

ABSTRACT

Human resources is the most important asset for a company. Have a competent human resources, and in accordance with the company's vision and mission is absolutely required to support the operational activities of the company, as well as with the field of Machinery and Laboratory Department Maintenance Indonesian Aerospace also need employees who are competent in their field. To be able to assess whether the employee is competent in his field, then required a measurement scale design competence and competence characteristics that may explain the scale. However, the obstacles faced by the field and Laboratory Machinery that does not yet have the scale of measurement of competence and the competence of employees whose characteristics can serve as the basis for performing the measurement and assessment of the competence of employees.

The first step is performed which identify the tacit knowledge of supervisors and employees about competency, indicators, measurements, and results measurement for electronical skills group, and then transfer the tacit knowledge into explicit knowledge using the SECI method. The next step is doing the design of scale measurement of competence and competence characteristics useful for conducting assessment and evaluation of the competence of employees.

The results obtained from this research that breakdown characteristics of electronical employee competency skill consisting of 11 general competence, 15 specific competence, 16 indicator, 16 measurement method and 16 measurement results. From the results of the selected competencies designed a measurement scale consists of a five-level scale of measurement i.e. scale from 1 (very poorly), 2 (less) scale, scale 3 (enough), the scale 4 (above average), and the scale of 5 (very good) can be used as parameters for employees assessment.

Key Words : Characteristic, Competency, Measurement Scale, SECI Method