

IMPLEMENTATION OF NUCLEAR KNOWLEDGE MANAGEMENT IN BATAN

Sudi Ariyanto
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WHY WE IMPLEMENT NKM?



Component for Capacity Building....

E&T

Building Competences

Preserving nat. comp. on NST

Public Outreach

HRD

Effective Human Capital Management

NKM

Preserving NK

Preventing NK loss

Harvesting NK

Nuclear Network

Building competencies

Stakeholders involvement

Public outreach

Increasing public support

WHY WE IMPLEMENT NKM?



We realize.....

A prerequisite for continuous sustainability of nuclear science and technology

Future nuclear technologies, research, development, and applications depend on knowledge management and transfer



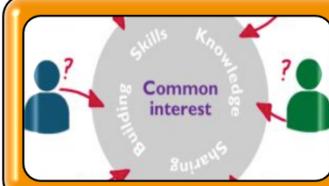
WHAT ARE OUR OBJECTIVES?



Increasing the capability in managing intellectual assets (Knowledge and Experience)



Attaining a strong and superior nuclear knowledge-based learning organization;



Making the nuclear knowledge and “knowhow” visible and interchangeable



Transferring nuclear knowledge and knowhow between current and future generations



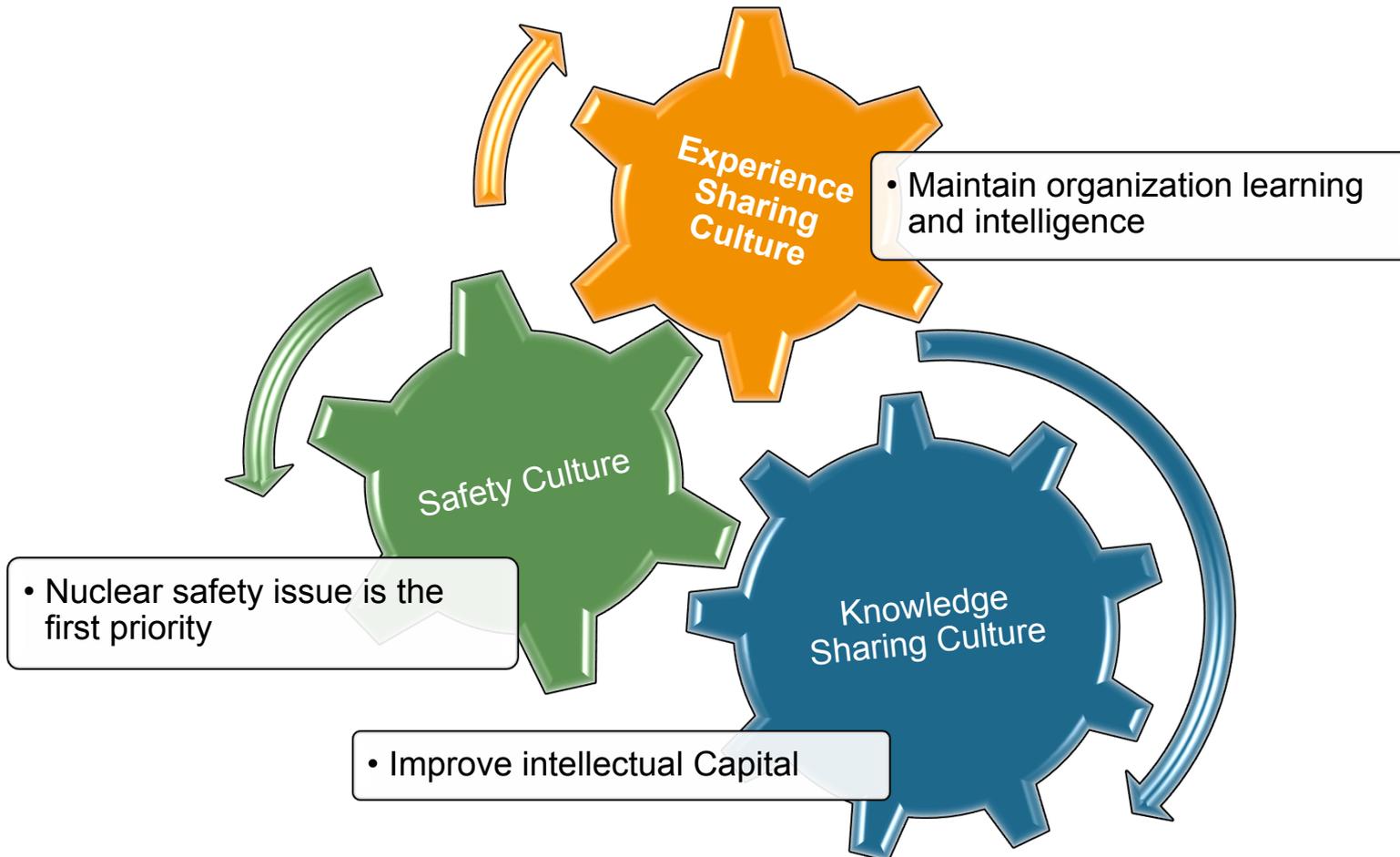
Stimulating young generation interests



WHAT ARE OUR EXPECTATION?



We Want to Grow



WHAT INFRASTRUCTURES WE HAVE?



