

ABSTRACT

Human Resource Management in KPBS which still uses the traditional approach requires replacement strategy of human resources in accordance with organizational competencies. It requires information on career paths as part of a system of human resource development.

Career path planning needs data obtained from the survey that produces the need for competency-level competency requirements and paired comparison survey. Competency model used is the Spencer & Spencer, consisting of six types of competencies such as Achievement and Action, Concern for Order, Quality, and Accuracy, Initiative, Helping and Human Service, The Impact and Influence Cluster, Managerial, and Cognitive.

Designing career path based on competence need official necessity competence which get from questionnaires distribution to 16 officials in KPBS. Questionnaire respondents were holders of managerial positions, in this case consists of managers and section chiefs. Managers assess their own position and the head of the section below, section chiefs assess their own position.

Clustering job official based on similarity necessity generic competences and specific competences by cluster's analysis. The result shows competence levels for each official that used for designing career path. Result can be as career path chart which show job sequences which can be achieved by each job in WR UMR and WR SD offices.

Key word: human resource management, career path, competency