

ABSTRACT

Human resource which was competence is one of the determining factor efficacies of adaptation process and conservancy of excellence of competitive company by continue in dynamic environment. Competence people who is key to get success in next period and offer company of advantage of going concern competitive. As Body of is Effort Public ownership (First BUMN in cement industry) which is Go Public, PT. Cement Gresik will continue to develop the human being potencies of effectively in system of SDM. One of the component in system of SDM is the existence of clear career path to give benefit to officer to know relation between the work of with other work, knowing career choice alternative in the future and the clauses of that good needed to experience and education change of career. Background in this research is the existence of difficulty in determining correct occupation, position considered clauses of occupation interest. For that , needed a scheme of occupation career path which is clear to be evaluated from level requirement of occupation interest able to give logical career instruction from an occupation to other occupation. Practically, during the time PT. Cement Gresik not yet had clear occupation career path able to assist officer to know opportunity of career which they have.

Relating by interest model of Spencer & Spencer, hence in this research is made by adjustment interest model pursuant to company condition and job analysis result. Interest adjustment model this is to be used to know value requirement of interest every occupation. Assess requirement of interest alone is result of multiplication between occupation interest level (result of questioner measurement of occupation interest with importance weight profile (result of from questioner comparison of double entry). Of value requirement of this interest will earn to be known level requirement of interest every occupation pursuant to six interest variable (Achievement & Action, Helping & Human Service, Influencing, Managerial, Cognitive, and Personal Effectiveness). Mount requirement of this interest explain interest demand needed by an occupation. Mount requirement of got to be interest to be made input in analysis of Cluster so that can classify occupation pursuant to looking like or contiguity requirement of interest. Result of from analysis of cluster form three occupation group pursuant to characteristic looking like requirement of interest every occupation]. To know level according to interest value had by employees at one particular selected occupation with value requirement of interest qualified to occupy selected occupation and also know focus development of what themselves interest which must be done by employees to fulfil clauses of occupation it is using technique of job person matching.

The result of job person matching demonstrated what job was the best fit for an employee with a competency development focus required. The result of job person matching will show movement of correct career of accurate occupations either through vertical (and promotion) of horizontal (transfer of / gyration in shares and between shares). The profile of competency requirement for jobs obtained in the research facilitated an employee to hold a specific job by knowing the job competency requirements. Beside that the company will find it easier to decide more objectively who should hold a job.