Center for Education and Training



Research Centers



Exhibition Center



Website: BATAN & Centers



CHALLENGES AND STRATEGIES



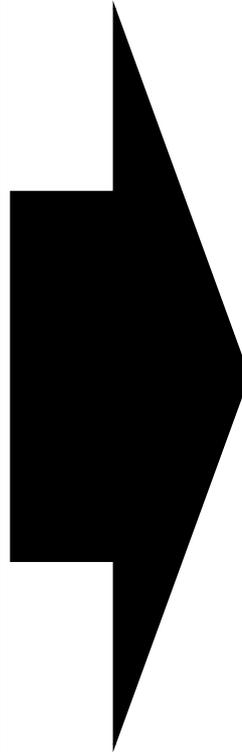
INTERNAL CHALLENGES

Extensive Attrition

Ageing of
Workforce

Brain Drain

Knowledge gap



STRATEGIES

Maintaining and
preserving the existing
nuclear knowledge

Encouraging nuclear
knowledge sharing

Developing effective and
innovative training
program

Accelerating the learning
of the junior staffs

CHALLENGES AND STRATEGIES

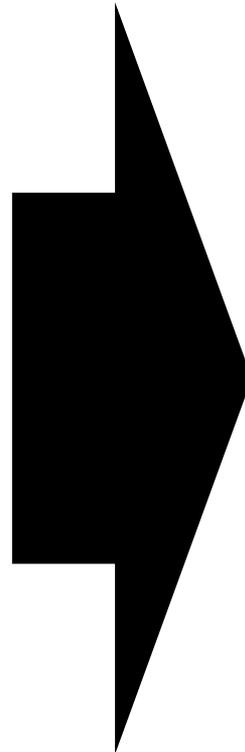


EXTERNAL CHALLENGES

declining interest in the wide scale use of nuclear energy.

decreasing of young generation interest in nuclear technology

decreasing of potential application of nuclear techniques in Industry, medicine, agriculture etc



STRATEGIES

Dissemination of Information

NST Competition for Students

On the Job Training for Students

Special course on Nuclear Technology & Application

WHAT WE HAVE DONE?



Signing Written NKM Implementation Policy

Management Commitment and Support



WHAT WE HAVE DONE?



Establishing BATAN NKM Team

- Developing guidance for NKM implementation
- Conducting competence mapping
- Identifying critical knowledge
- Developing Nuclear Knowledge portal

Establishing Center's NKM Team

- Developing NKM Program in their center
- Coordinating center's NKM activities



WHAT WE HAVE DONE?



Competence Mapping

- Mapping on defined 6 areas of BATAN Competence

Identification of Critical Knowledge within each competence Domain

- 132 Critical Knowledge were Identified

Identification of Potential Loss Critical Knowledge

- Currently in progress



WHAT WE HAVE DONE?



KNOWLEDGE DOCUMENTATION



BATAN Digital Library

<http://digilib.batan.go.id/>



BATAN E-Repository :

<http://repo-nkm.batan.go.id/>



BATAN e-Journal

<http://jurnal.batan.go.id/>



Pusdiklat Learning Management System

<http://layanan.batan.go.id/elearning/moodle/>

WHAT WE HAVE DONE?



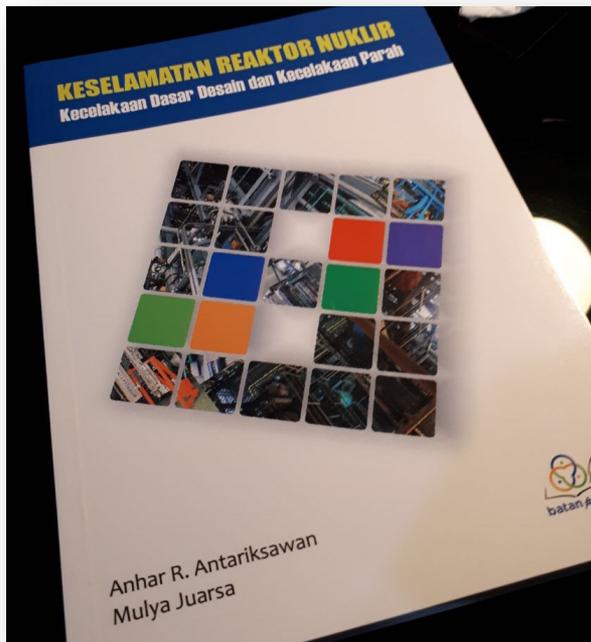
KNOWLEDGE CAPTURE (for critical knowledge)

Storytelling

Structured Interview

Experience Report

Knowledge Publication



WHAT WE HAVE DONE?



KNOWLEDGE SHARING

Regularly Scheduled
in all Centers

Mandatory for Staff
after attending a
training or education

Encourage a
thematic knowledge
sharing for certain
subject

SUCCESSION PLANNING

BATAN TALENT MANAGEMENT



- Identify those with the potential to assume greater responsibility
- Engage the leadership in supporting the development of high-potential leader
- Build a database to make better staffing decision



WHAT WE HAVE DONE?



COMMUNITY OF PRACTICE



COP is encouraged to be formed within a center or within a community

- COP of NKM
- COP of Safety culture
- COP of Experimental Power Reactor
- COP of Advanced NDT



Transfer of *explicit knowledge*

Formal Education Program

Training Program

Seminars, workshops etc,

Transfer of *tacit knowledge*

Coaching and Mentoring

Shadowing

on the-job-training, etc.

COOPERATION PROGRAM



Conducting Joint Training Course with Foreign as well as domestic institutions



Scientists Exchange Program (JAEA, Malaysia, France, etc)

