

Employment, education, and personnel systems

Hitachi Kokusai Electric Code of Conduct stipulates, "Respect the diversity, character and individuality of all employees and provide a mentally and physically rewarding workplace environment", on the basis of considering that individual growth contributes to corporate improvement. We aim for individuality-conscious personnel development, fair evaluation and personal feedback, and creation of a workplace with job satisfaction. We do this, combined with upgrading training programs, personnel matters, and treatment systems from the viewpoint of human resource activation, in order to have a corporate culture with vitality.

Individuality-conscious personnel development

Our basic philosophy of personnel development is to train employees who think and act for themselves. OJT and complementary training programs are offered on the basis of the independence with which each employee personally raises tasks, plans creative solutions, and applies solutions.

Company activation

From FY 2003, we introduced an executive officer system as well as shifting the company with Committee System. We did this in order to improve business efficiency and enhance corporate governance, planning to speed up decision making and operation, and training management who will be responsible for the next generation.

In the medium-term business plan announced in March 2005, we aim for creating new products in worldwide markets by cooperating and collaborating following 3 businesses: communication and information systems (wireless system for public and independent business use), broadcasting and video systems (broadcasting systems, monitoring systems), and semiconductor manufacturing systems. An efficient corporate system started in April 2005 to achieve this plan.

Human resource activation (fair evaluation and personal feedback)

●Skill qualification, wage, employee evaluation system

The personnel treatment system was integrated and revised in June 2003. The main feature is that a merit and performance system was adopted in which determining wages and bonuses, employee evaluations, and capability development are all considered, resulting in a total personnel treatment system with a job assignment and qualification standard manual specifying the capability for each qualification as the core tool. The wage system introduces a system with a wage range depending on qualifications to eliminate the seniority criterion. With regard to personnel evaluation, competence evaluation is primary, fairness and acceptability are improved, and feedback of evaluated results to the evaluated individual is arranged for the guideline for capability development.

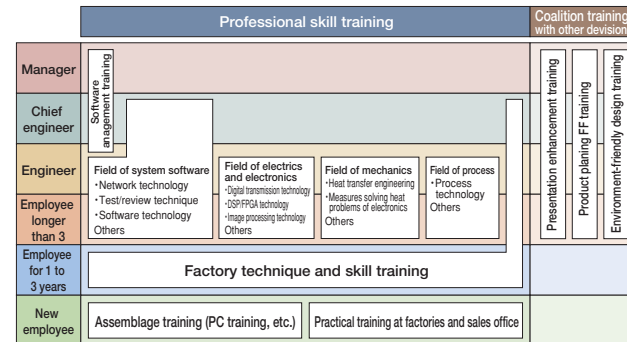
●Management-by-objective system

This is a system in which an employee meets with their boss every term to clarify their business target, then checking the achievement level of the target in their meeting in the next term. The meeting results are reflected in the personnel evaluation and let them challenge a higher target.

●Open challenge program (OCP)

We support each employee's independent career building. Making a group of ambitious employees is indispensable for achieving corporate targets. That is why the Open Challenge Program was launched in July 2004. So far, 3 employees have transferred in response to 5 offers with specific themes. Personal information from application to selection will never be disclosed.

Technical education system (extracts)



Creation of a workplace with job satisfaction

Some employees cannot work for some periods due to personal reasons such as child care and elder care even if they are willing to work. We offer such employees time-off systems.

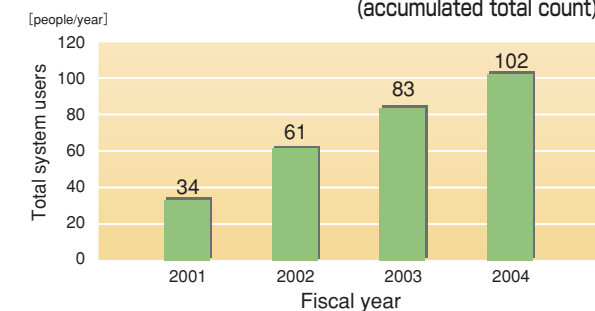
●Child-care leave system

We have defined 1 month for child-care for new babies if necessary and 6 months for waiting for entering a nursery until the end of March in a fiscal year in which a target baby becomes 1 year old as a child-care leave period.

(Employees who used the child-care leave system in FY 2004: 19)

To return to the workplace smoothly after the child-care leave period, we plan to develop an educational program for maintaining and recovering business capability during and after leaves and for supporting childcare costs.

Trends of employees who used the child-care leave system (accumulated total count)



●Sexual harassment prevention

We conduct regular sexual harassment prevention training as part of human rights education and create a counseling counter run by labor and management to exercise equal partnerships for all employees as well as to eliminate and prevent sexual harassment.

●Employment of disabled people

The rate of employing disabled people is 1.48% as of April 2005. Although this number is below the legal employment rate (1.8%), we are developing jobs to create employment opportunities, improving the work environment, and considering measures for better work stability. We will achieve the legal employment rate in this fiscal year.

Safety and health promotion

We strive to improve our management scheme for safety and health, maintain employee safety, and promote employee health with the basic position of protecting safety and health as the top priority.

Management for safety and health

Our company-wide efforts are made to handle management for safety and health. Our basic position is a work environment where people can work with security established, an environment where all employees recognize safety first and risk reduction in the workplace is promoted.

Especially in 2005, we will strive to understand and reduce workplace risks by using risk assessment with the aim of introducing Occupational Safety and Health Management Systems (OSHMS), effective as a tool making management schemes for safety and health. Toyama Works acquired OSHMS certification in June 2001, and Kokusai Electric Semiconductor Service Inc. acquired OSHMS certification in July 2003.



Registration certificate of Toyama Works



Registration certificate of Kokusai Electric Semiconductor Service Inc.



Hamura Works Sports Festival

No record of disaster

To reduce workplace risks from the viewpoint of safety and health and to establish a work environment where employees can work with security, we continuously conduct safety activities such as safety patrols and safety checks at equipment installations.

The Hamura Works achieved a type 5 no-disaster record in May 2004.



A memorial tree was planted to celebrate Hamura Works' no-disaster record for 35.5 million hours.



Mental health Employee Support Program brochure