



เปิดรับสมัคร ทูฮอบรมประจำปี 2563



เรื่อง

The Program on Industrial Relations and Human Resource Management for Executives (ERHE)



คุณสมบัติผู้สมัครสอบ

Applicants must meet all the following requirements:

- (1) Executives including general managers of Employers' Organizations or their member companies.
- (2) Persons who have at least five years' management experience in the field of IR and/or HRM.
- (3) Persons who are not over the age of 60 and not younger than 30* on the first day of the seminar.
- (4) Persons who graduated from either a four-year college or university course, or have an equivalent educational background.
- (5) Persons who have a good command of both written and spoken English.
(If a candidate was not educated in English, a document which proves his/her English proficiency, e.g., official TOEFL or TOEIC score, should be attached.)
- (6) Persons who are recommended by both Employers' Organization and their employer.
- (7) Persons who are able to fully complete the seminar and to carry out two tasks.
 - (a) To make a presentation on their 'Action Plan' on the final day of the seminar and to send an 'Action Plan Implementation Report' to AOTS by February 25, 2021.
 - (b) To send the 'Evaluation Sheet for the Participant's Organization' to AOTS upon their return home.
- (8) Persons who are able to apply the lessons of the seminar in their daily working environment and to disseminate the learning experiences and knowledge acquired from the seminar after returning to their organization with the cooperation of Employers' Organization.
- (9) Persons who are physically and mentally able to attend the seminar. In ensuring good health, pregnant candidates are not considered.
- (10) Persons should not be full-time students or military personnel.
- (11) Persons who have not attended Employers' Organization Cooperation Program previously in Japan over the past five years. **However, the participants of EREO seminar which was held in FY2018 are eligible to apply for seminars from FY2020.**
- (12) Persons who can attend all of the online lectures prior to the face-to-face lectures in Japan. Equipment such as a personal computer, a microphone, a webcam and internet connection to attend the online lectures should be prepared by themselves. Basically, the online lectures are supposed to be held from 15:00 to 17:00 in Japan Standard Time. Assignment may be given after each session. For those in countries where there are difficulties taking live lectures because of the time difference, they are required to view a video stream of those lectures.

*It is strongly advised that the applicants' ages fall within the range of 30 and 60 in order to maximize the outcome (i.e. dissemination of the result of the seminar) and benefit at most from their participation in the seminar. The applicants who are under 30 or over 60 may not be eligible even if other requirements are satisfied.

เปิดรับสมัคร

ตั้งแต่บัดนี้ – 4 สิงหาคม 2563 (ค่าลงทะเบียนสอบ 1,000 บาท)

สอบข้อเขียนและสัมภาษณ์

วันที่ 7 สิงหาคม 2563

ณ สำนักงานการนายจ้างผู้ประกอบการค้าและอุตสาหกรรมไทย

สอบถามรายละเอียดเพิ่มเติมได้ที่

สภาองค์การนายจ้างผู้ประกอบการค้าและอุตสาหกรรมไทย (อีคอนไทย)
ฝ่ายสหสาขาวิชาการ 0-2651-9182-3
E-mail : vararatrac@econthai.com

Appendix**Tentative Schedule of ERHE****1. Online Lectures**

Date	2-Hour Session (15:00-17:00 in Japan Standard Time)
Oct. 5 (Mon.)	14:30-15:00 Brief Guidance on Online Lectures and Self-Introduction 15:00-15:30 Keynote Lecture 15:30-17:00 Presentation of Pre-Training Report by Participants
Oct. 6 (Tue.)	Presentation of Pre-Training Report by Participants
Oct. 19 (Mon.)	Lecture: Impact of COVID-19 and Workstyle
Oct. 20 (Tue.)	Lecture: Impact of COVID-19 and Workstyle
Nov. 4 (Wed.)	Lecture: Characteristics of Japanese IR and HRM
Nov. 6 (Fri.)	Lecture: Characteristics of Japanese IR and HRM

***Schedule may change without prior notice.**

2. Face-to-face Lectures in Japan

Date	Morning Session (9:30-12:30)	Afternoon Session (13:30-16:30)
Nov. 23 (Mon.)	Arrival in Japan	
Nov. 24 (Tue.)	Orientation and Opening Ceremony Lecture: Harmonization of Management Strategy and HRM	Presentation of Updated Pre-Training Report by Participants
Nov. 25 (Wed.)	Lecture: Current Development and Future Challenges of Trade Unions in Japan	Lecture: Leadership
Nov. 26 (Thu.)	Lecture: Japanese Labor Law	Lecture: Work-life Balance and Diversity
Nov. 27 (Fri.)	Day-off	
Nov. 28 (Sat.)	Day-off	
Nov. 29 (Sun.)	Lecture: Wage and Performance Appraisal System in Japanese Companies	Lecture: Global Management and Japanese Managers
Nov. 30 (Mon.)	Lecture: 5S and Kaizen Activities for Human Resource Development	Lecture: Retention Management
Dec. 1 (Tue.)	Lecture: Impact of New Technologies on Labor Situation (1)	Lecture: Impact of New Technologies on Labor Situation (2)
Dec. 2 (Wed.)	Presentation of Action Plan by Participants	Presentation of Action Plan by Participants Wrap-up and Evaluation Closing Ceremony
Dec. 3 (Thu.)	Departure from Japan	

***Schedule including date may change without prior notice.**