

FCIJ Business Confidence Survey – Spring 2017

6. Comments to Hiring Policy

- About efficiency
- Always looking for great talent
- Challenging to found good candidates
- Depend on hiring staff level
- developing quickly
- Having difficulty finding qualified staff.
- Head Office is seeking replacement of the current representative who is aged.
- Hired professional skills people. Growing each person's productivity.
- If we hire anyone, likely Japanese native, it would be to prepare my leaving Japan next. Normally, I plan to stay in Japan still 2 years.
- Lacking resources to the amount of ongoing projects
- May hire additional staff in other Asian offices
- One of big program in Japan is lack of laborer in these few years.
- Our business is going on growth and maturity. We have to hire more capable person who have solid knowledge and enough experiences
- Our solution portfolio has resonance with Japanese enterprise customers. Threats against them will only increase and we can help mitigate their vulnerability.
- Qualification is top priority.
- Software and systems engineers are in focus.
- Very difficult to find qualified people.
- We always hire on a contract basis.
- We are looking to add 10~15% to our head count.
- We do not really plan to hire staff since our business model is based upon agents and this number will clearly increase in the 12 months.
- We have an importer, they are indirectly our workforce.
- We have gone from proactive to reactive to caretaker mode, only servicing existing customers that stayed with us as the Euro appreciated from around 100 to over 140 before falling back to current levels.
- We have no plan to change the current number of staff in Japan.
- We plan the expansion of organization against the next 12 months.
- While were are actively recruiting, particularly among recent college graduates but also mid-career hires to address specific skill shortages, we do not expect total employee numbers to change significantly as we are losing older workers to retirement.
- With automation we increase efficiencies and need fewer admin staff.
- Workload volume and scope is stable not requiring changes in work-force.