

Human Resource Development

Goal 2

Basic Concept

Anritsu believes in the importance of being an organization in which employees feel they are contributing to society and growing while being vibrant and actively achieving the company's goals. With this belief, we constantly strive to create a workplace in which employees can grow and contribute to the organization through their work.

Human resource development programs focusing on organizational level training and self-development support at the Anritsu Group companies in Japan are regularly introduced for each employee so that they can brush up their skills and attain independent growth during times of change. We support employees in pursuing careers that fit their lifestyles based on the concepts that they should choose what to study and study it voluntarily, and that they should know their own capabilities and strengths.

Implementation Status of Education and Training



Training new recruits

Starting in fiscal 2017, the formats for this training are being redefined and revised under the titles of "Leadership Basic Training" and "Self-improvement Training & Hands-on Management Training." We also developed the content for self-development support, with the addition of e-learning courses, online English conversation lessons and classroom-based coursework. Training for new recruits now includes an innovation planning program. This is conducted by the Business Originating Center on the creation of new customer value. It is intended to teach about the importance and difficulties of value creation, team performance and goal commitment in addition to the marketing and accounting knowledge essential for business model planning.

Global Human Resource Development

Anritsu is working to expand its business overseas, primarily in the area of test and measurement. Developing human resources capable of leading these overseas businesses represents a key challenge for achieving growth in the coming years. In developing global human resources, we think it is important not only to raise the level of language proficiency but also to develop the mindsets of employees so they can effectively work around the world.

While training new recruits in fiscal 2017, the trainees learned how important it is to collaborate with colleagues in and outside Japan as well as practical details of international business from staff members with plenty of overseas experience in representative projects. Their exciting real-life stories clearly motivated the new recruits.

Global Training for the Test & Measurement Business



Global training

In April 2016, global training for the Test & Measurement business was held for 60 sales engineers engaged in this business at our overseas bases. The training was comprised of sessions on a wide range of subjects, such as new products, new product functions, market trends, Anritsu's solutions, success stories, demonstration know-how, sales strategies and product roadmaps. The participants not only became more knowledgeable through the lectures; they were also able to operate instruments on their own as a means of gaining direct experience with selling points, while nurturing ideas for demonstrating them.