

Diversity of Job Training System, Between Japanese and Taiwanese Company

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Abstract

For Japanese companies, the main job training system has been OJT (On-the-Job-Training). However there is no company doesn't have OJT, because OJT belongs to human natural ability. Therefore Japanese companies' feature of job training is represented by "Broad scope of Job Rotation" rather than OJT. "Broad scope of Job Rotation" is implemented for developing multi abilities employees, by experienced inter-workshop job rotation. On the contrary, Taiwanese companies are affected higher turn over rate of employees, implemented improved OJT system, using Job description, company inside database not same as Japanese. This paper offers the model of OJT, Japanese and Taiwanese, and their career course, and makes comparative study, between two countries, and clarifies the reason of diversity.

This paper is consisted of four sections and summary. At first, compares present job training circumstance, using statistic data which were provided by each government. Second, refers preceded literatures, in which, confirms about theoretical back bone of present Japanese job raining system. Third section offers general OJT model or other alternative models. These models help companies judging, they have to remain using OJT, or introduce alternative system. Forth, investigation on Taiwanese company, this description is backed by interview. By the result, correspondence is admitted between alternative OJT models and this Taiwanese company' s it.

Keyword : On the job Training, comparative Taiwan and Japan, tacit knowledge, career course development, interview investigation