Characteristic Analysis on Generativity of Staffs in Nuclear Power Plant in Decommissioning Project

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March 2019

Keywords: Generativity, operation experience, transferring knowledge, competence

Incapable of transferring knowledge to the following generations may cause the deterioration of generativity, which is a psycho-sociological concept, developed by Erikson, representing to generate new entities and to transfer them to next generations. In order to elucidate correlate factors with generativity, we conducted a questionnaire survey about generativity and related features including competence and knowledge inheritance behavior for staffs of "Fugen," a nuclear power plant under decommissioning projects since 2003.

We hypothesized that the staffs having operation experience of the power plant had lower generativity because the operation of power plant had ceased and their knowledge about the operation was thought of as not useful for the present work.

The analysis of our survey showed the followings. (1) The average scores of generativity were not different between two groups with and without operation experience. (2) The score of generativity did not correlate with age but with the score of competence in the group with operation experience. (3) The average scores of knowledge inheritance behavior differed significantly between the two groups and correlated with generativity.

The result (1) did not prove our hypothesis positively. The results (2) and (3), our novel findings as the correlation factors with generativity, suggest that the competence affected the

generativity of staffs with operation experiment than age and that the operation experiment led to their competence and knowledge inheritance behavior.