

5 Working with Employees (Supporting self-development)

Kyushu Electric Power places its focus on offering a working environment where employees can comfortably devote themselves to worthwhile work as it is vital for the company's further development, despite the changing climate surrounding the electric industry. The company provides its employees with various systems and programs to encourage their efforts for self-development.

1 Human affairs

Various systems and programs are made available to establish a company of challenging spirit by encouraging employees to achieve their goals by exercising their abilities, as well as enhancing each employee's motivation and job satisfaction.

Self-application System

Established in Fiscal 2000 aiming to provide fair, and equal opportunity of, personnel selection and positioning, enhance employees' potentials, as well as to encourage employees' motivation. Voluntary applications are widely accepted for specific jobs, from which appropriate staff members are selected to engage in the work.

Job Challenge System

Established in Fiscal 2001 with the objectives of fostering motivated employees at an early stage and enhancing challenging spirit towards their work. Under the system, applications are accepted from general level employees who wish to work in the field of project planning or management at Head Office and branch offices, from which appropriate candidates are selected and positioned.

Management by Objective

A system to grasp and evaluate the performance of management level employees as accurately as possible. The evaluation results are incorporated in performance appraisals. Result management is a measure for self-management by setting own targets and making efforts to achieve them. The targets are set and evaluated through discussion with their senior staff.

Chief Challenge Tests System

An in-company examination system for young general level employees aiming to promote far-sighted employees who can cope with changes at an early stage. The exam consists of a written test, dissertation, and interview. The system provides all employees, regardless of educational background and sex, with equal promotional opportunity based on merit and ability.

2 Training programs

The company offers various training and self-development programs.

Workshop support system

The program offers financial support for groups that organize self-study sessions, aiming to encourage employees' self-development and foster an educational environment. As of April 2003, 33 groups have utilized the system, ranging from English and Chinese conversation classes, to study sessions towards the examination for electrician certificate.

Support for social welfare-related qualifications

The program helps employees wishing to obtain licences that enable them to conduct voluntary activities in a smooth and effective way. By providing them with financial support to cover fees for taking the examination, the course and transportation, it leads to enhancement of employee awareness of contribution to local communities.

■ Licenses eligible for support

Field	License
Welfare for physically disabled and aged	Social worker, sign language interpreter, care worker
Sports instruction	Sports instructor, coach
Health and hygiene	First aid license, water safety license
Leisure activities	Recreation instructor, camp instructor

3 Health care

To ensure employees' health, a medical check-up is conducted annually. Health seminars for employees aged 25, 30 and 35, as well as for those who have life-

style related health problems, are held aiming to improve awareness on health care and way of living in order to lead a healthy lifestyle. Information on health management is offered via the company intranet.



4 Measures for sexual harassment prevention

In order to enhance employees' abilities to their fullest extent in the workplace, it is vital for both sexes to recognize each other as equal partners and respect each other. In reality, however, thoughtless words and deeds, resulting from misunderstandings and miscommunications between the sexes, often dishonor people, harm personality and disturb them from exercising their abilities. Sexual harassment is an issue closely connected to infringing human rights and the right to work. The company takes measures against sexual harassment by distributing pamphlets to raise awareness of this issue, as well as setting up the "Sexual Harassment Hotline" through the cooperation of counselors from outside company.

5 Performance appraisal system

There are five categories in the performance appraisal system for the Head Office's Divisions and branch offices, which include financial affairs, customer relations and social contribution/environmental conservation. Under the environmental conservation category, items for management are placed as industrial waste recycling rate, used-paper recycling rate, SF₆ gas collection rate, CO₂ emission reduction by nuclear power generation, electric energy generated from self-developed geothermal power generation, which are reviewed and enriched as required.