

# IT-1-25 : Human Capital Management (HCM)

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We invited Senior / Middle HR Managers from major oil- and gas-producing countries to deepen their understanding of the latest trends in Human Capital Management (HCM) and to engage in discussions on the importance of aligning business strategy with HR strategy. Participants compared Japanese companies with those in their own countries. Through this, they learned about the strengths and weaknesses of different approaches. The goal was to use these insights to improve HCM in their own organizations.

<Site visits> KYOCERA Corporation HQ, Omron Kyoto Taiyo, JGC HQ, Deloitte Tomatsu

<Countries> 11 countries / 12 participants

Iraq, Kazakhstan, Libya, Oman, Philippine, Qatar, Saudi Arabia, Thailand, UAE, Uzbekistan, Vietnam



**JCCP Regular Course Completed**