Agenda

1. ICHI-NIN-MAE and experiential learning
2. Comparing young and middle-aged
3. How to develop ICHI-NIN-MAE

What do managers expect from their new employees?

ICHIT-AKU-MAE
means
people who can manage their duties without help like
full-fledged workers, autonomous workers

Two characteristics of ICHI-NIN-MAE

1. have minimum skills
2. be willing
How do young people become ICHI-NIN-MAE in an organization?

The ICHI-NIN-MAE scale

1. Behavior
   accomplish difficult duties actively (need skills and abilities)

2. Consciousness
   make duties meaningful (respond to the expectations of his/her community)

Questionnaire items

- Do you perform unfamiliar tasks actively?
- Do you work out a plan of what you should do to achieve your goals?
- Do you think that all given tasks have important meaning?
- Do you believe that tasks you don’t want to do would be useful in the future?

Examination method

<table>
<thead>
<tr>
<th>Age Group</th>
<th>18~25</th>
<th>25~34</th>
<th>35~44</th>
<th>45~54</th>
<th>55~69</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>80</td>
<td>64</td>
<td>59</td>
<td>53</td>
<td>59</td>
<td>315</td>
</tr>
<tr>
<td>Female</td>
<td>41</td>
<td>56</td>
<td>95</td>
<td>81</td>
<td>30</td>
<td>303</td>
</tr>
<tr>
<td>Total</td>
<td>121</td>
<td>120</td>
<td>154</td>
<td>134</td>
<td>89</td>
<td>618</td>
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</tbody>
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The period of survey was from August to December 2010

The contents of questionnaire was as follows

- The experiential learning: 8 items
- Ichi-Nin-Mae scale: 45 (24 & 21) items
- Vocational self-concepts: 30 items

A 5 point-scale was used to answer the questionnaire.
How do young people become ICHI-NIN-MAE in an organization?

Problem

The model did not represent the characteristics of young people

Improvements

Took away the career self-concepts

Divided into young and middle-aged

2. Comparing young and middle-aged

Result 1

<table>
<thead>
<tr>
<th></th>
<th>under 36</th>
<th>over 36</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>258</td>
<td>360</td>
</tr>
<tr>
<td>Improved models</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Goodness of fit

GFI = .96, AGFI = .91, RMSEA = .06
3. How to develop ICHI-NIN-MAE

2 key points to be ICHI-NIN-MAE

- find the beneficial effects
- harness good actions
Two characteristics of ICHI-NIN-MAE

1. have minimum skills to maintain and develop his/her community.
2. be willing to become ICHI-NIN-MAE in order to respond to the expectations his/her community.

The ICHI-NIN-MAE Scale

Subscale 1. Behavior
- If you fail, do you think of a solution to the problem in order to make use of for your next tasks?
- When your task is hard to accomplish, do you find out the reason and go ahead with your work?
- Do you find out and understand matters you don’t know about for your task?
- Do you undertake the task what you are not good at in order to achieve an aim?

Subscale 2. Consciousness
- Do you think that you regret quitting in the middle of things which you don’t want to do?
- Do you think that chores are necessary to expand your work?
- Do you think that you accomplish any tasks on your own?
- Do you think that you get the best results even in difficult work?

Necessary conditions of ICHI-NIN-MAE in traditional Japanese farming and in the agricultural communities

- Cultivating a 400-square-meter field in a day
- Lifting 60kg of unpolished rice over their shoulders
Why does consciousness get lower sharply?