

**COMPETENCY MAPPING FOR DEVELOPMENT
COMPETENCE BASED ON PERFORMANCE APPRAISAL SYSTEM
IN INTENSIVE CARE UNIT OF ADI HUSADA KAPASARI HOSPITAL**

ABSTRACT

Adi Husada Kapasari Hospital is one company that is engaged in the field of health care services that prioritize the development of human resources in an attempt to achieve the strategic objectives of the company. In connection with the company's priorities, Adi Husada Kapasari Hospital require a good performance appraisal systems, including for employee of Intensive Care Unit (ICU).

Development of competency-based performance appraisal is one alternative to objectively assess employee performance. Competency-based performance appraisal performance appraisal is based on the competencies needed for a job that can be effectively implemented the assessment criteria derived from job descriptions and job specifications. In other words, a competency-based performance appraisal want to connect whether the competency of an employee is unable to meet the demands of a position or a job that can be performed well.

Competency mapping conducted in the job analysis successfully identified a number of competencies of each position in the intensive care unit are divided into core competencies, general competence , and specific competencies . A combination of three kinds of competence is referred to as the competency profile . Competency profile of each position into the performance assessment criteria that will be used to assess the performance of each incumbent.

To facilitate the implementation of the performance appraisal process, and to provide a common understanding on the aspects considered, the performance appraisal form is equipped with a dictionary competence, namely a guide related competency definitions and indicators as well as the value of the level of performance desired by the company. Aspects of the dictionary and its assessment of competence is flexible depending on the progress of the work of a position. This meant that the performance appraisal system that can be applied to follow the development of the era.

Keywords : competency-based performance appraisal , Job Analysis , Competency