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# Investigation of Worker's Vocational Ability in the Third Industry

—Examination of Similarity of 22 Occupational Categories—

Kazuo MORI

The purpose of the research tried to clarify the characteristic of the Vocational ability of the third industry and examine the direction of the skill evaluation institutionalization. We set the vocational ability of the occupational category of 22 which belonged to the third industry and it set the investigation item to identify. It investigated by using this for 3000 companies in 1994. It composes the vocational ability item list of 29 items according to the DPT field of the vocational ability.

As a result, following points were clarified. The first characteristic of the vocational ability of the worker of the third industry has “Understanding to the person and treatment” as a base of work. The worker values the ability, the nature, the attitude, and the character by the second characteristic. The third characteristic values the whole vocational ability as a group like the team and the section, etc. The fourth characteristic is accompanied by a lot of service which includes not only the software service but also hardware. We proposed the possibility to do a common content to each occupational category as “Common examination” as a skill evaluation system. Besides this, it is thought that it can execute an appropriate examination if it adds “Examination of a peculiar content to the occupational category” by few costs.

## The Content and the Structure of Vocational Training instructor's Work (2)

—Tendency seen according to human resources development facilities—

Kazuo MORI

This research tries to clarify the structure of the operation of the vocational training instructor. We want to analyze the vocational training instructor which is the investigation object in the factor and examine it by this report according to the human resources development facilities. The total data used the answer of 257 persons of 18 facilities shown by the first report.

As a result, it was able to point out following points. The first is to have the idea to which the instructor of the human resources development facilities where it executes training and usual physically handicapped person training at a long-term course and a short-term course is common. It is presumed to have a still similar idea from targeting the new school graduate of highly developed training. It secondarily thinks "Correspondence to the trainees" and "Help of HRD" to be a main operation for the polytechnic center in the region and the large area. It thinks the third to be a business that "Plan of the course" besides "Help of HRD" is main in the education facilities in the enterprise. The pattern of the vocational training instructor was divided by six crowds. A lot of one in the pattern of the instructor which are patterns of "[Instruction and evaluation]-[HRD help]-[Trainees correspondence]". About 40% is this pattern in facilities except the instructor of the education facilities in the enterprise. Next, a lot of patterns which are "[Course plan]-[Instruction and evaluation]-[Help of HRD]." This accounts for about 30-40% in facilities except HRD of EPC facilities. These two patterns account for 60-90%. It was clarified to become 90% by both patterns according to facilities.

# How to Develop a CAI Courseware

Masayuki SHIMADA

Conventional CAI coursewares have been developed without having any consideration for modification or revision by instructors. CAI courseware has traditionally been regarded as the materials developed by professionals. Therefore, it is not easy for instructors to develop and revise a CAI courseware only by themselves. This direction of CAI courseware development, however, will produce some educational problems in the near future. In the case of CAI teaching materials, the instructor should have more responsibility in the development and revision of the materials.

Giving priority to instructors in utilizing and developing the CAI teaching materials, I have identified two proposals.

The first proposal is to utilize a study book (draft) at the stage preceding development of CAI courseware modules. The study book (draft) is a kind of programmed manual which can be used as a text for individualized lessons. It will be used not only as a text for the individualized lesson, but also as a substitute of scenario in the development of CAI teaching materials.

Second, I propose a special utilization method of authoring systems. The authoring systems prepare some manuals for the users, but their description is too detailed for the instructors to develop CAI teaching materials. A guide book or guided coursewares are necessary for the instructors who are willing to develop CAI teaching materials. In this paper, I have proposed how to prepare such guide books and how to write them for instructors. Some examples of the guide book and guided courseware, which we developed using "Authorware professionals (Macromedia Inc.)", are also described.

# Transition and Problem of “Employment Insurance Law”

—around “Ability Development Project” —

Kazutoshi TANAKA

Takeshi KAJIURA

“The employment Insurance Law” was enacted in 1974. This Law newly founded the “Ability development project” and came to provide the project of “Vocational Training”. That is, the outline of the project of “Vocational Training” was decided by the “Employment Insurance Law”.

Moreover, the “Stabilization of employment project” was founded afterwards and “Education and training” was newly provided. Because this “Education and training” was considered a larger concept than “Vocational training”, the concept became important for thinking about the ideal way of the Vocational training. That is, the education in the “Employment Insurance Law” narrowly provides the Vocational training.

This thesis clarifies the transition and the problem of the Law thereafter as to how the “Employment Insurance Law” has been enacted.

# Vocational Training Materials ; the Current Situation and Issues

— The ME Technical Training Package —

Shizuyasu SHIMA

Micro electronic (ME) technologies have been the core of the technology innovation progress, which has expanded the coverage and complicated the knowledge and techniques necessary for a worker learn. To cope with these changes, this ME technical Training package has been prepared to develop training materials which will either workers in manufacturing for control-technology fields, enable workers to study and train themselves with the materials, or support the instructor in teaching effectively.

# A Study on the actual situation of the human resources development facilities in the region.

—Centering around the case with the education training facilities in the third sector—

Hideaki FURIHATA

This manuscript aims to catch the actual situation of the human resources development in the region as faithfully as possible.

The human resources development facilities in the region execute support to the talent promotion side etc. to the enterprise which works on making a high additional value and the new field development of the business. And, those facilities are maintaining the environment that the individual can voluntarily work on the human resources development.

However, the day of the work on the human resources development in the region is not so long.

Moreover, the accumulation of related material is extremely insufficient.

In addition, the one that various material and the data etc. concerning the regional human resources development were arranged in the system is not found. Especially, material and the data in the third sector are only a few.

Then, the writer wants to think about the human resources development in the region in the third sector in this text arranging the fact of the content of the training of the regional vocational training center and the computer college.

Refer to the regional human resources development handbook (THE JAPAN INSTITUTE OF LABOUR.1996) for the details of the investigation result.