

Employee Relations

A policy set forth in our corporate vision is to respect the abilities of every employee and to inspire the confidence to tackle new challenges. We are working to enhance our HR systems and training programs, and to improve safety and health.

Work Environment

Main Achievements in Fiscal 2008

- Implement 360° feedback program*
- Began reassessment of internal human resource system to respond to changes inside and outside the company

Future Challenges

- Continue reassessment of internal human resource system
- Development of internationally proficient personnel

In response to major changes inside and outside the company, we began a reassessment of our overall internal human resource system in fiscal 2008. Taking a practical approach, we intend to deepen and extend this reevaluation, aiming for a system that allows all employees to develop their skills and feel motivated and satisfied with their work.

In order to actively support career development of each and every employee, we conduct training programs that are centered around four themes: rank-specific training, internationalization, business and engineering. We also put a special emphasis on developing personnel with the skills required for international business.

The results of action taken as a result of this reevaluation will be checked in our biannual survey of all employees.

*: 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, presentation skills	Common skills and technology
	Newly assigned controller			
Unit leader	Management strategy	Global business		
	Basic management training			
Person in charge	Middle class training	Overseas training	Specialized skills and technology	
	Follow-up training			
New-comer	General training for newcomers	English for newcomers		
Rank	Rank-specific training	Internationalization	Business	Technology/Skills
	Training course			

Safety and Health

Main Achievements in Fiscal 2008

- Implemented safety patrols, safety training and other steps toward zero accidents
- Created earthquake response manual and implemented training

Future Challenges

- Promote health management keyed to employee life patterns
- Measures to reduce risk from large-scale natural disasters

Based on the fundamental policy that safety and health come first, we are working to prevent accidents at work and safeguard the health of our employees. Manufacturing divisions are leading the effort to enhance work safety, for example by ensuring that manufacturing equipment is fundamentally safe. Initiatives to safeguard employee health include regular medical check-ups (including the new "metabolic exam" for employees aged 35 and older) as well as measures to promote good mental health.



Fire extinguisher training at head office