

ABSTRACT

PT Cinox Media Insani a national private company on Information Technology and Telecommunications area which provides several services such as ICT consultant, software development, hardware sales and rental, network integration, multimedia design, and also education and training.

Based on the results of measurements on the satisfaction factor of promotion using question items from the Index of Organizational Reactions (Smith, 1976) on PT Cinox Media Insani indicates that some variables of employee satisfaction promotion is still below the standard of Employee Satisfaction Index that is below 60%. In addition, there are 7 employees who decided to move to another company (turn over) in the period since the PT Cinox Media Insani founded in 2004 to the present. Therefore, in an effort to improve employee satisfaction and reduce turnover rates, a career map that is part of career planning is designed. The Career map are made based on competency.

The design of career map begins with the determination of temporary core competencies to all position under the Chief Technical Officer position. Temporary core competencies as determined by the company's vision, mission, principles, and strategies that adjusted with competency model of Spencer & Spencer and National Work Competency Standards Indonesia in Information and Communications Technology Sector Sub-Sector Computer Programmer. Temporary core competencies are then selected according to the priority scale by using paired comparison matrix questionnaire. Core competencies that have chosen then the minimum level of competency is determined based on the adjusted results of interviews with the results of job analysis. Job analysis is then performed to determine job descriptions and job specifications. Based on the results of the analysis the field competency for each position is prepared.

From the results of research conducted conclude that core competency at PT Cinox Media Insani are PR01.014.01 ICT (Work effectively in the information technology environment), Teamwork (TW), Interpersonal Understanding (IU), Customer Service Orientation (CSO), and ICT PR02.015.01 (customize the software applications packages for client). Also available are field competencies for each position. Based on a minimum level of core competency and field competency the competency-based career map designed.

Key word : career map, competency