

**TR-22-12 Human Resource Development**  
**February 12 – March 1, 2013**

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**Lecturer: Eiji Okuyama**

**Content:** Petroleum Industry in Japan;  
Japanese-style Human Resource Management & Development;  
HRM & TPM at Refinery;  
Small Group Activity at Refinery;  
HRD of Engineering Company;  
Training Program Development;  
HRD of Oil Company;  
Rational Thought & Team Consensus Building

**Site visits:** Idemitsu Kosan Co., Ltd. (Tokuyama Refinery);  
Cosmo Oil Co., Ltd. (Sakai Refinery);  
JGC Corporation (Yokohama World Operation Center); Meisei University (Hino Campus);  
JX Nippon Oil & Energy Corporation (Head Office)

**Countries:** Indonesia, Kazakhstan, Kuwait, Libya, Malaysia, Myanmar, Pakistan, Papua New Guinea, Saudi Arabia, Thailand, Timor-Leste, UAE, Uzbekistan, Yemen, Vietnam



*<15 countries / 17 participants>*