

Human Resource Development and Diversity

NEC is aiming to develop human resources who are able to continuously create value for society, constantly acting from a customer-oriented perspective with a high sense of ethical values and a deep understanding of the essential issues faced by customers and society, based on the approach of “self-development,” where employees consciously develop their own skills. In addition, we consider that promoting diversity and inclusion and fostering an organizational culture that can incorporate diverse perspectives and ideas will lead to new value creation and innovation. Based on these ideas, in April 2016 we formulated our “People Philosophy”*.

* A philosophy that states our ideas and attitudes for human resources that will lead the creation of value for society based on the “NEC Group Values” and “NEC Group Code of Conduct.”

Dialogue with External Experts on the Theme of “Sustainably and Socially Literate Human Resources”

In April 2018, NEC held a dialogue session on its materiality theme, “Sustainably and socially literate human resources.”

Participants evaluated NEC’s human resource development policy highly, but also commented that “the program is lacking with regard to independent learning, and it would be desirable to develop human resources who are capable of taking responsibility for their own learning cycles.” We also received a critical comment that “NEC should cultivate a corporate culture where people can take up new challenges

without fearing failure. Innovation does not come about through coercion.” We responded by noting that “partly because NEC has mission critical solutions that support social infrastructure, there have been times when NEC’s culture has felt as though it will not tolerate failure; however, recently the corporate culture has started to change, with top management beginning to talk more about their aspirations.”

NEC will further accelerate its activities while confirming its own direction of creating value for society.

Developing Human Resources Who Can Support Innovation

In our R&D divisions, in order to create solutions for society, we are actively promoting development of human resources who can take on advanced global issues and recruitment of experienced personnel with wide-ranging knowledge on social issues. We are also taking steps to stimulate personnel exchanges between operating divisions and research divisions in an effort to develop skills to promote commercialization of technologies.

In addition, we are aggressively recruiting people with the highest levels of skill in their industries, both in Japan and internationally. We will continue to encourage richly diverse human resources from various professional fields to engage in multidimensional discussions, respecting one another regardless of gender or nationality, as we transform our organization to enable it to generate great innovations.

We Should Not Stop by Just Experiencing Social Issues, We Need to Create Fields and Mechanisms that Takes It All the Way to Commercialization

At the Value Co-creation Center, when we decide on research themes, we start with social issues as a starting point, rather than technologies. Currently, we are working on the themes of urban congestion and aging infrastructure.

Having diversity within companies has become more and more important these days. My group also has members coming from diverse backgrounds. In my group, however, we have never tried to consciously push diversity. It is just that the human resources we gathered to achieve our goal happened to be a woman or someone with a foreign nationality. To me, diversity is not a goal in itself; it is merely a means to an end.

There are numerous training modules in NEC and at other companies that enable participants to experience social issues. However, the problem is that after they complete the training, they return to their ordinary lives and forget about what they have learned. In July 2018, NEC opened its sixth global research facility in India. Here, I want to create fields and mechanisms where employees not only experience social issues, but also conduct research and development to solve the social issues and ultimately commercialize them.

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For further information, please refer to Sustainability Report 2018 “Diversity and Inclusion” “Human Resource Development and Training” “Dialogue Sessions on Materiality with Experts”