

B-d-4 Human Resource Development

Open Application Overseas Training Program

HORIBA, Ltd. launched an open-application overseas training program in 1984 to allow our employees to develop international ways of thinking by working in HORIBA Group companies abroad. Then, in 1999, this program was made available to all employees of HORIBA Group companies. In 2011, including those on the Overseas On-the-job Training Program, we sent 13 Japanese employees to our overseas bases. A total of more than 150 employees have participated in such overseas training so far and worked on the global stage.

Employees sent to overseas business sites for training (cumulative total through 2011)

Target: HORIBA Group companies in Japan
 HORIBA, Ltd.; HORIBA STEC Co., Ltd.; HORIBA Techno Service Co., Ltd.; and HORIBA Advanced Techno Co., Ltd.

Area	Country	No. of persons
Americas	U.S.A.	67
	Europe	9
Asia	Germany	22
	France	45
	Austria/Germany	1
	China	5
	South Korea	6
	Singapore	4
	India	2
Total		161

HORIBA COLLEGE

HORIBA COLLEGE offers 280 training courses designed to raise participants' levels of knowledge, skills and business literacy, and to support individual employees in building independent careers. More than 2,500 employees participated in the project in 2011.

We are developing global “human assets,” i.e., personnel who are able to flexibly respond to changes in the business environment and develop different strategies.



Built in a rich natural environment, FUN HOUSE is used for various training programs and meetings, including HORIBA COLLEGE programs.

KEYWORDS

Open & Fair | Positive Evaluation System | Communication | Diversity | Work-life Balance | Human Resource Development