

Employee Education and Training

Education and training that brings out individual abilities

Hitachi Chemical supports employee self-development and capacity development by providing a variety of measures, including well-planned implementation of group training and subsidization of employees who completed a correspondence course, as well as on-the-job training.

Each educational opportunity not only teaches but also brings out the innate abilities of the participants. A variety of methods like case studies, role playing, and practical exercises let participants realize what is important by themselves.

The Company also promotes the acquisition of the necessary knowledge and skills by broadly utilizing external educational institutes as well as the Hitachi Institute of Management Development and its technical training center and foreign language school, which are open to employees of the Hitachi Group.

Capability Development of Sales Staff

The Company offers employees in sales divisions training programs in the basics of sales activities and business negotiation skills, where participants are able to acquire philosophy and skills concerning the basics of sales including the establishment of trusting relationships with customers and grasping customer needs. Furthermore, training in presentations, accounting and legal knowledge required for sales, and industrial goods marketing enhance the capabilities needed for sales activities. Most of such training programs are directed by in-house instructors, and the curriculum is designed to be fully based on the actual conditions of sales activities. As for the basics of sales activities and business negotiation skills, a one-day digest version is also given to supervisors of the participants to share the innovations in mind and key principles of the total sales divisions.

Education and Training Programs and Their Utilization

To enhance ability and skills

A variety of educational opportunities is offered, including training by grade, training by job category, and internationalization training. These programs spare more time for exercises, discussion, and group work where actual practical issues of the participants are discussed to allow them to acquire practical skills. In 2004, "the Business Integrated Course for Executive Portfolio" for the development of the next-generation management was commenced.

• Training by grade

Participants obtain the knowledge and skills required for their current grade. Training programs are also offered for new entrants or for specific positions, etc.

Number of participants: 618

• Training by job category

Participants obtain the knowledge and skills required for their current job category. Training programs include R&D, production engineering, production technologies, sales/marketing, etc.

Number of participants: 353

• Internationalization training

The program enhances the abilities required by the internationalization of the Company. Programs are offered for employees dispatched to foreign countries and include foreign language courses, etc.

Number of participants: 81

To support self-development

Participation in a correspondence course is encouraged and a life-planning seminar is held. To further support employee self-development, the rate of subsidization for approximately 130 correspondence courses was raised from 2004.

• Correspondence course

To help capability development by employees themselves, financial support is provided for employees who successfully completed the designated course. A broad selection of the courses is available.

Number of participants: 362

• Life-planning seminar

The seminar is for senior employees to recognize the importance of being prepared for life after retirement.

Number of participants: 52

For environmental awareness and safety

The Company provides training concerning safety and health by grade and by job category as well as internal auditor training based on the OSH-MS and ISO 14001. The frequency of the internal auditor training was increased from once to twice a year from 2004.

• Safety and health training

To ensure occupational safety and health, the training is provided for the supervisors and persons in charge of production engineering.

Number of participants: 126

• Internal OSH-MS auditor training

Safety auditor training is provided based on the OSH-MS.

Number of participants: 52

• Internal environmental auditor training

Environmental auditor training is provided based on ISO 14001.

Number of participants: 39