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How to Develop Educational Materials to Assist in Student Learning Activities

— e-learning and evaluation —

Masayuki SHIMADA, Mikiya NIIZUMA,
Tatsuya KIKUCHI, Yoshinori HIRAMURA

The purpose of this paper is to present methods for developing educational materials to assist in student learning activities from the viewpoint of e-learning. Usually, e-learning does not give enough guidance for students to learn by themselves. Therefore, appropriate educational materials and evaluations are important in the course of e-learning. This paper proposes how to develop appropriate educational materials and evaluations.

In the second chapter, the ideas of using portfolio assessment in e-learning are mentioned to apply for the development and revision of educational materials.

The third chapter describes a software developed by Niizuma for the purpose of developing practice and drill courseware. This software is a revision of "TOCS (Total CAI System) for Windows" which was reported in our previous paper.

The fourth chapter mentioned how to use POWERPOINT and PRODUCER for the development of e-learning materials.

An application of PPM method to training evaluation

Goro ARAI, Sakae SUNADA

Objective training evaluation has recently been called for in HRD duty. We examined the propriety of application to training evaluation by paying attention to the PPM, Product Portfolio Management. The following characteristics were found:

- ① The application is simple and the survey cost is low.
- ② Relative comparison between courses can be made objectively.
- ③ The contents of a course and the collection method of new trainees can be separated.
- ④ The numerical value of questionnaire given at the end of courses is easily utilized.

On the other hand, we found the following points to be noted:

- ① It is necessary to clarify the meaning of the vertical and horizontal axes in PPM.
- ② All the qualities of the courses can not be judged only by PPM.
- ③ The setup of the evaluation criteria of the axes and the middle point must be decided in consideration of the purposes of training courses, trainees and the enterprises which send trainees.

Training toward the Advanced Skillful-workers by the Municipality of Tokyo

— From an Example of Operation the “Tokyo Monozukuri Meikojoyuku” —

Ichiro TSUTSUMI

Recently, many young persons want to learn specialities at university or professional schools. By this trend, the number of young skill workers at workshops are decreasing. For the purpose of upbuilding for young skill workers, some means of education and training(An example of Hokkaido College of Artizan:HCA, this is a Non Profit Organization : NPO), other supporting society(An example of Japan Monozukuri Association : JMA, this is a NPO, too) and government office (Tokyo, Yokohama and so on) are in support of this plan.

In this report, an example of training to young skill workers toward the high level skillfull-workers to the next generation by the Municipality of Tokyo is explained.

Contents of this report are, 1)Outline of training program for young skill workers in the “Tokyo Monozukuri Meikojoyuku” , 2)Results of oral hearing research from some young skill workers were trained at the Ota Vocational Training School of Tokyo , 3)Conclusions and some presentations by author.

Key words:Skill worker, Skill up, Vocational training, Government of Tokyo.

Practical Issues of Career Development in Japan

— A Study on the Actual Conditions in England,
America, Singapore and Malaysia —

Rikiro KORIYAMA

Many countries focus that there are some mismatches of vocational abilities in between a labour and a owner of company, toward a modern state, and point out the necessities of HRD (Human Resource Development). In HRD, those countries insist the importance of career formation mainly based on individuals, and are dealing with career development in a unique system. In Japan, though we try in conducting many career developments, it is required the formulations of effective ways for up-grade. This paper discusses that's way through considering the career development of actual conditions in foreign countries which author has visited, England, America, Singapore and Malaysia.

The following issues became clear through this examination: (1) Social consensus is necessary to people understanding the framework of career development. (2) To train "Career Consultant" (3) To collect, analyze and provide career development information concerned on effective system. (4) To make linkage among Job Standards, Vocational Abilities, Vocational Qualifications, Vocational Education and Training. (5) To evaluate Vocational Education and Training on reasonable way. (6) To make discussions and fruitful investigations/researches regarding career development. (7) To deal with HRD from an international point of view. And the completing of infrastructures are indispensable for constructing of organization and system in order that activities of PLAN, DO and SEE are carried out smoothly in career development.

