

Appendix

[Tentative Schedule]

The Program on Industrial Relations and Human Resource Management [ERHR2]

From January 15 to January 29, 2020, Tokyo Kenshu Center (TKC), Tokyo, Japan

Date	Morning Session (9:30-12:30)	Afternoon Session (13:30-16:30)
Jan.15 (Wed.)	Orientation/Opening Ceremony Presentation of Pre-Training Report by Participants	Presentation of Pre-Training Report by Participants
Jan. 16 (Thu.)	Lecture: Labor Economic Situation in Japan	Lecture: Current Developments and Future Challenges of the Trade Unions in Japan
Jan.17 (Fri.)	Lecture: Introduction to Human Resource Management	Lecture: Strengths of Japanese Employment Practices and Labor-Management Relations
Jan.18 (Sat.)	Day-off	
Jan. 19 (Sun.)	Day-off	
Jan. 20 (Mon.)	Organization Visit: A Workers' Unions	Company Visit: Examples of Labor-Management Relations
Jan. 21 (Tue.)	Lecture: Productivity Improvement -5S and KAIZEN-	Lecture: Wage and Performance Appraisal System in Japanese Companies
Jan. 22 (Wed.)	Move	Company Visit: Examples of Human Resource Development
Jan. 23 (Thu.)	Company Visit: Examples of Productivity Improvement	Move
Jan. 24 (Fri.)	Lecture: Human Resource Development in Japanese Companies	Lecture: Career Development in Japanese Companies
Jan.25 (Sat.)	Day-off	
Jan.26 (Sun.)	Day-off	
Jan. 27 (Mon.)	Lecture: Leadership	Lecture: Improvement of Organization Motivation and Engagement
Jan. 28 (Tue.)	Lecture: Fundamental of Workplace Environment Improvement Methods	Lecture: Team Management –Instruction on Action Plan by the Lecturer-
Jan.29 (Wed.)	Presentation of Action Plan by Participants	Presentation of Action Plan by Participants Wrap-up and Evaluation Closing Ceremony

NOTE: The schedule is subject to change.