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ONLINE WEBINAR ON HUMAN RESOURCE MANAGEMENT AND INDUSTRIAL RELATIONS JAPANESE EXPERIENCE

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This program is designed to equip participants with advanced knowledge and skills in Human Resource Management (HRM) and Industrial Relations (IR), with a focus on fostering a people-centric approach in business culture. Through engaging lectures, case studies, and group discussions, the program aims to enhance participants' ability to effectively manage HR and IR challenges while applying insights gained during the seminar to real-world organizational contexts.

PROGRAM CONTENT

- Japanese Labor-Relations Management
- Performance Management System in Japan
- Retaining Talent (Case study of Japanese Companies)
- Rewards Management Structure

12TH AND 13TH
FEBRUARY 2025

PARTICIPATION PACKAGES

Rs. 12,000 (exclusive of taxes) for members
Rs. 16,000 (exclusive of taxes) for non-members

**Group Discounts for more than 3 (three) nominations are available*

PROGRAM OBJECTIVES

1. Gain an overview of HRM and understand the evolution of Japanese HR policies.
2. Explore best practices in HRM through real-world Japanese case studies.
3. Understand industrial relations in Japanese firms and their practical applications.
4. Learn performance management systems, focusing on managing employee performance.
5. Examine Human Resource Development strategies in Japanese companies, including:
 - Identifying and nurturing high-potential employees.
 - Developing programs to boost employee engagement.
6. Develop actionable plans to improve HRM and IR practices, tailored to diverse organizational scenarios.

PROF. KURIYAMA NAOKI

Faculty of Business Administration

Dean of the Graduate School of Economics, Soka University

Professor of Human Resource Management at Soka University, Hachioji, Tokyo, and since April 2024, Dean of the Graduate School of Economics, following 10 years as Dean of the Faculty of Business Administration. His international experience includes serving as an employment expert at the International Labour Office, Geneva (1988–1991), and as a visiting scholar at the International Institute of Labour Studies and Modern Asia Research Centre, Geneva (1999–2000). He has authored several publications, including Japanese Human Resource Management (2017, Palgrave Macmillan), Growing People and Organizations (2018), and A Study of Globalization and “Labour” in Asia (2003).

DATE	TIME	ACTIVITIES
12th Feb 25 Wednesday	09:30 - 09:40	Registration (Connecting ZOOM Meeting)
	09:40 - 10:00	Opening Ceremony
	10:00 - 12:00	Lecture: Human Resource Management (HRM) in Japan
	12:00 - 13:00	Break
	13:00 - 15:00	Lecture: Japanese Labor- Relations Management
13th Feb 25 Thursday	10:00 - 11:45	Lecture: Performance Management System in Japan Rewards Management Structure
	11:45 - 12:00	Presentation by Ex-participant
	12:00 - 13:00	Break
	13:00 - 15:00	Lecture: Retaining Talent (Case Study of Japanese Companies) Group Discussion
	15:00 - 15:30	Making Action Plan & Evaluation Questionnaire
	15:30 - 15:45	Closing Ceremony