

[研究ノート]

Valuation Basis of Recruiting Personnel for Evaluating Japanese Compositions Written by In-coming Workers

Focus on Compositions of Reasons for Applying to the Company Written by Factory Workers

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Summary

The aim of this study is to investigate recruiting personnel's valuation basis taken into considering an assessment of compositions of reasons for applying to the company in employment examination of in-coming workers. As a result of analysis, the valuation basis "writer" has been extracted. This valuation basis is about whether the writer has experiences or qualifications which can be utilized at work or whether the writer is an attractive person for the company. Further author analyzed the evaluation beliefs from interview responses of three evaluators who have been involved in in-coming workers' employment examinations. The results show that all three evaluators did not focus on sentences, but on writers' character which can be seen from sentences. The data suggest that it is effective to teach learners a way of writing composition to appeal writers' character to get more favorable impression on readers. For example, not accurate or appropriate sentences, but sentences which can appeal writer's character or past experiences.

Key words: in-coming workers, recruiting personnel, valuation basis, evaluation beliefs, compositions of reasons for applying to the company