

Creating Lively Workplaces

One of our management guidelines is “People are the most important managerial resources. Realize human potential through work and teach people to become productive members of society.” Under this, Mabuchi aims to cultivate socially and internationally minded persons that can contribute not only to our company but also to society (including international society).

We consider that contributing to the progress and development of international society through corporate activities forms the very basis of our existence.

Human Resources Development Program

Our company has instituted an early specialist-raising system in each division. It has been established to enhance professional education as a concerted effort of all divisions in order to create a learning atmosphere in the company and to improve employees' knowledge and technical levels.

Personnel Performance Evaluation System

Mabuchi's personnel performance evaluation system is a management tool aimed at mobilizing employees' abilities toward the overall business performance of the company, but we are also actively using it as the tool for developing human resources.

Our personnel performance evaluation system is designed to ensure the mutual growth of the company and employees by correctly identifying the contributions made by each employee, as they play a wide variety of roles toward maximizing the company's overall performance.

Believing that communication between superiors and subordinates is very important to correctly reflect the contributions of employees in their performance evaluation, we have introduced a system of mid-term and term-end in person evaluation meetings to ensure close communication, in addition to routine communication through work.

Events Involving Families: Garden Party



Employees and their families are invited to the garden party held in the Head Office grounds every fall. The aim is to strengthen the bonds and solidarity among all Mabuchi people, from top management and employees to their families.

Self-assessment System

Considering that (1) the right person in the right place and (2) the creation of a positive working atmosphere are very important in bringing out the best in each employee and making the best use of them, we have employees periodically carry out self-assessment to grasp their awareness of work and use the results to achieve these two elements.

Qualification Incentive System

We are promoting employees' self-development by establishing the Qualification Incentive System with a view to creating a self-learning atmosphere in the company and encouraging employees to acquire a wide range of knowledge useful for business operations.

Short-term Personnel Exchange System

We established the Short-term Personnel Exchange System in 2009 to strengthen the solidarity and overall ability of the entire Mabuchi Group. We will do this by promoting exchange between the Head Office and overseas bases.

Specifically, staff members of overseas bases are provided with more opportunities to go on business trips to the Head Office. This working-level exchange encourages the Group employees to share their thoughts on and raises their awareness about cooperative work. We will continue to enhance this system while implementing it on an ongoing basis.



Staff of overseas bases pictured with the President

Keeping a Healthy Body and Mind (Head office)

We believe employees' healthy bodies and minds form the basis from which they contribute to work and social life. Therefore, we started a mental health program more than 20 years ago that includes mental health checks and care given by in-house counselors. Also, the company pays for two-thirds of the expenses when employees who are 35 years or older undergo a complete medical check. We also regularly held the Health Class for Employees to help them avoid lifestyle-related diseases.



Health Class for Employees (Head Office)

Balancing Work and Life

We have instituted the following systems so that our employees can maintain a good work-life balance.

Adopting the Family-friendly Measures promoted by the Ministry of Health, Labour and Welfare (below), we have created an environment that allows our employees to balance their work with other aspects of their lives such as child-raising or nursing care. Also, in support of the activity Declaration: We are Exciting Companies with Positive Employees! that was started by the Chiba Prefectural Government based on a concept similar to the Family-friendly Measures, we were registered as a declared company in 2008.

Mabuchi's Family-friendly Measures (Outline)

1. To support employees who need to balance their work and childcare, programs related to parental leave are set in place such as parental leave until their children become three years old, partial payment of salary, and support for self-improvement during parental leave.
2. As the support for childcare, the following programs are introduced: Low-interest loans for fertility treatment, leave for childbirth by spouse (paid leave of five days), and discount coupons for babysitting services.
3. To help employees who do nursing care while working, several programs are introduced: Allowing nursing leave two times for one care-requiring condition, up to 365 days as a combined maximum, support for self-improvement during nursing leave, cutting of working hours and being exempt from overtime work, and discount coupons for nursing care services.

Activities at Mabuchi Group Companies

Overseas bases of the Mabuchi Group are also striving to create pleasant workplaces while ensuring the fair treatment of employees by respecting their fundamental rights.

Dalian Mabuchi set up a union, the first company to do so among the foreign capital companies located in the Dalian Development Area. The union has since guaranteed the employees of this base ongoing employment, salaries, and other rights (welfare benefits).



Labor-management Committee (Dalian Mabuchi)

Dongguan Mabuchi holds company sports events regularly to strengthen employees' loyalty to the company and the solidarity among them.



Badminton tournament (Dongguan Mabuchi)