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# Organization Creation in NPO Sector

## A case study about the establishment and the management of the NPO support organization

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This research has aimed to examine "Something with the NPO support organization" concretely, and to verify the formation process and the management of the NPO support organization by the case study. The research on the NPO support organization is important . Because, one methodology by which NPO is promoted and supported is offered, and the third sector which supports the society is promoted.

The majors research questions in this research are "Has the support organization of NPO how is established and been managed?". Subsidiary questions are as follows, 1) How are NPO and the NPO support organization defined; 2) How did the NPO policy of the government and the administration play the formation and management of the NPO support organization the role; and 3) What influence did the government, the administration, NPO, and the NPO support organization exert each other.

The current state of the NPO support organization was understood in the literature review. The model construction of the formation process was done by using the concept of Poly-agent system and the Immune network (nerve system system and immune system). The agent defined man who composed the NPO support organization as "Subject". The agent assumed an internal model to Poly-agent system as "ba" which was the cross-reference

(mutual edit). An internal model is acknowledged model that the agent who acts autonomous has regularity of a surrounding environment in the mind. The immune network referred to the formation process model. Three stages were assumed and the formation process model was defined separately for the each phase as follows, 1) Stage where person begins activity meeting voluntary; 2) Stage where concrete establishment preparation organization is formed, and 3) Stage actually managed as NPO support organization.

The case study targeted "The Japan NPO Center" at the country level. "The Kanagawa Citizen Activities Support Center" was targeted at the prefecture level. And "The Kamakura City Citizen Activities Center" was targeted at the city level. The analysis of the case analyzed the document on the business report, the investigation research report, and the home page, and, in addition, interviewed the person in charge who was the keyman.

The following was clarified from the result of the analysis and the investigation of the case study. The Japanese NPO center was able to point out the part where the restriction on the tax system side had been received by the NPO method. The Kanagawa Citizen Activities Support Center and The Kamakura City Citizen Activities Center of the administration had affected from the establishment to management. In the Japanese NPO center, the policy proposal was executed to the government. In the Kanagawa Citizen Activities Support Center and the Kamakura City Citizen Activities Center, "ba of the cooperation of labor" by which the agent conferred on the management of the NPO support organization existed. In any case, "Flow" of the formation process was corresponding to the formation process model. However, the establishment of the organization was slightly different according to the establishment subject influence. The ba where mutual opinions were consolidated existed about the model of the ba where the agent did the cross-reference of an internal model in any case. And, activities had been flexibly changed. It can be said that the validity of the model was proven from these.

The research of the management of NPO is thought as a polarity in the research in the future. A current management theory in NPO is a management theory of the profit-pursuing organization. It is not appropriate to public interest of NPO. It is necessary to advance the research of the NPO knowledge management. Because, for "Social knowledge" to be accumulated with NPO very, to be created, and to know whether to be used.