

ABSTRACT

The rapid growth in industry has increased a number of complex projects in various sectors namely defense and infrastructure. These projects tend to require large budgets and complex systems causing projects to be late in the completion process and fail to deliver the objectives of the project being carried out. PT XYZ has two ongoing projects, namely the Shift To The Front (STTF) project and the SPBU digitization project. However, the two projects have not achieved the expected targets. The achievement of targets on a project can be achieved through good actions from the project manager.

The project manager has an important role and the duties of a project manager include various activities that require a competency. To find out the extent to which the project manager's competence can be carried out with a competency-based assessment, PT. XYZ conducts an assessment of employees, however, the existing assessment does not clearly represent the capabilities of the employees. This is due to general competency aspects and is not adjusted by the position so that it is less specific and detailed to describe the ability of employees when doing their job.

With this problem, it is necessary to improve the competency aspects by using a framework, namely the Project Manager Competency Development (PMCD) ® Framework because this framework can define the competencies that are needed from project managers, there are three competencies, namely knowledge, performance, and personal. In this study, the measurement of personal competence was carried out because these competencies are mostly used when managing projects. Assessment of personal competence is carried out on six dimensions, namely communicating, leading, managing, cognitive ability, effectiveness and professionalism.

The measurement of personal competence was carried out based on the Project Manager Competency Development (PMCD) ® Framework using the Likert scale and the distribution method, namely 360 degree feedback so that the SDI project manager had the highest average communicating competence with a score of 36.08 and average. lowest on effectiveness competence with a score of 22.13. Meanwhile, the gas station project manager has the highest score on communicating competence with a score of 34.46 and the lowest average on effectiveness competence with a score of 27.

Keywords : personal competence, 360 degree feedback, PMCDF