

Employees

Effective Utilization of Global Human Resources

**A diversity of people working  
in a diversity of ways.  
Workplace environments that  
encourage a spirit of challenge.**

Murata Manufacturing Co., Ltd.  
Sales & Marketing Department  
Xin Lu



Occupational Health and Safety

**Realizing a safe and comfortable  
workplace with the same ideas  
everywhere around the world**

Photo (from left)  
Shenzhen Murata Technology Co., Ltd.  
Administration Department  
Chao Huang  
Jianli Zhao



The number of employees at  
Murata Manufacturing alone  
whose nationality  
is other than Japanese  
(including assigned workers)

Approx. 80

**Supporting individuals who are working to play an active part globally  
by employing and utilizing personnel of various backgrounds**

I come from Suzhou City (Jiangsu Province) in China. After graduating from university in China, I went on to graduate school in Japan as well and did research in connection with earthquake risk analysis, etc. Because Suzhou had many Japanese companies, and there were many people connected with Japan around me, I was interested in Japan and its leading technological capabilities, etc., from the time I was a child. So the natural flow for me was to find a job at a Japanese company after finishing my Master's study at graduate school. Although electronics is different than my specialized field of research into earthquake risk analysis, the conclusive factors behind me getting a job at Murata were that Murata is placing a focus on global deployment and I imagined an environment in which I could play an active part in the future, I was impressed by Murata's warm and open corporate culture, and also, while I was hunting for a job, they were the only ones to hold a human resource seminar for Chinese speakers.

My present job is in domestic Japanese sales. What I am especially concentrating on is exploring future needs through technological exchange with our customers, etc., and tying that to product and technical development. Such business cannot be materialized if company-to-company and person-to-person relationships are not formed on a basis of trust. I think that is one very valuable "invisible asset" that Japanese companies possess. At Murata, in addition to employing exchange students from overseas, they offer an environment where person-to-person exchange occurs at bases both inside and outside Japan, and where global-oriented human resources are poised to grow even more. I would also like to take advantage of this environment and grow as a global employee who can be helpful not only in the Chinese bloc but anywhere in the world as well. After gaining experience in domestic sales in Japan and clarifying my strengths, I would like to cultivate business in various different countries in the future.

OHSAS18001  
acquisition  
at Murata Group plants

Japan: 26 plants  
Overseas: 5 plants

**Recurring education and communication toward heightening  
an awareness for safety and acquiring OHSAS18001 certification**

OHSAS (Occupational Health and Safety Assessment Series) is an international standard on Occupational Health and Safety. Some manufacturers even make obtaining this certification a condition of doing business with them, and at Shenzhen Murata Technology we commenced our activities toward that acquisition in 2010. We visited and toured Wuxi Murata Electronics, which was already at the forefront in this area in the Chinese bloc, we studied their related documentation, and then began working toward our goal by also receiving further consultation from outside sources, etc. Since the average age of employees at Shenzhen Murata is relatively young and there is also a high level of mobility among local human resources, we had the problem of it being rather difficult to establish an overall consciousness toward health and safety. At first, when asked about workplace health and safety, almost all reactions were like "What for?" and "As long as we're careful not to be injured at work, that's enough, right?" However, after several

months of carrying out repeated safety and health education, and endeavoring to actively communicate with workers on-site and get their opinions, we began to hear suggestions and proposals for improvement from those workers. We were extremely happy just to be able to get their proposals. That was because we felt like it was evidence of a rise in worker awareness and an indication of their desire in regard to improving their workplace environment. Equipment was incorporated gradually, such as securing safety ladders for work in high places, and masks and goggles for chemical work being distributed and their use confirmed. Documents were also prepared in both Japanese and Chinese language versions, and Shenzhen Murata ultimately acquired OHSAS18001 certification in January of 2014. And with that, in addition to naturally giving us greater confidence in dealing with customers, more than anything else, the fact that the corresponding PDCA cycle for improving the safety and comfort of our employees has begun to function is our greatest joy.