

Title	中高年IT技術者の成長とキャリア・レジリエンスについての考察
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A Study on the Growth and Career Resilience of Middle-aged IT Engineers

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In recent years, with the promotion of DX business and the fast-flowing IT industry, it is necessary to secure IT engineer who can respond to skill shifts. At the same time, the declining birthrate and aging population, and the resulting decline in the working population, have become social issues. In addition, the trend of extending the retirement age is accelerating, and the need for long-term employment continuity and long-term employment of middle-aged people are being discussed. On the other hand, middle-aged IT engineers are tend to be considered difficult to grow. There are concerns that rapid changes in technological advancement will make it difficult for middle-aged workers to cope with technology. Midlife is a turning point in the lifecycle of a person's life, caused by physical and mental decline and loss of motivation. It is said that midlife adults will experience a career crisis. In order for middle-aged IT engineers to grow beyond a career crisis, they need to have "career resilience," which is the ability to adapt to change and overcome difficulties. The purpose of this paper is to investigate and analyze what kind of career crisis middle-aged IT engineers experience and overcome. We analyzed and examined the factors that contribute to career resilience.

The results suggested that middle-aged IT engineers facing a career crisis can grow through job transition. It was also suggested that they could overcome career crises and grow as a result of self-analysis, rebuilding their identity, and demonstrating career resilience.