

Title	高齢者社会における専門的知識・経験を有するシニア人材の活用に関する研究
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# Abstract

Japan entered into super aged society. Under such society situation, the social utilization model of the senior researcher and engineer who holds specialized knowledge and experience in the elderly people, retired from a university and a company is considered, and the utilization model begins to be applied by a public institution or a private sector. And the utilization example gradually comes out clear and the success factor of the senior talented person utilization is pointed out in a part, too. But it cannot be said that inspection of the success factor in the effectiveness and the inflection of the utilization model is enough.

In this study, I extracted the hypothesis of the success factor in the senior talented person utilization from a precedent utilization example investigation. And I performed the hypothesis inspection of the success factor in the senior talented person utilization from a question vote investigation and an interview investigation among some real operative organizations.

Initially, I extracted the hypothesis of the success factor in the senior talented person utilization from the case study for precedent inflection examples of a senior human resource managed in the real case. In addition, I showed the senior talented person utilization model as a research model from a precedent utilization example. Then, I inspected the hypothesis of the success factor in the senior talented person utilization model after having confirmed the compatibility with a research model and the senior talented person utilization model with the results that I showed from the question vote and interview investigation for the real operative organization (domestic NPO corporation).

As a result, in 16 hypothesis success factors that I extracted from a precedent study and a case study, I made clear that 11 factors significantly came under it. In addition, from the result, I pointed it out in the inflection of the senior human resource about the point that functioned because of a senior talented person effectively and showed a knowledge transfer process in the senior talented person utilization.

As for this study, a limit exists in the next point. An investigation being a question vote investigation for the limited domestic NPO corporation in the inspection of the success factor. The result of the question vote investigation be based on the subjectivity of the respondent. About the success degree of the utilization example, I judge a quantitative evaluation to be difficult and am in particular a point based on only a subjective evaluation at the satisfaction of the user.

The success factor that I clarified in this study can contribute to raising the success probability of the activity results for an organization carrying out a similar activity in our country of the super aged society. Furthermore, I will go ahead through the investigation into utilization model except this model and success example analysis and will think that I can contribute to the making of place of the activity of the senior talented person.

Keywords: aged society, senior researcher, senior engineer, utilization model, retired person