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修士論文（又は特定課題研究）要旨 （英語）

題 目

Proposal of Self-check Sheet and Knowledge Sharing System for Promoting Reflection
: A Case of Coordinators for the Youth Exchanging Program

要 旨

Coordinators at the forefront in international cooperation field of Japan have been done a variety of program such as training, confirming evaluation system because of its specific areas and works. However, know-how and tips relating to their work still have been accumulated as tacit knowledge in the individuals. Now, coordinators system had changed and coordinators began to engage in the business as self-employed workers, they are non-training targets for the international cooperation organization that many coordinators are registered in. Improving and maintaining their ability and accumulating their knowledge have become major issues for the organization.

Based on a thing that coordinators are non-training subject for the organization, this study aims to encourage the self-improvement by introspection and reflection, as the first step toward the ultimate goal of improving and maintaining their ability.

First, this work focused on the self-check sheet that coordinators submit to the organization after works of the youth exchanging programs. It was conducted a questionnaire to coordinators, and verified based on the ARCS motivation model by John M. Keller, from the perspective of whether coordinators are looking back on their performance with a motivation.

Second, from these results, revised self-check sheet was made to coordinators could be encouraged deepen introspection and active improvement for their work thorough the professional reviews by expert coordinators. And a trial of the sheet carried out to 41 coordinators worked in the exchange program.

In addition, knowledge sharing system was conducted to compensate the elements of storing knowledge of coordinators, and formative evaluation was done for revised self-check sheet and the system each.

As the result of the evaluation, for the self-check sheet, it is found effective to point out a concrete action model in the evaluation item and to evoke a detailed scene before and after work for the deepening their introspection and higher motivating toward next works. And roughly high evaluation was also obtained for the knowledge sharing system. However, it was also revealed to have a difference in the effect by coordinators mastery degree.

As future works, there are a verification of others languages that was not to the subject in this work, reconsidering about self-check sheet obtained the same effect even coordinators mastery level, checking the impact of continued efforts on improving works and capabilities, and a study to enrich the content of the knowledge sharing system.