

民間企業における博士の採用と活用

－製造業の研究開発部門を中心とするインタビュー調査からの示唆－

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要旨

大学院重点化で大学院学生が急激に増加する一方、日本の産業界における博士課程修了者の民間企業への登用が進んでいない。このような背景を受け、本調査研究は、大学院博士課程において専門分野の枠の中で研究活動に従事してきた人材が、産業界でのキャリア構築や活躍の機会を広げる上での示唆を得ることを目的として、民間企業に対して博士の採用と活用に対するインタビュー調査を実施した。製造業の研究開発部門を中心として民間企業19社を対象に、①企業が求める人材、②博士人材の能力に対する印象、③博士課程修了者の採用状況、④採用時に重視する点、⑤採用後の博士人材の待遇、に関してヒアリングし、取り纏めたものである。

本インタビュー調査より、博士人材が民間企業においてキャリアパスを形成するには、大学における学術研究と企業での研究開発との間に存在する目的の違いを理解した上で、変化を続ける社会の状況や顧客ニーズに応じて、自身の専門性や研究開発能力を応用できる柔軟性の獲得が重要であることが示唆される。また、博士に求められる能力の重きは、民間企業が置かれている状況により異なるものの、博士・修士を問わず、大学院生の質の低下が指摘されており、全体的な能力の底上げが望まれている。大学院での研究活動やキャリア支援等がもたらす人材育成効果は、論文数や被引用回数等の研究力評価指標だけでは推し量れないため、博士人材が身に付けた能力やスキルを可視化するための新たなインデックスの作成が求められる。

Employment and use of doctoral graduates in private companies:

Suggestions from interviews centering on those for research and development divisions of manufacturers

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ABSTRACT

The number of graduate students is rapidly increasing due to the government's policy of prioritizing graduate education; however, fewer doctoral graduates are being hired by private companies in the Japanese public sector. Against this background, in this study we conducted interview surveys with private companies to obtain suggestions about the employment and use of

doctoral graduates. The aim was to use these suggestions to help people who have been working within their research field so that they can develop their careers and expand their opportunities to operate in the public sector. We summarized the results of interviews with 19 private companies, centering on the research and development divisions of manufacturers, concerning the following questions: 1) the human resources that private companies are seeking, 2) their impressions of doctoral graduates' abilities, 3) the recruitment status of doctoral graduates, 4) important points for employment of doctoral graduates, and 5) the labor conditions of doctoral graduates after employment.

Our survey suggests that doctoral graduates should understand the difference between academic research in universities and industrial studies in private companies and gain flexibility in order to be able to apply their specialties and research and development skills to other fields depending on changeable situations in society and customer needs. Although the abilities of doctoral graduates that have received a graduate education vary in accordance with the status of private companies, graduate education is expected to raise the standard for all graduate students because there has been a decline in the qualities of both master and doctoral students. It is hard to assess the effects of human resource development through academic research activities and career support programs by using a research performance index such as the number of published papers and the number of citations per paper. Therefore a new indicator is required to visualize the skills and abilities acquired by doctoral graduates.