

Mandom to Introduce New HR Systems on April 1, 2020 to Support Employees Achieve Career Autonomy — Self-investment Support and Side Job Systems —

Mandom Corporation (Head Office: Osaka City; President Executive Officer & Director: Motonobu Nishimura; hereinafter, “Mandom”) puts effort into helping all of its employees achieve their potential by developing systems and creating a good working environment under the Mandom Group HR mission of “Making Both Individuals and the Company Happy.” As new personnel systems aimed at helping its employees achieve career autonomy, on April 1, 2020, Mandom will introduce a Self-investment Support System and a Side Job System.

To continue growing in today’s greatly changing social environment by realizing its VISION 2027, Mandom needs to leverage diversity to create new value by helping its employees put their strengths and characteristics to full use. To do so, Mandom needs to lay a foundation for its employees to maximize their potential by effectively using their characteristics, and its employees need to put active effort into achieving career autonomy through personal development. Therefore, on April 1, 2020, Mandom will introduce new systems designed to maximize the development and use of its valuable human resources.

The systems to be newly introduced, i.e. the Self-investment Support System and Side Job System, are designed to help employees achieve career autonomy by responding to their desire to grow. By assisting its employees in receiving training to realize their career goals, Mandom aims to create a good working environment where its employees can grow even further and help the Company improve its business performance.

At the same time, to create a working environment where all employees, from seniors to new recruits, can maximize their potential, Mandom has introduced a Senior Full-time Employee System and a managerial Position Retirement System.*1

In addition to these new systems, with the aim of increasing productivity and creating a highly motivated working environment, Mandom will newly open a Career Development section in its Human Resources Division, and will be putting it in charge of instituting education and training programs to encourage career autonomy and of managing the Company’s valuable human resources in ways that will maximize employees’ strengths, characteristics, and preferences.

*1 Refer to Mandom’s March 2, 2020, news release, “Mandom to Introduce New Personnel Systems in April 2020, – Helping Senior Employees Maximize Their Potential and Revitalizing Managerial Positions –”.
https://www.mandom.co.jp/en/release/pdf/2020030202_en.pdf

■ New HR systems for supporting career autonomy

(1) Self-investment Support System

[Aim]

To help employees achieve career autonomy by having them decide what kinds of knowledge, experience, and qualifications their career goals require, so they can help Mandom improve its business performance by effectively applying what they learned outside the Company to their daily work

Contact

mandom corp.

Public Relations Div.

mail: press@mandom.com

Please contact us in Japanese or English.

URL: <https://www.mandom.co.jp/en/>



[Outline]

Mandom will cover part of the costs incurred by employees for attending lectures and seminars to acquire the experience, knowledge, and qualifications their career goals require.

- Covers 30% of costs annually (up to ¥150,000)
- Coverage: Admission and lesson fees

(2) Side Job System

[Aim]

To help employees achieve career autonomy by allowing them to work side jobs to acquire the experience, knowledge, and skills their career goals require, so they can help Mandom improve its business performance by effectively applying what they learned to their daily work

[Outline]

The side job must be one that can be expected to provide the employee with experience, knowledge, and skills useful in helping Mandom grow, and the employee must be the owner of the side business and also meet a number of conditions, including his/her length of service, specified by Mandom.