

ABSTRACT

Human resource in a company is important element to company can run operational activities. The presence of competent human resource and have the same vision and mission will be requirement for any company, Indonesian Aerospace is no exception. In its work implementation, Indonesian Aerospace has the machinery and laboratory field under the maintenance department. The field is divided into three groups of expertise which are mechanical, electrical, and electronical. Absence of employees assessment and the employees assignment that still unstructured become an obstacle for supervisor in implementation of operational at machinery and laboratory. Employees assessment and determine assignment employee parameters are needed as reference. Parameters that can be used is by measuring the weight of employee competency. However, there are other constrains that machinery and laboratory don't have standard competence that can be used as a parameters of employees assessment and employees assignment.

First Step that can be performed are identify a knowledge competence, then convert knowledge with SECI method. Second step, the competencies have been acquired must be tested with Delphi method, so that it will form new competence. The last step, new competencies are given weight by AHP method.

The result of this research is a new competence for each expertise and weights of each competence. The new competence and weights competence can be used as parameters for employees assesment and provide employees with proper assignment.

The new competencies are general or not based on career path because machinery and laboratory field does not have a career path. Therefore, this research can be continued by designing career path then determine employees competence and weight of competence based on career path in machinery and laboratory field.

Key words : Machinery And Laboratory, Groups of expertise, Competence, SECI, Delphi, AHP