Unstable Relationships...A Study of *Great Expectations* ...

Rie OWAKU

Summary

Great Expectations was first published in 'All the Year Around' from 1860 to 1861. This work is regarded as one of Charles Dickens's autobiographies.

Two themes are focused on in this paper. The first is the tense relations around orphans. The boy had been brought up by his sister who was not willing to take care of her brother. The girl had been brought up by the old woman who wanted to use her to get revenge on her betrayed fiance and then all men. The second is about a life which cannot be separated from the past. One can hide his past, no one can change it.

The first chapter describes how two orphans had been abused in their childhood. The second chapter shows the difference between them after rebellion against their foster parents. The boy reconciled with his foster father but the girl could not with her foster mother. The third chapter explains the reverse of parent and child relations. Such relations are based on Dickens's own background and often seen in his works. The fourth chapter details how the two orphans were involved in crimes and indicates their close relations with a certain criminal.

Amendment of Commercial Law at Heisei (1990-2002) and it's Background and Point of Argument

Hiroyuki SAKURAI

This paper is composed of Amendment of Commercial Law at Heisei (1990-2002) and it's Background and Point of Argument.

Amendment of Commercial Law at Heisei include many Point of Argument. At this paper mentions to stockholder's representative action.

And also try to refer that stockholder's representative action influences on corporate governance.

Validity of occupational interest survey

Katsuya TODA

Before taking up one's job which may last for a life time, one selects a vocational training institution related to such a job. It is observed that one shows occupational interest in one's future career within a students' group who share common future career path. However, very few cases have been studied so far on this point.

This study is intended to verify the validity of occupational interest survey what differentiates students of Polytechnic University from those of other universities centering on what kinds of occupational interests Polytechnic University students show.

As a result, it is proven that occupational interest of Polytechnic University students show high score in "Production/Technology", and low score in "Society/Service", and "Humanity/Society" And it is verified that the said students show high score of "Skills" in occupational desire.

Interview with attendees reveals what kinds of programs vocational institutions should provide.

Katsuya TODA

This study was conducted to program the retraining, interviewing those who are studying or have studied in public vocational skills development facilities for analysis by sounding them about their real feelings on the vocational training from the attendees' viewpoint.

The result shows that there are the following three functions to be offered by the institutions in addition to technical skills.

First, though it is widely believed that it is recommended to find jobs based on former employment career, it is observed that people tend to take up different jobs separating from the previous jobs. It is, therefore, necessary for the institutions to provide the training to help them in finding new, different jobs during the retraining course.

Secondly, it is essential for those who take up new jobs to adapt themselves to new environment, especially human relationship in the new workplace. There are many elderly people who have had high positions in the previous companies. But in a new company they are newcomers who should be humble enough to accept new environment. While they are trained in the vocational training course, personality is gradually formed to adapt to meet such new environment. That is, through interaction within the training group the attitude of individuals changes. This is a unique function of vocational training.

Thirdly, there are requests from attendees to devise a new curriculum to help them change the attitude of those who enter into a new training program, departing from a previous long career. The program shall be provided by the training institution.

本誌は当大学校教職員の主著又は共著（学外者含む）による職業能力開発に関する総合的研究論文誌です。

掲載する論文のカテゴリーは

- ①論文：特定の主題に関する研究の成果を体系的に論述したもので、仮説の検証、理論の定立、その他独自の価値を主張しうる内容をふくむもの。
- ②研究ノート：調査の実施、先行研究の整理等の結果、新たな仮説或いは研究の方法論を提示したものなど一つの体系的研究の一部であるが、それ自体として一応完結し、引続き行われる研究の方向づけを与えるもの。
- ③資料：他所にないデータを整理、分析したもので、これを公にすることが研究及び職業能力開発関係者にとって有益と考えられるもの。
- ④紹介又は解説：内外の職業能力開発界の動向、文献、その他注目すべき情報を体系的に説明したもの。

の4部門です。

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