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Corporate Human Resource Investment Required for Sustainable Society

Support for autonomous career development of employees should be considered a human resource strategy

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Summary

- As part of its personnel strategy, corporate management is required to develop human resources that can respond to changes in the business environment and technological advances. From the perspective of corporate sustainability, investors are also interested in ways to invest in human resources.
- Over the last five years, there have been several industries that have increased off-the-job (OFF-JT) costs per worker, but spending on self-development support has been in a declining trend. Expenditures for OFF-JT increased in industries where the percentage of professional and technical workers exhibited growth.
- The effectiveness of OFF-JT depends on the job description. Moreover, there are limits to how much human resources can be developed under the initiative of corporations as job functions become increasingly advanced. Some analyses show that human capital investment is highly effective in enterprises that have systems to support self-development which are being utilized. This is an era in which key personnel strategy is required to provide support to workers in encouraging independent thinking and self-development, rather than emphasizing OFF-JT.

Attention

This report is a summary translation. The official document is only in Japanese.