

Relationship with Employees

One policy in our corporate vision is “to respect the abilities of every employee and inspire confidence to tackle new challenges.” We are therefore striving to enhance the HR management systems and training programs and improve safety and health.

Work Environment

Main Achievements in fiscal 2007

- Conducted third employee satisfaction and opinion survey
- Decided to introduce 360° feedback program*

Future Challenges

- Continue implementation of response measures based on results of the survey
- Implement 360° feedback program and improve management capabilities

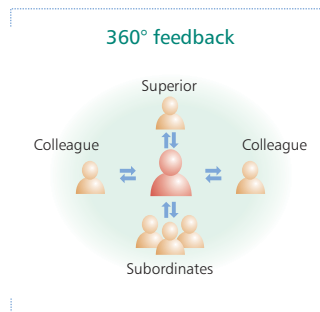
Every two years, Hitachi High-Technologies conducts a survey of all employees regarding issues such as their satisfaction with their work and working environment. In fiscal 2007, based on the results of the survey, we carried out initiatives such as enhancing education aimed at reinforcing the development of management-level personnel, and a review of the training system.

In addition, we decided to carry out a 360° feedback program targeting all managers at the level of general manager and above from fiscal 2008. We aim to make managers aware of their own strengths and points that need improvement by receiving feedback from their colleagues and subordinates, thereby enhancing their management capabilities. This measure will also help to create a work environment that draws out the motivation and ability of each employee to the maximum.

In human resource development, we actively support our employees’

career advancement. To that end, we have created a range of educational programs based on four main themes: rank-specific training, internationalization, business and engineering.

*The 360° feedback program entails receiving feedback regarding management methods not only from superiors, but also from others in the same office including colleagues and subordinate staff.



Education System of Hitachi High-Technologies

Chief manager	Executive officer				
Manager	Manager				
Section chief	Section chief	Global manager	Marketing, Negotiation, Presentation skill	Common technology / skill trainings, Technical / skill trainings	
	Newly assigned controller				
Unit leader	Management strategy	Global business			
	Basic management training				
Person in charge	Middle class training	Overseas training			
	Follow-up training				
New-comer	General training for newcomers	English for newcomers			
	Rank-specific training	Internationalization	Business	Technology/Skill	
Rank	Training course				

Safety and Health

Main Achievements in fiscal 2007

- Promoted mental health measures based on introduction of EAP^{*1}
- Installed AED^{*2} equipment and implemented operational training

Future Challenges

- Improve measures for dealing with natural and other large-scale disasters

*1: EAP refers to the company’s Employee Assistance Program.

*2: AED stands for automatic external defibrillator.

Based on the fundamental policy that safety and health should have the highest priority, we have been taking steps to prevent accidents at work and promoting good health of our employees. Our manufacturing divisions are leading efforts to enhance safety, striving to prevent accidents by ensuring manufacturing facilities are fundamentally safe. Initiatives to manage employees’ health include measures to prevent illness such as installing AED equipment, requiring employees to have medical checkups of the brain, as well as measures to promote good mental health.



AED training session