

## Nippon Yakin Kogyo

**Award:** Safety  
**Category:** Skill Training

### Implementation of Management Training Course for Site Leaders

#### Challenge

It is rare for our site workers to be transferred to another department because they are required to get the professional skills for their own department. As a consequence the workers do not have a deep knowledge of the other departments and the overall structure of the company.

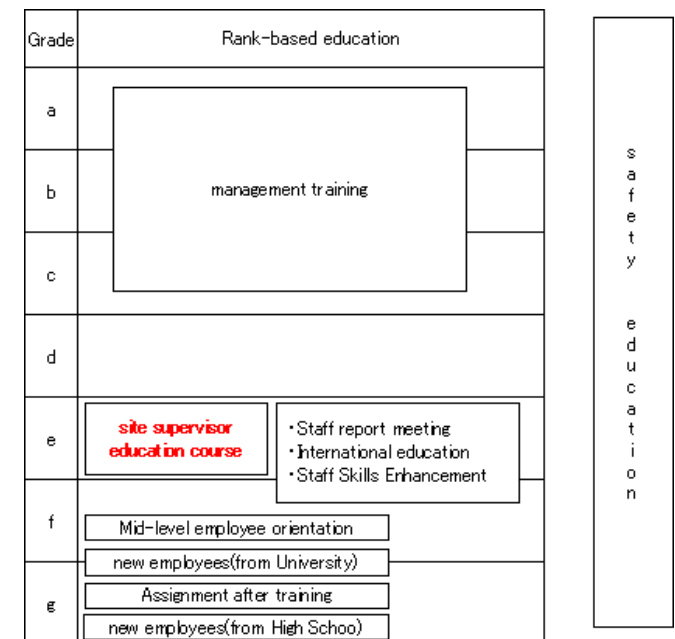
#### Action

In order to improve this situation, they have to study the work, technical side and expertise of other departments in order to get more knowledge of a more efficient production process. For the first time, we have therefore conducted an education programme for the Site Supervisors which is consistent with the knowledge and job content of other departments.

The training course provides an explanation with illustrations of a specific example in every month (one day, 2 hours) from June to March. The course details are labour control, production process, ISO, electric control, instrumentation and measurement and a factory tour.

#### Outcome

Through the training course of labour management, production process, production technology and lecture of other departments' operation, the Site Supervisors could enhance their interest, awareness and motivation to their assignment.



*The training course is a rank-based training for Site Supervisors*