

Development Assistance for Employees

[Educational System] Support for Capacity-Building and Career Development for Effective Solutions

Our group is working on promoting human resources targeting all employees because we think “the person is the very foundation of the company” and enhancing each person’s value as a human resource is directly connected to the on-going process of value creation for the Hitachi High-Technologies Group.

Our policy concerning human resources is to promote professionally minded individuals who can globally act in response to rapidly advancing technology, changes in the business environment, and the needs of customers. We provide our employees with educational seminars in order to strengthen the foundation of the entire group. Also, professional education is provided at factories and each affiliated company depending on their business model. Through these synergy effects, we provide the education which meets the needs of workplace and society.

Educational programs are categorized as: rank-specific training, internationalization, business, engineering. We support a promotion plan for workplace and employees.

Especially, we develop human resources with a focus on the following three points to keep offering high quality High Tech Solution business.

1. strengthen “production power/development power”
2. strengthen “suggestion type business power”
3. strengthen “global business skill”



People from many offices all over the world attend the global manager training.

Education System of Hitachi High-Technologies



Main Education to Offer High-Tech Solution Business

(Typical example: Educational contents in Hitachi High-Technologies)

Top Priority Subject	Educational Contents
Strengthening Core Technology and Skills	<ul style="list-style-type: none"> • dispatching of engineers to overseas research organizations, etc. • basic technological education for the entire group, section technical lectures, and dispatches to outside organizations • planned conveyance of skills
Strengthening Business Power	<ul style="list-style-type: none"> • phased high-level marketing education for many employees from younger generation to executives • presentation education from younger generation
Global Talent's Strengthening and Development	<ul style="list-style-type: none"> • overseas training system • global business training for many new employees • development of employees overseas (We conduct manager development program)



Shizuka Wada

Human Resource Development Group,
Human Resource Dept.,
Hitachi High-Technologies

We take measures to bring out the best in each individual through our education programs. The overall goal is get our employees to learn and grow through their work. The task today is to cultivate the next-generation of global leaders who are world-minded and who can correspond to the needs those of both inside and outside the company.

[Award System]

Employees' Challenge in the Development of New Business Leads to a Positive Workforce.

Every year, the president of Hitachi High-Technologies honors teams or individuals who inspired new developments which produced positive results. The purpose of this system is to reward the efforts and results that employees make and to encourage each employee to suggest new business, which we feel lead to the contribution to society.

In 2006, we awarded 34 awards for technical innovation, 51 awards for intellectual property right, 11 awards for business development, and 20 awards for management innovation. The project "Development and sales expansion of hard disk related production/inspection equipment" received President Awards which are the top awards for technical innovation and business development. This project received such positive responses because the design & development division and the sales section worked together to determine the exact

needs of the world and to develop new technology and products.

The excellent knowhow and information about the awarded business cases are shared within the Hitachi High-Technologies Group through the case presentations. We think this opportunity is important for promoting a positive workplace and we will continue to make use of it as a means of discovering new business.



The award ceremony for engineering innovation and intellectual property right in December, 2006.

[Support for Skill Acquisition]

A Work Environment for Improving High-Level Skills

The strength of our high-tech products, including the electron microscope and the DNA sequencer which are leading the world in this type of technology, lies in the electron beam apparatus and high speed DNA analysis. High-level skills are also necessary to produce high-tech products.

Skilled technicians within the manufacturing field are decreasing today, and it has become a social problem. To address this problem, our group is working systematically to improve the level of "high technology skill" in manufacturing, and to pass it down to young technicians.

Especially, every year we participate in the "WorldSkills Competitions" for the purpose of maturing young, innovative technicians from which many are awarded medals. The participation in this competition is important for developing both products and people. Through competition trainings, young technicians develop their skills and spirit, and instructors improve their leadership skills.

Our mission in high-tech field is to pass down to young technicians our "technology-minded" spirit and to keep challenging to further advance our technologies.

■ Hitachi High-Technologies' Activity Example for "Skill Acquisition and Conveyance"

The entire company	Continuously taking skill examination (national assay)
Naka Division	"Subjects and practical skills competition" to strengthen and convey the basic skill "WorldSkills Competitions" to foster young, promising future technicians
Kasado Division	Technical education through the collaboration between "technical training school" and the workplace
Shonan/Saitama Division	"Skill recognition system" and "Skills competition" to train multi-faceted technicians

■ Technician Introduction



Toru Katouno, Master/Maister

Semiconductor Equipment Manufacturing Dept.,
Naka Division, Nanotechnology Products Business
Group, Hitachi High-Technologies

Gold medal winner of the WorldSkills Competitions in 1973. He received the title "Best Technicians" of employees in the manufacturing division of Hitachi Group and, furthermore, received the award of "Contemporary master craftsman" from the Ministry of Health, Labor and Welfare in fiscal 2006. This award is given to an outstanding skilled technician in our country.