

HUMAN RESOURCES DEVELOPMENT RESEARCH

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Research on Classification of Productive Skills(2)

— Comparison of Car Manufacturing Skill by Factory —

Kazuo MORI

Yasuyuki KIKUCHI

Skill classification, corresponding to technological innovation is needed but there is no such classification. We conducted an investigation aiming at the classification of productive skill. The investigation included 133 items in three areas. The areas were “nature of productive skill,” “work condition,” and “human functions and vocational ability necessary for work.” The subject of the investigation were 1215 skilled workers in car manufacturing. We reported the basic, statistical result in the previous paper. In this report we attempt to clarify the characteristic of each factory’s the productive skill and its actual vocational. As a result, we found that vocational ability was divided into two categories of ability:abilities related to the intellectual management mechanism and abilities reated to the sensory motor mechanism.

Also, the abilities related to the intellectual management mechanism were the core surrounded by the abilities related to the sensory motor mechanism. The structure of vocational ability was explained by 8 factors. In addition, the character of productive skill was explained by 6 factors and the work condition by 5 factors. Furthermore, the factor scores of skilled workers were calculated and their distribution in each factory was examined. As a result, it was found that the productive equipment manufacturing factory has “the content of work and work condition” that corresponds to upgraded equipment. In vocational ability, high-level skill and ME ability are important. The unit manufacturing factory and the body assembly factory, clearly are characterized as being the mass production factories. In the body assembly factory, the characteristic of automation and line work is obvious. In the unit manufacturing factory, shape processing and high-level skill are important. Moreover, it can be said that the problem of information and work exists in both factories.

A Study on Conditions of Utilization of “UIT Network System (UITnet)” for Persons Concerned with Vocational Training

Tuneo KANNO

Masayuki HATTA

This paper explains the outline of the communication network system UITnet and analyzes conditions of utilization based on logging information and management information.

This system was established for exchanging information among the persons who are concerned with vocational training. The number of registrants is about nine hundred and twenty.

Most of the registrants belong to fields of electrical and information engineering. The number of the utilization amounts to about 58,500; use time was about 7,200 hours. Most of the users have used the system in their working hours. The forum session has been used more than any other media(mall, bbs, data-base) in this system. But most of the users read no more than messages in the forum. Furthermore the messages were written by only a few users.

In the future, we are considering the following:

(1)Active public relations;(2)Improvement of communication utilities for users;(3)Publication of operation manuals;(4)Collection of profitable information;and (5)Establishment of systematized working circumstance.

A proposal for reformation in the training system of vocational training instructors

— From the viewpoint of the instructors' new service —

Kazutoshi TANAKA

Tsutomu MURASE

The role of vocational training instructors varies according to circumstances. Nowadays the instructors are requested by their new service in addition to a guide for the instructors set in 1962.

It is desirable, therefore, that the guide be revised to adapt to their new situation.

In this paper we propose the following items for revision:

- 1) To classify the instructors into three groups — for vocational training at vocational training centers, for technician training at vocational training colleges, and for adult training at skill development centers. The instructors of the last group face a remarkable change in their role.
- 2) To establish a new system for instructors, focusing on training and retraining.
- 3) To establish a master course of the human resources development at the Polytechnic University.
- 4) To establish a new system for their licenses.

To share the training methods with vocational training instructors ?

Yasutaka GOTOH

Almost all of the courses in vocational training which have been undertaken in the public institutions of vocational training, as is represented by the short-term courses for workers, should satisfy the various needs of the local communities.

However, the status quo is that the instructors themselves work on creating the teaching materials and exploring new courses in their institutions, and that, to our regret, the knowledge they acquire in that process is not used outside of their institutions.

I believe that this is a waste. The problems concerning these limited uses and poor currency have already been pointed out because they are important problems that may influence the development of vocational training in the future.

In this essay I would like to analyze the situation and problems mainly about creating teaching materials and textbooks, introduce some valuable training methods which were contrived by the instructors themselves, and report a new method by group-ware, so that discussion on how to share the acquired knowledge can be continued.