

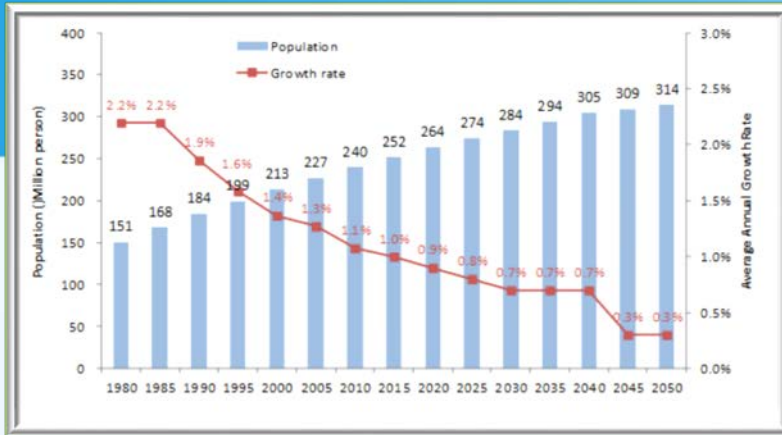
Human Resources Capacity Building as a Strategy in Strengthening Nuclear Knowledge Sustainability in the Experimental Fuel Element Installation of BATAN-Indonesia



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B A T A N**

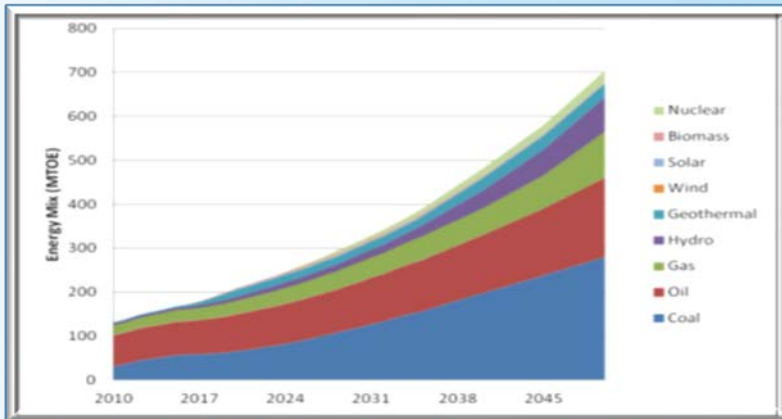
The Energy Demand Forecast



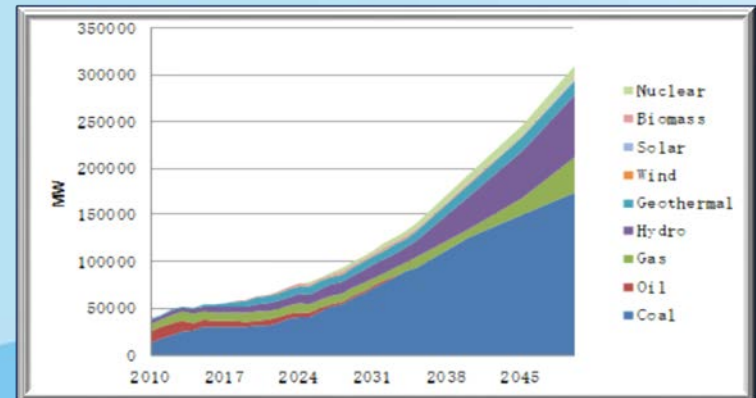
Assumptions for population base on DEN projection



Comparison of GDP projections by DEN and others



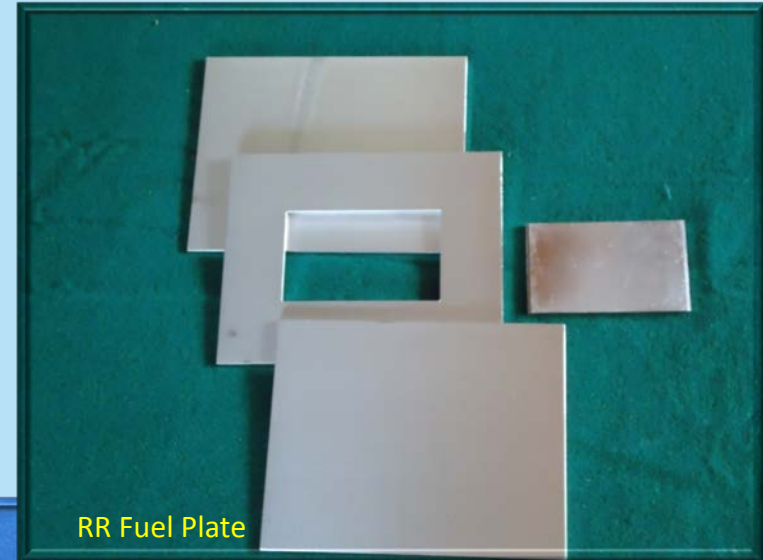
Indonesia Energy Mix at Democracy Scenario, with limitation, high carbon price



