



With Our Employees

Highlights

Promote the Active Participation of Women as a Management Strategy and Devising and Executing Action Plans

We are promoting the active participation of women as a management strategy from the top down. First, we held training for all managers in fiscal 2013 with the theme "Change your consciousness." We also designated each department manager as a leader, and they formulated action plans and carried them out.

We held training for women in non-managerial positions as well. They were able to build networks that transcend their positions through group discussions, and talking directly to the company president, vice president and senior managing officer gave them the opportunity to deeply understand how serious the company is about promoting the active participation of women.

Change of consciousness — "Everyone must cooperate in promoting the active participation of women"



Vice President and CFO Shinji Shibagaki at a lecture meeting for general managers and senior managers



President and CEO Shinichi Odo at a discussion meeting with female employees with a prospect of promotion

Voice of the Project Leader

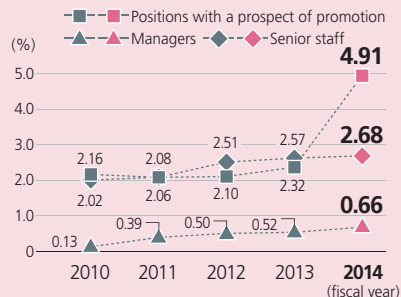
We aim to create a company where all employees can play an active role

Our company has many excellent female employees, and not making full use of them is a waste. I want our company to be one where all employees can work comfortably and play an active role.

Etsuko Otsuka (right)
Accounting and Finance Dept.



Percentages of Female Employees with a Prospect of Promotion and Managers





Establishing and Putting to Work a New Human Resources System

We began making use of our new human resources system in April 2014. This system was established with the objectives of achieving the ideal NGK SPARK PLUG envisioned for ten years later in our NITTOKU SHINKARON (The Evolution of NGK SPARK PLUG) and correcting problems in our previous human resources system.

We will create a work environment where diverse human resources can grow and flourish, appropriately reward efforts to create value, and when the business situation changes, reallocate human resources in a timely and appropriate manner.

Voice of Our Human Resources Manager

Anticipating challenges that will change the company

This is a big change from our previous human resources system, and people who can truly bring about change are required. We have reformed the system that forms the foundation, so now it is necessary for individual employees to change.



Tsuyoshi Takahashi
Human Resources Dept.



Human Resources System Working Group

Our new human resources system to drive the evolution of NGK SPARK PLUG is now in use!

Main human resources systems

- Occupation type, qualification and managerial position systems
- Wage, bonus and retirement money systems
- Annual salary system
- Rating system and objective management system
- Continued employment system

Various Education and Training Programs to Cultivate Personal "Assets"

We have a wide range of programs that include training by organizational level to provide necessary knowledge and skills according to occupational type, capacity and role, training offered in partnership with the MONODUKURI Ability Enhancement Dept. for people moving to a different division to acclimate to the workplace culture and acquire the necessary skills, product-quality education, environment education, manufacturing education, education in global business and career improvement support. In fiscal 2013, 6,223 employees participated in our training.



6,223 people participated in a variety of education and training!



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We are Using Simulation-based Training for Improving Safety Awareness



Simulation of being caught in a machine

We provide simulation-based safety training with equipment that allows trainees to experience the terror of getting caught in moving equipment and the importance of pointing and calling methods.

In fiscal 2013, we additionally installed new equipment so that trainees can learn about the other types of dangers that trainees can learn about the other types of dangers. We also established a risk prediction training space to remind of hidden dangers by showing dummies with unsafe position that may lead to accidents in worksites.



Risk prediction training with dummies

Find hidden dangers to prevent accidents caused by unsafe acts!

Voice of Training Manager

Keep colleagues from dangers and create a safe workplace



I always say the above words to trainees in our safety training. Through our training, we expect all members to acquire a keen sense of hidden dangers and risks in their worksites and to find solutions to create safe work environments.

Junichi Tanabe
MONODUKURI Ability Enhancement Dept.





Safety and Health Committee Activities with Workers in the Workplace

As one activity to create a safe and secure workplace, the Safety and Health Committee conducts workplace inspection tours. Committee members from other departments visit each workplace and carry out improvement activities such as exposing danger areas, taking permanent countermeasures and reexamining health management. Inspection tours by committee members from other departments allow each department to share its initiatives and culture and raise the consciousness of occupational safety and health.

Voice of the Safety and Health Committee Secretariat Organizer

We conduct inspection tours to help form a safety culture

Committee members wearing green vests conduct inspection tours to increase safety consciousness. During the tours, committee members not only point out problem areas, they also listen to employees' concerns and then cooperate with employees to find solutions.



Makoto Tagahara
Environment and Safety Management Dept.



Simulation of being caught in a machine

Implementing monthly safety and health inspection tours conducted jointly by labor and management

Main inspection items

- Exposing hazards
- Installation of protective covers
- Installation of area sensors
- Harmful substance exposure prevention
- Status of local exhaust ventilation installation
- Work environment checking

Strengthening Mental Health Care

We arrange in-house and external training programs for managers in observing workers' mental health. We also provide employees with a Self-Care Handbook and encourage them to use the stress check sheet in the handbook to increase their awareness of the importance of self-care. We hold in-house lectures to teach about disease prevention and self-health management. We have also established a hotline that employees can call for counseling when they are worried about their mental state.

Using the handbook to raise awareness of the importance of self-care

