

Relationships with Employees

Tamron works on fostering self-disciplined employees with the spirit of rising to the challenge of creating new ideas in a climate emphasizing ethics. Tamron also strives to create a safe work environment that encourages working, based on fair evaluations, respect for human rights and mutual understanding.

For Creating a Comfortable Work Environment Together with Employees

Tamron strives to create an environment that is comfortable to work in and reflects employee opinion. Approaches toward this objective include our “consulting office” for directly listening to employee opinions. Interviews with new recruits are held periodically as with employees obliged to work long hours for business reasons, for listening to their opinions and requests. The total number of employees who visited the office in 2007 was almost the same as other years, but the number of consultations related to work content increased, possibly showing that the number of employees wishing to engage in challenging jobs has increased. We are concerned about the number of employees who cease to function properly for psychological reasons as this number appears to be increasing. We will work to adopt an additional system to discover and solve such problems, working on prevention, pre-critical diagnosis, and follow-up care. In 2008, we plan to implement our employee satisfaction survey to hear from our employees in detail. We will beef up our educational programs to enhance coaching techniques and communication skills for employees on managerial levels since the roles they play at our work sites are important to create a work environment comfortable for all employees.

For Creating a Safe Work Environment

Tamron works hard to ensure proper management of work sites, preventing occupational accidents and establishing and maintaining a safe and healthy work environment, in compliance with related laws and regulations as well as Tamron’s own work regulations.

Tamron enacted safety & health management regulations, established our safety & health committee, and created our occupational safety & health patrol program to ensure occupational safety and health management. In addition, opportunities to take training courses for cardio-pulmonary resuscitation and first aid treatment for injuries, including those from fire, are provided to employees every year to address and minimize disaster. In 2007, there were eight occupational accidents, compared to two in 2006, and six accidents while commuting, compared to zero in 2006. The occupational accidents occurred during processes at production sites, and injuries were light. Recognizing the necessity for preventive measures, countermeasures have been implemented. Most accidents while commuting are almost unavoidable as they happen during commutes by bicycle when other parties suddenly jump in front of the cyclists. Still, we are working on reducing such accidents through a variety of means including safe driving training courses with assistance from the local police.

For Nurturing Self-disciplined Employees

New employees come to Tamron with a strong desire to build careers and grow while breaking through various barriers as they gain experience. Employees sometimes encounter barriers that are difficult to break through, becoming unable to advance further. To extend support for such employees, Tamron regularly provides “motivation control courses” to new employees and employees four years after starting at our company, helping employees to learn ways to find solutions by themselves and get on their feet again as soon as possible. The training courses are designed to help participants learn how to find breakthroughs against psychological barriers and ways to classify changeable and unchangeable things, like a quiz game. The program is designed to enable each participant to learn ways to behave while enjoying games and talking.



motivation control courses

Employee interview



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I still clearly remember the friendly atmosphere in the seminar for we new employees, an atmosphere that was created by the friendly group work of those of us who were hired in the same year. We built friendship and solidarity in our seminar. Since the seminar was held immediately after our ceremony to enter the company, we did not yet understand our work, but we could better understand our new fellow workers. I still remember how the group work taught us to look beyond first impressions. The motivation seminar Tamron provides to all employees in the 4th year after entering the company is a good opportunity to stop in the course of our busy lives and take a new look at ourselves. During our discussions with fellow employees, I realized that everybody had hang-ups in the course of gaining experience. I realized that I was not the only one who was dwelling on minor affairs. I think Tamron should continue these programs as they provide employees with the opportunity to analyze their characteristics and objectively look inward at themselves.