Indonesia Power Plant Installed Capacity at Democracy Scenario, with limitation, high carbon price

RECENT RESEARCH ACTIVITIES

1. Development of Nuclear Fuel for Research Reactor
2. Research of Nuclear Fuel for Power Reactor
3. Research of Structure Material for Nuclear Fuel



Strategy in Strengthening Nuclear Knowledge Sustainability

- In order to maintain human resources capacity related to nuclear fuel production technology, a nuclear knowledge preservation program is implemented in the EFEI.
- The program includes coaching/training, mentoring and documenting important knowledge.
- The program activities are monitored and evaluated quarterly for its improvement in the following year.

Training and Coaching



Coaching in fabrication nuclear fuel for research reactor

Coaching and training activities are conducted regularly to improve the personnel's knowledge and skills related to nuclear fuel fabrication technology, conversion technology, various standardized testing methods, and so on.

A coaching is like an on the job training for an operator candidate for a certain instrument or process.

A training on the other hands emphasizes on the aspects of "what-why-how" of a knowledge transfer.

Through these coaching and training activities, it is expected that the knowledge transfer can run efficiently and effectively.

Sharing knowledge

- An atmosphere to encourage knowledge sharing is created in the facility. All personnel are encouraged to express the problems that they face and their ideas in their works. Teamwork plays a very important role here.
- The knowledge sharing atmosphere in the facility increases the rate of knowledge transfer process.
- It can also improve the work performance of all personnel.



MENTORING



Daily Briefing

Mentoring also plays a very important role in the transfer of knowledge activities. The purpose of mentoring is to provide junior personnel with the skills to get the works done appropriately.

The discussions can be done during the daily briefing or at any time if necessary.

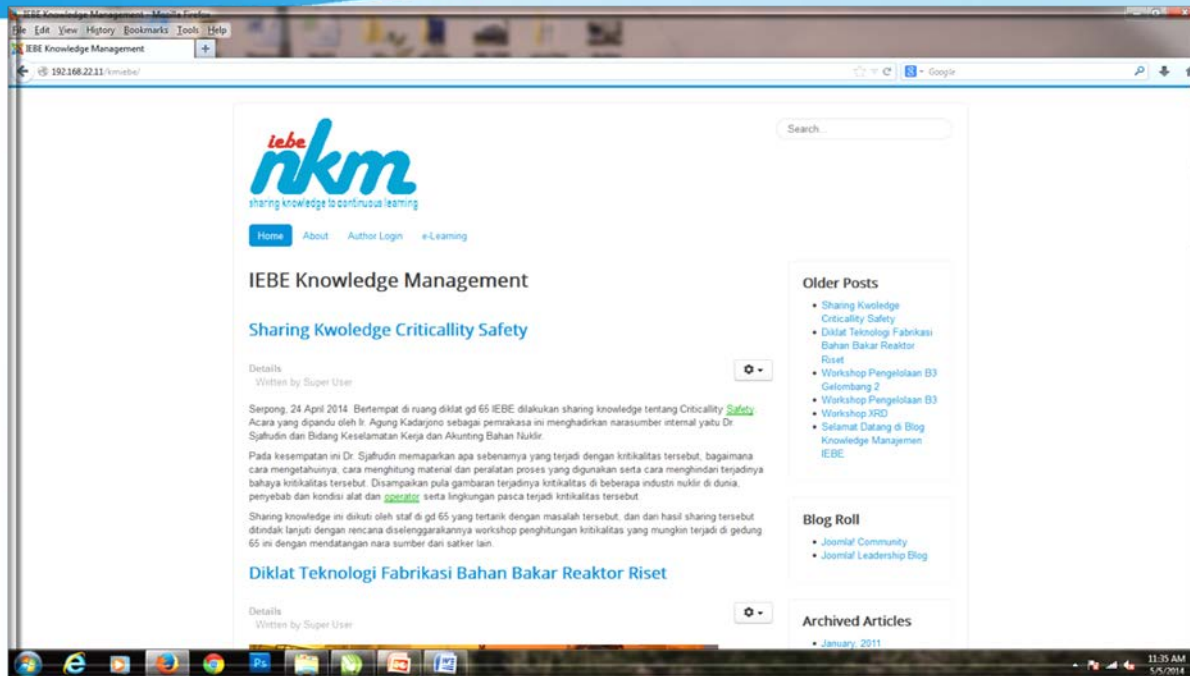
DISCUSSION

“Coffee morning” forums are held monthly and usually the top management attends those forums.



DOCUMENTATION

- Documentation of all important work activities are stored in the nuclear knowledge management portal.
- All personnel are obliged to upload the information that they have related to their works to the portal database directly or with an assistance from the portal operators.
- Information uploaded includes notes, pictures, and videos.



NKM portal for sharing knowledge

THANK YOU



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