

ABSTRACT

Competency is an underlying characteristic of a person and deals with the effectiveness of the individual in his work. Companies that have employees with great competence will increase the performance of duty. The increasing employee's competence will affect to improvement the company's performance. PT Indonesian Aerospace is currently trying to emerge from the downturn that was experienced in the previous year by improving the quality of human resources that is contain in company. This research is expected to improve the quality of human resources in PT Indonesian Aerospace by designing competency measurement scale that aims to assess the competency of employees so that process tasks can be in accordance with the provision of competencies possessed by employees, employee performance evaluation more effective and career development become more effective and efficient.

This research uses a method which is the SECI knowledge management method for managing knowledge held by senior employees regarding employee competence Mechanical expertise. The SECI method can do knowledge conversion which can convert a person's tacit knowledge into an explicit knowledge, so that knowledge will be used by others. After gained knowledge about the breakdown competence of employees with SECI methods, the last stage is to give proposal the employee's competence measurement scale that has aim to facilitating the process of competency assessment of employees Mechanical expertise.

Based on the results of this research, can obtained information about results of the breakdown characteristics of the employee's competency of Mechanical expertise that consisting of 11 general competencies, 17 distinctive competencies, 20 indicators, 20 how to measure and 20 measurement resultst. From the result of competency breakdown, designed form of a five-level scale of measurement that can assist in assessing employee's competency Mechanical expertise.

Conclusions from this research are employee's competency of Mechanical expertise become more distinct because there is a characteristic breakdown employee's competency of Mechanical expertise. Competency measurement become more effective and efficient because there is competency measurement scale that have designed.

Keywords: Competency, Measurement Scale, Knowledge Management, SECI Method.