

[Employees]

International human resource development through global rotation

Murata introduced its overseas training program in 1981, and initiated OJT for foreign local workers in Japan in FY2007.



Murata workers are crossing national borders, and I am at the forefront

Murata Manufacturing Co., Ltd.
Sales & Marketing Unit
East Japan Sales Group
Sales & Marketing Dept. II,
Tokyo Metropolitan Area
Alexander Vervuurt

Mr. Vervuurt has been interested in Japan since a Japanese traveler once stayed over at his house. He is 194 cm in height and was invited to join the Murata basketball club soon after coming to Japan - although he was a better soccer player.

Pursuing optimal global solutions that respect differences in Japanese and European corporate culture

At university, I majored in Japanese language with a minor in economics, and I've also studied abroad in Kyoto, so working for a Japanese corporation seemed like a natural next step. My first job was at the Murata Netherlands office, where I dealt with customer service. Then Murata began its global rotation program, which presented me with a chance to work in Japan, and I wasted no time in applying for the program. I was interested in seeing what made Japanese companies so successful, and I am currently undergoing training in sales at the Tokyo Branch, where I learn about everything from products to market trends. When I think back to the time when I learned I would be coming here, I remember my friends warning me how difficult things would be in Japan, and it was hard for me at first. I would be told to be more careful about the things that I said, or the way I wrote reports, and I was surprised by how exacting the Japanese were when it came to work. What I eventually came to understand was the importance of the relationships that we forge

with others, something that is, of course, important in Europe as well. Helping to build win-win relationships that benefit both the customer and our production departments is a very fulfilling part of my role as a salesman. After I complete my training in Japan, I hope to be able to engage in work that allows me to develop beneficial relationships like these in many parts of the world.

Memo

Business target management system / career development program

To respect the individuality of our employees and allow them to demonstrate their abilities to the full, Murata has introduced an ability and results-oriented system. Employees draw up their own objectives and plans, and we evaluate their process and results, putting what we learn to use in our human resource development and personnel management. For our young employees, we have also created a "career development program" that allows them to experience different types of work in a variety of work settings, providing them with an opportunity to confirm their own individual aptitudes and abilities.

In pursuit of a workplace that lets women shine

Childbirth, child-rearing, caring for the elderly... We have introduced a support system that allows women to advance their careers while fulfilling their important role within the home.



Work-life balance programs, freely available to all

Murata Manufacturing Co., Ltd.
Intellectual Property Dept.
Koyo Ogiso

Ms. Ogiso has a daughter in the sixth grade, and a son in his last year of preschool. The interval between their births is the time that she utilized to pursue her own career. Her husband is also an employee of Murata.

Being a necessary presence in the workplace and at home

I received a total of 13 months of prenatal, postnatal and childcare leave when I had my first child, with an extra month of "preschool adjustment" time added on when my second child was born. In the space of only a few years, improvements had already been made to the system! However, even with this kind of system available, one worries about the ramifications of taking parental leave for more than a year, especially with respect to making a smooth transition back to the workplace afterwards. When it comes to children and childcare, I know that I am needed at home, but I also want to be a necessary presence in the workplace. It was this kind of motivation that helped me stay positively focused when I was away from work, and being able to meet with personnel managers and superiors before returning to the workplace also makes the transition back easier. I enjoy being a working woman, and I will

continue to pursue both my family and work goals, and try to show my children what I am capable of.

Memo

Respect for human rights

Murata respects the human rights and dignity of all persons, maintaining a work environment and personnel system that do not discriminate on the basis of race, faith, gender, religion, nationality or medical condition. Additionally, Murata strictly prohibits the use of child labor or forced labor at any of its domestic or overseas plants.

Equal and diverse employment opportunities

In its hiring practices, Murata guarantees equal employment opportunities to all individuals regardless of such issues as gender, race or disability, and is committed to maintaining a work environment in which there is no unjustified discrimination in the management, training or other treatment of employed individuals.