

EMPOWER OUR PEOPLE

Employees embody the NEC Group Core Values and drive the NEC Group Vision 2017. As employees are contributors to “One NEC” cohesiveness, we undertake various initiatives to foster globally active human resources.

Developing Global Professionals

To further support its global growth from the personnel side, in fiscal 2011 the NEC Group began building a framework for developing professionals based on what is optimal for the global organization. NEC has set out a global standard human resources and skills framework, intended to provide a common global scale for gauging human resources. The system involves use of a Web-based SaaS-style human resource and skill management tool to improve the visibility of personnel at overseas subsidiaries with professional skills, and their utilization across the global organization.

In fiscal 2013, NEC targeted overseas subsidiaries that engage mainly in systems integration and software development. NEC Telecom Software Philippines, Inc. was among Group companies that began deploying this framework. In fiscal 2014, NEC plans to expand this program, primarily targeting entities in the Asia-Pacific and greater China regions, and also expand the number of personnel targeted for the program.

Communication with Employees —One NEC Survey—

Every year, the NEC Group conducts the One NEC Survey, an opinion survey targeting the employees of the NEC Group companies. The company uses the survey materials to identify issues and devise action plans for conducting Group-wide management and performing evaluations based on the NEC Group Vision 2017 and Core Values. The survey materials are also used to comprehensively understand employee thinking at each Group company about the company, workplaces, duties and other matters, and consider the need and direction for personnel initiatives and measures to revitalize the organization.

The fiscal 2013 survey, conducted in July through September 2012, obtained responses from 84% of the 54,347 employees polled. The survey identifies the extent to which each employee “embraces core values” and “feels motivated,” and aims to identify key factors in improving those attributes. NEC publishes the results on its intranet and feeds them back to each organization of the NEC Group to reinvigorate the organization and help materialize mid-term management plans.

Employees’ Global Social Contribution Activities —NEC Make-a-Difference Drive (MDD)—

In the “NEC Make-a-Difference Drive” (MDD), NEC Group employees around the world volunteer to take part in various activities that make a valuable social contribution to their local communities. This helps employees to discover something new on a personal level, while helping to cultivate stronger group cohesiveness as “One NEC” and a corporate mindset of high social commitment. In turn this helps NEC to achieve the goal of creating enhanced corporate value. This program was inaugurated in 1999. In fiscal 2013, around 127,407 participants on a cumulative basis donated a total of 124,861 hours of their time in 17 countries.



An IT classroom for children at NEC Infrontia Thai Limited