

CSR Activities | CSR Data

Employee Performance Data

Category	Item	Unit	FY2013	FY2014	FY2015	FY2016	FY2017
Employment	Consolidated number of employees	Persons	83,581	88,076	91,648	99,693	102,883
	Japan		9,149	8,984	8,920	9,308	9,590
	Americas		3,167	3,150	3,198	4,216	5,123
	Europe		6,658	6,720	7,763	7,674	8,045
	Asia except Japan		64,607	69,222	71,767	78,495	80,125
	Men*1						53,710
	Women*1						49,173
	Women ratio*1	%					47.8
	Consolidated number of employees(non-regular)*2	Persons	52,432	46,473	39,352	33,614	31,831
	Number of employees (TDK Corporation)	Persons	3,652	3,763	4,542	4,644	4,824
	Men		3,142	3,242	3,888	3,972	4,129
	Women		510	521	654	672	695
	Women ratio	%	14.0	13.8	14.4	14.5	14.4
	Average age (TDK Corporation)	Years	43.0	43.0	43.3	44.8	43.7
	Men		43.8	43.6	43.8	45.4	44.3
	Women		38.7	39.5	39.9	41.3	40.1
	Continuous service (TDK Corporation)	Years	19.9	20.3	20.4	20.8	19.8
	Men		20.5	20.7	20.8	21.3	20.2
	Women		16.2	17.8	18.2	18.4	17.4
	Recruitment of new graduates (TDK Corporation) *3	Persons	69	61	140	158	177
	Men		63	59	112	121	133
	Women		6	2	28	37	44
	Women ratio	%	8.7	3.3	20.0	23.4	24.9
	Mid-career recruitment (TDK Corporation)	Persons	14	26	41	81	82
	Men		13	25	38	69	70
	Women		1	1	3	12	12
	Women ratio	%	7.1	3.8	7.3	14.8	14.6
	Job leavers/dismissals (TDK Corporation) *4	Persons	62	63	48	63	52
	Men		46	49	39	49	41
	Women		16	14	9	14	11
Women ratio		%	25.8	22.2	18.8	22.2	21.2
Work-life balance	Employees taking child care leave (TDK Corporation)	Persons	23	13	24	18	27
	Men		1	2	3	0	5
	Women		22	11	21	18	22
	Ratio of such employees returning to work	%	100.0	100.0	100.0	100.0	100.0
	Paid leave acquisition rate (TDK Corporation)	%	54.6	54.3	56.0	58.9	60.4
Diversity	Employees taking caregiver leave (TDK Corporation)	Persons	0	1	2	0	0
	Ratio of womens holding managerial posts (TDK Corporation) *5	%	3.6	3.6	3.0	3.9	4.1
	Ratio of employees with disabilities (TDK Corporation)	%	2.58	2.52	2.55	2.45	2.28
	Education/seminar training costs (TDK Corporation)	million yen	195	203	214	242	239

Category	Item	Unit	FY2013	FY2014	FY2015	FY2016	FY2017
Staff training	Cumulative total of participants in TDK Monozukuri Tradition Seminars*4	Persons	90	95	95	95	95
	Cumulative total of participants in cross-cultural communication programs	Persons	320	426	473	506	525
	Cumulative total of participants in IMD training	Persons	266	285	307	328	350
	Cumulative total of participants in overseas trainee program	Persons	15	19	23	28	32
	Cumulative total of engineers sent to overseas universities	Persons	38	39	42	44	47
Health and safety	No. of on-the-job Accidents (Japan) Lost Time Work Accident Case	No.	500	435	379	362	336
	No. of accidents not requiring time off work		106	112	106	99	141
	No. of accidents requiring time off work*6		394	323	273	263	195
	Japan*7		9	15	13	16	19
	China		265	188	203	164	139
	Asian countries		47	63	45	48	48
	Americas/EU		37	35	29	38	41
	EPCOS		142	134	89	96	89
	Ratio of accidents per 1,000 employees*8		4.05	3.67	3.42	3.21	3.00

- *1 Data collected from FY2017 onward.
- *2 Scope of own part time workers, temporary workers and manufacturing staff who work for subcontractors.
- *3 Joining the company in April of following fiscal year
- *4 Regular employees only (excluding retirees)
- *5 Managerial posts defined as posts having subordinates, or equivalent posts
- *6 One day or more off from work required.
- *7 Includes minor incidents not previously reported as industrial accidents. (No. of minor incidents: 4 in FY 2013, 6 in FY 2014, 3 in FY 2015, 8 in FY 2016)
- *8 Employees covered include dispatch workers, etc.

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