ABSTRACT

Regional personnel agency (BKD) of West Java Province is a government institute. In the implementation of rotation and promotion of employees using the echelonization / class system. The system allows someone to change positions to adjust the same class position with the previous position, or can be promoted with a higher class position than the previous class. By applying the position echelonization / class system to job rotation and promotion, it is possible for someone to move from one position to another that is not in accordance with their competency. Whereas a task can be carried out maximally if it is done by someone who has the ability and competence in related work. That way there is a need for career paths related to competency-based positions so that job rotation is in accordance with the competencies in the relevant positions. The research method that will be used is content analysis, graphical analysis and hierarchical clustering method with average linkage technique. Content analysis techniques are used in designing job competency needs based on data from interviews, questionnaires, and agency documents. Graphical analysis is used in evaluating the competency level of 20 position whether it is suitable or not, while the hierarchical clustering method with average linkage techniques is used to classify 20 positions, which will then be used as a basic reference for competency-based career path design. The result of the grouping of positions resulted in 9 positions. The direction of movement of employees can move to the same cluster and also can be across clusters, but to move across clusters by considering differences in occupational competency requirements and differences in key competencies of each cluster.

Keywords: competency-based career path, job competency needs, hierarchical clustering, competence, content analysis