

## Training with Insight and Personal responsibility

A "Tell me your MORITA story" interview

Since mid-2021 Fabian Vor has been undergoing training as an IT specialist for system integration at J. MORITA EUROPE GMBH in Dietzenbach, Germany. From the very beginning he supported his superior David Hepner in all aspects of the company's IT as well as installing, maintaining and servicing the computer workstations of all employees on the site. In this interview the 29-year-old explains why, after graduating with a degree and vocational training, he decided on further training at MORITA and an IT job.

**Mr. Vor, you've already studied and completed vocational training. What led you to MORITA in 2021?**

I'll have to backtrack a bit. After graduating from high school, I chose a course of study that particularly interested me. I then graduated from Goethe University in Frankfurt, Germany with a degree in ethnology, specializing in North America. This study program was very beneficial to me personally. For example, I learned a lot about the different ways people live, their culture and worldview. But my degree didn't really provide me with a professional career. There aren't many job opportunities for comparative social and cultural studies. At the very most jobs are available in the cultural sector but they are rare and tend to pay below average. After a short stopover in the German Armed Forces, where I actually wanted to enlist, I took a new turning and completed an apprenticeship as a bookseller in Constance, Germany. Since I love reading, I was able to combine my hobby with a commercial apprenticeship, which I then also finished early 2021. In the meantime, the situation in the book trade was very tense due to the pandemic - especially in local retail trade. I therefore took a very difficult decision and turned my back on this branch. That's how I finally arrived at MORITA, as a trainee in IT systems integration.

**Ethnology, bookselling and specialist information technology are not related disciplines. Why did you turn to IT?**



The IT industry is future-orientated, which is exactly what I was looking for after my studies and the book trade. I've also always had a high affinity for technology and IT. The fact that I ended up in the dental industry was more of a coincidence.

**How did you get your traineeship at MORITA? Did you know the company before?**

I became aware of the training position in the traditional way via an advertisement at the employment agency. I didn't limit my search to one industry or employer and applied to various companies. MORITA presented their company well which made a positive impression on me. I have no previous history with the company or the dental industry. To be honest, I was not even aware of the brand before. Now, of course, I look at the equipment very differently when I sit in a dentist's chair.

**What exactly is a "Specialist for system integration"? Which systems are involved?**

Basically, we take care of the servers in operation here at MORITA. We make sure that the entire PC-based working environment is ready for use by our colleagues, maintained and serviced. This ranges from procuring the hardware to setting it up and ensuring it runs smoothly. IT security is also a very extensive task that is becoming increasingly important. These tasks are becoming more and more complex. A large part of our work relates to our ERP (Enterprise Resource Planning). This is a system with applications ranging from purchasing to outgoing goods that colleagues use for their daily work. My boss and I are largely responsible for ensuring that this system runs smoothly.

**What kind of experience have you made as a trainee at MORITA?**

David Hepner was looking for someone who could already work independently and support him well. He probably also invited me because I previously did quite a lot and am older than the average trainee. Accordingly, my training at MORITA is probably different than usual. I have a lot of freedom to organize my own work. And the feedback I get also shows me that I'm meeting expectations quite well. We're in constant contact and share an office, but it's not the classic guidance that a trainee usually needs. That's exactly what I like about it.

**How do you stay up-to-date with IT security?**

Our basis is a good security concept, which we developed and adapt regularly. But we don't do it all on our own. If necessary, we call on the backing and expertise of

service providers. Administration takes up a large part of our working time, so we can't handle all the tasks ourselves.

**Being a newcomer, how do you feel about the dental industry?**

Actually, I don't usually notice that I work in the dental industry. This is due to my tasks, which are not always industry-specific, but relate to systems that are also used in other industries. The tasks in IT are relatively similar in different companies, no matter whether dental systems or other goods are manufactured and sold. Nevertheless, it's very exciting to be involved in a world that often isn't perceived that way from the outside. I sometimes go to the technicians and have them explain the systems to me. I think it's important to know which range we supply and what's new. Our tasks, however, do not intersect much with the sales or marketing aspects. What strikes me most, however, is the design of our products. I think that's really remarkably good.

**Does your work involve contact with the Japanese parent company or your Japanese colleagues?**

Since my supervisor is an important contact for our Japanese colleagues here in Dietzenbach, we see them regularly. In general, we have just as much contact with our Japanese colleagues as with others at the site since all employees use IT services. We communicate intensely with colleagues from various departments. As a rule, we get to know new employees from the very beginning when setting up their workstations. We have little contact with the Japanese parent company from the IT side. I would also say that the company structure in Dietzenbach is typically German.

**How far advanced are you with your training and which conclusion have you drawn so far?**

I've now been learning for a year and have at least another year to go. Because of my age and previous education, I can shorten the training period somewhat overall, so I'll be finished around January 2024. My mid-term conclusion is good. I'm really happy with most things. I don't think my vocational school is ideal in terms of content and didactics, but that has nothing to do with the employer and is probably the case in many apprenticeships. The past year was very intensive as we converted our ERP system, which we have now largely completed. I'm pleased about that, because being intensely involved with this system gave me a very deep insight into all the relevant processes in the company. This means that I have a

good idea of each department and know what those colleagues do, why and how they do it, and what they need to do it well. That was a huge advantage in my training and for starting in this company.

**How well do you think your colleagues at MORITA cooperate and get along with each other?**

They liaise in a relaxed and pleasant manner. They communicate and deal with one another really well and uncomplicated.

**Have you experienced the “MORITA Family”? Is the working atmosphere at MORITA really that good?**

Yes, it really is. Especially compared to my previous employers, the move to MORITA was a hundred percent improvement. For me, treating each other with respect is one of the most important points for a good workplace. I had also paid attention to this when choosing a training company. In everything you do, you should remain fair, not lose sight of people, and that's exactly what is emphasized at MORITA. Many companies claim to have good-sounding values, but do not act accordingly. At MORITA, the values are on the website and are also lived. One of the reasons I chose to do my training at MORITA was the way MORITA presents itself. I looked at the website beforehand and it appealed to me. This was then reflected in the conversation with the company representatives during my application.

**What are your professional aims for the future?**

At the moment, I can well imagine staying at MORITA and would be happy if that works out. In such a small IT department, the tasks are varied. You can set up and help shape many things and have a relatively large scope for decision-making. I don't have to have every little thing countersigned. I find that very pleasant. Our working atmosphere is really great and I'm also rooted in the Rhine-Main region of Germany. Since I started my training at MORITA there was not a single day when I was lethargic or reluctant to come to work.

**Thanks for this interesting talk, Mr. Vor.**



Fabian Vor

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**About Morita:**

The Morita Group is one of the leading manufacturers of medical technical products. The traditional Japanese company, with sales companies in Europe, USA, Brazil, Australia and Africa, provides a wide range of products. Leading the way in X-ray diagnosis and endodontics, the product portfolio offers high-performance imaging systems, including 3D volume tomography, treatment units, turbines, straight and contra-angle handpieces, instruments, and endodontic measuring and preparation systems. With a great emphasis on quality and continuous research, over 2,000 employees worldwide focus on the needs of users and dentists. In this way the spirit of Junichi Morita, who founded the company in 1916, lives on. Morita, now in its third generation of family ownership, is under the management of Haruo Morita.