

Human Resources Strategies required by Japanese companies in the future

Prof. Dr. Isao Tanno

Kanagawa University, Japan

ABSTRACT

It is important to maintain the long-term employment system while accepting job changers without disadvantages. It is necessary to extend the length of internships so that new university graduates do not leave the company early. As many employees are seeking to improve their skills, companies need to decide on a policy for skills development from a long-term perspective, such as training program. Especially, as it takes a lot of time and money to train AI and DX engineers in-house, career changers should be actively recruited.

In Japan, in recent years, recruitment by job type has also increased for new graduates and experienced workers. Job-specific hiring involves hiring people who are best suited to a particular job type to fill the gap. This means that the job type and duties are clearly defined, and people who have the ability and motivation to perform those jobs and duties are hired. Examples of job-specific hiring include sales, marketing, advertising, accounting, public relations, human resources, general affairs, legal affairs, international affairs, logistics, production, factory management, research and development, and information.

From the company's perspective, relying on new graduates for recruitment may lead to a distortion in the age composition of employees due to fluctuations in the economy, which may increase or decrease the number of new graduates hired. Furthermore, focusing on new graduates may limit the number of people with diverse backgrounds.

Keywords: Human Resources Strategies, Job-specific hiring, long-term employment system