

Preface

With a view to undertaking a study and research on the way of in-plant education which is capable of meeting the needs of the society which witnesses the aging workforce, technological innovations and internationalization, the Research and Development Institute of Vocational Training inaugurated in July 1981 an In-Plant Education Research Society (Chaired by Prof. Kenji Okuda, Sophia University) with the participation of the Ministry of Labour.

As part and parcel of its programme of research and studies, the Research Society undertook a "Study on the Development of Human Resources in Periods of Technological Innovations and Aging Workforce" in order to explore the way of effective utilization of human resources in periods of micro-electronics and aging workforce. As an interim analysis of the results of this study has been completed by now, it is hereby made public under the title "Summary" for the reference of those who are interested in the subject.

This "Summary" analyses three aspects which are (1) Introduction of automated machinery which apply electronics, (2) Effect of technological innovations upon work contents particularly the quality of skills, and (3) Characteristics of the Japanese system of human resources development and utilization, which brought about the high adaptability of workforce at production sites, and the effect of technological innovations and aging workforce upon the said system.

While this "Summary" has not gone as far as presenting concrete counter-measures, it has presented, as "Implications of the Study Results", future tasks, as suggested by the results of the study, which confront the Japanese system of human resources development and utilization at production sites.

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List of Members of the In-Plant Education Research Society

Name	Position Held
Research Member	
○ Jiro Akimoto	Director, Instruction Division, Production Technique Academy, Nippon Electric Co., Ltd.
Hideo Iijima	Chief School Affairs Officer, Advanced Vocational Training School, Totsuka Plant, Toyo Electric Machinery Mfg. Co., Ltd.
○ Kenji Okuda (Chairman)	Prof., Sophia University
Isamu Ogawa	Principal, Skill Training Center, Human Resources Development Department, Horikawa Plant, Tokyo Shibaura Electric Co., Ltd.
Taito Okuzaki	Chief, Training Office, Taisei Construction Co., Ltd.
○ Motoyuki Okabe	Chief, Personnel Affairs Department, Showa Denko Co., Ltd.
Takayuki Sasaki	Senior Member, First Personnel Department, Nissan Automobile Co., Ltd.
Koichiro Sugihara	Chief, Human Resources Development Group, Ishikawajima-Harima Heavy Industries, Co., Ltd.
Hiroyuki Tani	Assistant Manager, General Affairs Department, Fujitsu Fanuck Co., Ltd.
Hiromichi Takahashi	Director, Technical Planning Group, Technological Development Headquarters, Konishiroku Photo Industry, Co., Ltd.
Yukinori Tanigawa	Examination Section, General Affairs Department, Chiyoda Kako Construction Co., Ltd.
Kyuji Tomari	Deputy Chief, Personnel and Training Office, Marubeni Co., Ltd.
Keizo Nagahara	Deputy Director, Personnel and Training Department, Hitachi Manufacturing Co., Ltd.
Kunihiko Murata	Chief, Education and Training Section, Personnel Department, Isetan Co., Ltd.
Hisanori Yokodate	Chief, Education Section, Education Department, Japan Federation of Employers' Associations

Mark ○ means a member of the Research Sub-committee

(Observers)

Director-General, Vocational Training Bureau, Ministry of Labour
 Director, Training Policy Division, Vocational Training Bureau, Ministry of Labour
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