

Abstract

This study first carried the literature research on the prospect for construction market size and on the tendency of technology development in construction industry. Secondly, by conducting questionnaire survey with the third-grade students (graduating students) of industrial high school who major in construction, teachers charge in career guidance counseling, and construction companies, we tried to recognize the perception gaps of employers and students in job searching and the factors affecting job selection. Then we examined the problems on activities of finding employment and recruitment in construction industry, the issues to be addressed, and the measures for securing, training up and usage of human resources.

The summary of main findings are as follows;

The information for finding employment which industrial high school students refer is: Job description, reputation of company, company treatment package (payment, day off and vacation, working time, etc.), and office's atmosphere. And the many reasons the students chose construction industry were: 'a yearning to construction industry' (multiple answers 39.2%), 'an interest in making buildings' (ditto 39.7%), 'a work that is lasting to future generations' (ditto 37.3%), and 'contribution to communities' (ditto 29.9%). These responses are assumed to indicate that the students, as labor suppliers, require a job worth doing and company treatments which appropriate to the work, and they are emphasizing reputation of company and atmosphere of office. On the other hand, construction companies think as their appealing points the followings: job content, job type, construction skill/technical strength, company's history/company's achievement, and there can be seen partly mismatch between the information which students need and the one companies supply. In addition, the students who acquired adequate information in finding employment considerably tend to have positive image for construction industry, and also the students who had opportunities to be exposed to construction industry such as internship or sites visit have the same trendancy. Considering such facts, along with offering the proper information which students need, it is assumed that public and private sectors should make further efforts so that companies can let students know the attractiveness of construction industry and also so that students can make a decision of finding employment based on a real experience.

The quantitative analysis according to the result of questionnaire survey showed the tendency; The more the information about job contents, education, and training are collected, the more the probability of choosing construction industry as their future job raises, while the probability of choosing other kind of job falls. So it is assumed that company owners are required to clearly indicate the policies of developing human resources, along with job contents and attractiveness of job. On the other hand, it was also found ; The more the information about company treatments, working conditions and comfort in working place are collected, the less the probability of choosing construction industry as their future job. Also, according to the simple tabulation, it was clarified that company's owners don't disclose aggressively the information about company treatments, therefore it is assumed to be indicative again that the improvement of company treatments and invest for human resources should be implemented more actively.

At present, among all respondents, the companies who are working on the adoption for new graduates of industrial high school is 60%, and the correlation between the future prospect of market size and the percentage of working on it is not strong. On the other hand, the ration of companies which intend to increase the new employment of skilled workers 5 years later has passed 50%. The more if company has bright prospect

of market size, the more they tend to increase new employments.

As the reasons for working on the employment of new graduates of industrial high school, many companies responded, 'rejuvenation by change of generation' (multiple answers 59.7%), 'a counterplan of smooth transfer of skills accompany with workers' aging' (ditto 58.6%). However, regarding the needed training days for newly graduating skilled workers to go on-site, the response of 'Below 7 days' (46.5%) is most, and it showed that companies tend to leave all the works of developing human resources to on-site staff, rather than systematically doing by companies. Also, as the issues they need to address, many companies responded 'do not afford raising people as using a time' (multiple answers 56.9%), 'do not have know-how of developing of human resources' (ditto 27.1%)".

On the other hand, the anxious points of new graduates of industrial high school are

'Can I follow work?' (Multiple answers 64.8%), 'Can I make use of my ability and knowledge on work?' (ditto 39.6%), and 'Can I become fully-fledged professional?' (ditto 29.5%) and so on, and considering that 'company that was able to adopt new graduates as planned' tends to have been adapting a various kinds of training systems, it is assumed to require for company owners to carry out systematically development of human resources.

Company owners responded: In order to raise job-retention of newly graduating skilled workers, they consider 'the supports of acquisition of a qualification and improving skill' (multiple answers 66.4%), 'direct instruction from leaders or seniors on-site' (ditto 65.6%). In addition to that, it is assumed that company side is required to indicate a career path of future for young employees such as by offering role model. It is assumed that public sector needs to involve aggressively in company's structure building of systematic human resource development and to establish mechanism to evaluate it. It is assumed that "Construction Careerup System" which attempts from 2018 would assist it.