

## Knowledge Management Strategy Adopted by PNRA: A Case Study

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Nuclear power operators and regulatory bodies are facing problems related to shortage of technical and experienced human resource, due to the lack of interest of youngsters in the fields of nuclear science and engineering; and ageing of the existing, experienced manpower. This poses a serious concern for the nuclear industry vis-à-vis its survival and progress. Therefore it is essential for the organizations working in this area, to devise a strategy for the proper management and preservation of knowledge and the intellectual capital.

Pakistan Nuclear Regulatory Authority has devised a comprehensive strategy for tackling the issue mentioned hereinbefore. Extensive discussion sessions with knowledge experts for the identification of knowledge domains important for PNRA; assessment of their criticality and maturity using the two assessment models, one developed by Mr. Jean Louis Ermine and the other by International Atomic Energy Agency; and the development of a proper Knowledge Management System are the important planks of PNRA's knowledge management strategy. Moreover, brain storming sessions with knowledge experts have also enabled us to identify the practices, important for Knowledge Management. As a result of these sessions, PNRA has started a number of activities, in order to support its KM strategy for the preservation and reuse of knowledge for future usage. These include Talent Programs, Job Profiles, Work Force Planning, Succession Planning, Portals and Simulation Tools. Moreover, PNRA is currently developing its own Knowledge Management Portal, based on international standards, state of the art IT tools and professional expertise.

This paper provides the strategy adopted by PNRA for the implementation of a Knowledge Management System. It would enable us to identify, preserve and make reusable the knowledge important for a nuclear regulatory body. Effort has also been made to analyze the efficacy of each measure adopted in the overall strategy.

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