and striving further. It is necessary to listen to what others fairly think about you, reflect on yourself, and understand that home truths really grow you up.

Message to applicants

Unlike big companies, at the medium-sized Aida, everyone is relied on. You might feel there is pressure on you at work, but that means the company thinks about you and you are important to them. Further, as shown in the fact that some of our young employees are entrusted with the role as a project manager, their work experiences must be much greater than those of young workers of the same age in other companies. Thinking by yourself about your task and involving people around you in it, you will find it very interesting to commit to manufacturing things and even just to work in a company.