

Relationships with Employees

In the mid-term business plan “Vista2021,” transforming into an organization where excellent challengers are fostered and utilizing the ideas of diverse range of individuals are described as the way our group should be. To bring these situations about, we intend to tackle a range of initiatives, such as the exchange of personnel between departments and the promotion of diversity. Also we will continue to introduce systems for creating pleasant work environments. In FY2015, we provided the Self-Care Training to all employees as a mental health measure. We will continue these initiatives in our efforts to ensure the sustainable growth of our employees and the company.

Fair Personnel Evaluation

Our personnel system is a structure that, through the interactive communication (dialogue) with their superiors, staff as an independent individual can work vibrantly with high motivation, utilizing their creativity while feeling their own growth toward the ideal picture of who they want to be. We strive to improve the transparency and persuasiveness of our personnel evaluation to make it fair, and ensure that it better reflects the achievements and contributions of employees.

Respect for Diversity, Personal Characteristics and Belief of Individuals

At Nissan Chemical, a diverse range of individuals have been actively contributing to the group with their excellent talents in a wide range of fields irrespective of age, gender, and nationality. We intend to continue to promote the diversity of individuals. One thing that we are proud of is our high employee retention rate. We believe that our workplace environment allows each individual employee to play an active part.

Human Resource Development

We believe that the essence of human resource development lies in having each individual employee continue to improve themselves aiming to have a further personal growth. Based on this belief, we have introduced training programs intended for employees who desire to learn new things and develop as individuals.

Creation of Comfortable Workplace

We have introduced a wide variety of systems that enable employees to work in a highly productive manner and achieve a good work-life balance. In recent years we have maintained a high rate of paid-leave use of more than 70%. In addition, we implement No Overtime Day and other measures to raise employee awareness toward work efficiency and help create a comfortable workplace.

Labor-Management Relationship Based on Open Dialogue and Mutual Understanding

Nissan Chemical and the Nissan Chemical Labor Union have built a good relationship based on mutual understanding and trust. They strive to improve labor conditions as good partners to the management by taking various measures, such as holding periodic meetings for reporting business results and initiatives for better work-life balance. In FY2015, a meeting for exchanging opinions about employees' health problems with the health insurance union also began to be held on a regular basis.



A corporate officer explains new business plans at the union meeting

Self-Care Training for Mental Health

Self-care refers to the actions that individuals take to maintain and improve their health on their own. We support the self-care of employees by providing training which helps them acquire basic knowledge about stress and learn skills for coping with stress. During the training, employees reflect on their own stressful experiences and learn how to change the ways they thinking or perceive things in order to cope with stress appropriately.



Self-Care Training

Training Programs

Name	Content
New Employee Training	Trainees learn the importance of thinking and acting on their own as the first step for developing their careers.
Training for Employees in the Third Year after Entering Company	Trainees learn the importance of motivating themselves and how to remain highly motivated to continue tackling challenges.
Pre-Promotion Training	This training is aimed at improving the essential capabilities for setting agendas and formulating strategies. Trainees are made aware of their roles and obligations as leaders who are responsible for the next generation, and formulate action plans for achieving visions.
Training for Improving On-Site Capabilities	This training is aimed at improving the communication abilities of trainees. Trainees talk about the issues they faced at work sites, and seek solutions for these issues together in order to obtain the insight they need.
Studying Overseas	This program is aimed at developing and securing individuals who can create new value and operate businesses globally. Trainees are sent to overseas language schools to help accelerate process of making individuals in the company more globally-minded.
Evaluator Training	Trainees confirm the content of evaluation and learn the basics of personnel evaluation, methods for competency evaluation and communication methods.
Coaching Skills Training	Trainees acquire communication skills for encouraging people to act on their own.
Business Improvement Training	This training is aimed at clarifying the scope of business assignments, clarifying roles, improving communication skills and the capacity to control motivation.
Correspondence Course	This is a tool for helping each employee formulate their career plan with a vision and working towards self-actualization.
Strategic OJT	Superiors provide OJT face-to-face with their subordinates, aiming to create an organization that develops individuals and where people develop themselves. This training aims to improve the ability to develop individuals and ability to handle businesses.



Pre-Promotion Training



Coaching Skills Training

Awards Program

Every year we grant awards to employees who have made beneficial inventions, devised improvement measures, or made remarkable achievements and contributions. Regarding intellectual properties, we also reward excellent inventions selected from among patent-pending inventions at an early stage in an effort to create greater incentive for R&D, discover excellent inventions and improve upon their quality and creativity.

Name	Presenter	Content
Central Awards Division Awards Office Awards	President and CEO Head of each division Head of each office	Commend employees who have made beneficial inventions, devised improvement measures, or made remarkable achievements and contributions
Rewards for Excellent Inventions	Officer in charge of Intellectual Property Department	Reward excellent inventions at an early stage to promote the improvement of R&D capabilities



Central Awards presentation ceremony

Systems for Promoting a Good Work-Life Balance

Name	Content
Flextime	This system has been introduced at the head office and laboratories.
Childcare Leave	If certain requirements are fulfilled, an employee may take childcare leave until their child is 1.5 years old or until the first April 20 after the child's first birthday.
Paternity Leave	A male employee whose spouse gave birth to a child may take up to 7 days of paternity leave (paid leave) within 8 weeks of the child's birth.
Nursing Care Leave	An employee may use up to 20 days per year of annual leave which has been saved up for childcare or spousal care and which is no longer valid.
Shorter Working Hours	Specified working hours may be shortened by units of 30 minutes and by up to 120 minutes for looking after children in third grade (elementary school) or younger.
Half-day Leave	An employee may take annual leave by units of half days, with an upper limit of 30 times per year.
Planned Leave	We recommend that 2 days of company-wide planned leave and 3 days of individually planned leave be taken every year.
Annual Leave Accumulation	An employee may save up a maximum of 40 days of annual leave that are invalid and use them as medical leave, leave for their own sickness, leave to conduct a complete medical checkup, leave to look after elderly or sick family members, or for other similar purposes.
Refreshment Leave	An employee may take 10 consecutive days of leave (paid leave) within 1 year after becoming 50 years old. Financial aid is also granted.
Re-employment Refreshment Leave	An employee may take 3 consecutive days of leave (paid leave) within 1 month before or after their mandatory retirement.