



## **Empirical Study regarding On-the-Job Training in Japan**

*Fumitaka Kito\**

Graduate School of Education and Human Development  
Nagoya University, Nagoya, Japan

*\*Corresponding author: fntk2010@gmail.com*

### **ABSTRACT**

The purpose of this study was to explore new potential of On-the-Job Training (OJT) which has been defined in the context of hierarchical relationships such as superiors and subordinates or seniors and juniors through interviewing local officials who work for Community Development Promotion Division of ward offices of ordinance-designated cities in Japan. This study examined the training and learning processes at their workplace and analyzed the characteristics of the effective OJT. As a result, the analysis of OJT from the perspective of officials in the workplace clarified that the workplace provided interactive or self-directed OJT in addition to conventional instruction-based OJT. This suggested a wide variety of OJT. The results also supported the establishment of a comprehensive capability development system in Japan.

**Keywords:** On-the-Job Training (OJT), local government officials, training and learning process, self-directed learning, Japan.