

ABSTRACT

The change of status IT Telkom from *Sekolah Tinggi Teknologi Telkom* became Institute to lead into new condition and then creates new requirement for IT Telkom to more increase and develop competencies of lecturers as the important element in IT Telkom.

Based on *Helping & Human Service Workers* generic competency models by Spencer & Spencer which have 14 competencies cause people success in their work including working as lecturer. The competencies are *Initiative (INT)*, *Interpersonal Understanding (IU)*, *Customer Service Orientation (CSO)*, *Impact and Influence (IMP)*, *Developing others (DEV)*, *Directiveness (DIR)*, *Teamwork (TW)*, *Analytical Thinking (AT)*, *Conceptual Thinking (CT)*, *Expertise (EXP)*, *Self Control (SCT)*, *Self Confidence (SCF)*, *Flexibility (FLEX)*, *Organization Commitment (OC)*.

In this research is done assignment competencies of lecturers use competency generic as teacher model then it adapts the competency generic model by Spencer which to be indicator assignments are written in questionnaire form. Questionnaire forms are given to lecturers of industrial engineering who are respondent in this research.

From result of research can be known that the existing lecturer of competency have been met the competencies needed are *Directiveness (DIR)*, *Team work (TW)*, *Analytical Thinking (AT)*, *Conceptual Thinking (CT)*, *Expertise (EXP)* competency, whereas *Initiative (INT)*, *Interpersonal Understanding (IU)*, *Customer Service Orientation (CSO)*, *Impact and Influence (IMP)*, *Self Control (SCT)*, *Self Confidence (SCF)*, *Flexibility (FLEX)*, *Organization Commitment (OC)* are not competency needed yet. So, it causes gap competencies. Recommendations training program that are given based on Spencer to develop competencies are *Self-Development Resourse Guide*, *Development Centers*, *Computer - and Interactive Video-Assisted Training*, *External Development Activities*, and *Organizational Structure, Process, dan Culture Interventions*.

This result of research is expected can give information about the existing competencies of lecturers of industrial engineering so that it can give input both of TI department and IT Telkom to increase and develop the competencies of lecturers to be better than competencies of lecturers before.

Keywords: Spencer competencies model, lecturer, training program