

Research Results Digest for Fiscal 2011

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Research title	Research on Development of Global Human Resources at Upper Secondary Schools and Universities
Period	FY2010-FY2011 (APR 2010 – MAR 2012)
Objectives	This study aims to examine long-term measures for Japanese universities to develop competent individuals in a globalizing society, and to develop indexes deployable in various university evaluation activities. It also examines initiatives introduced at high schools envisaging the advancement of globalization.
Methodology	<p><Research on universities></p> <ul style="list-style-type: none"> -Case studies on internationalization of Japanese universities -Interview survey of corporations on recruiting globally competent individuals and qualities expected of them -Literature review on the trends outside Japan <p><Research on high schools></p> <ul style="list-style-type: none"> -Interview survey of personnel in high school education -Survey on leading cases in relation to this theme
Major outcomes and findings	<p>This study has identified what requirements corporations have of individuals for recruitment, and what expectations they have of undergraduate and postgraduate education, in relation to globally competent human resources. All companies included in this study look at expanding their overseas operations, including research and development, and many of them are positively considering more recruitment of non-Japanese candidates. Many businesses also suggested intercultural understanding and cross-cultural adaptability as necessary qualities and skills in globally competent personnel. A command of English is considered an indispensable prerequisite, and studying abroad for a specific purpose is valued more highly than having been on an exchange program. Many companies have a high opinion of Asian students for their understanding of Japanese culture, high level of motivation, and physical fitness.</p> <p>Regarding Japanese counterparts, they recognize the high level of knowledge and skills but point out the students' passive attitude and lack of drive for action. Corporations also expect education in undergraduate and postgraduate courses to help students to develop theoretical thinking and basic academic abilities, accomplish general education courses, and experience diverse cultural groups.</p> <p>Regarding the indexes useful for universities aspiring to provide education to develop globally competent individuals, two groups of indexes were formed after reorganizing concepts into indexes concerning internationally as well as domestically accessible university systems (six-item minimum requirements for universities aiming to achieve the above-stated goal), and indexes regarding development of globally competent individuals at universities (three items relevant to possible future evaluation of implementation levels). Concerning high school research, an interview survey was conducted targeting international high schools and examined the Super English Language High School Project (FY2002-FY2009) to prepare a report on it.</p>
Contributions to education policy	<p>It proposed a change of goal from internationalization of universities to development of globally competent individuals, which was subsequently used as a point of reference in the MEXT "Council for training talented personnel promoting globalization in collaboration between industry and academia." Also, "The promotional program for developing globally competent individuals" was allocated a budget as a new project in FY2012.</p> <p>In the document, "Promotion of education reform to respond to social expectations" submitted to the National Strategy Council held in June 2012 by the Minister of MEXT, Mr. Hirano, "improvement of skills in English and global competence" was identified as one of seven points of education reform, and the MEXT "University Reform Action Plan"</p>

	<p>included “development of talented personnel adapted to globalization” as one of eight tasks to be achieved.</p> <p>At individual universities, various initiatives are implemented bearing in mind the university evaluation indexes developed through this study. Tokyo University’s cross-departmental global leader training program, which is to commence from FY2013, is an exemplary case.</p> <p>We have also published a book, “グローバル人材育成のための大学評価指標——大学はグローバル展開企業の要請に応えられるか” [University Evaluation Indexes for Fostering Global Personnel -- Can Universities Meet the Requirements of Global Corporations?] (Tokunaga and Momii, Kyodo Shuppan, 2011) compiling the results of this research and various lectures and manuscripts on the topic.</p>
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