

ABSTRACT

Development of Competency-Based Job Placement Model at PT Artistama Andalan Mandiri Surabaya

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This research study aims to determine the model development work placements at PT Artistama Andalan Mandiri Surabaya in particular competency-based job placement. Work placements in companies in administration are particularly problematic because there is incompatibility with a background-working position of employees. Obviously with the existence of this discrepancy can initially result in the work and productivity suffers. The result of the development of competency-based job placement model is the development of employees in the workplace based on the aspects of competence they have.

This research includes qualitative research. Interviews were conducted with the intent to obtain information about the research problem. The development model is a key element in the process for competency-based job placement company. Informants who had been previously set will give an idea when looking for data in the field to show the problems studied. Development model into the early part of the process of competency-based job placement in addition to seeing the individual aspects of competence they have.

The result of this research is the development of competency-based job placement model in the company administration. Development of competency-based job placement model is synergized with the needs of companies in the achievement of organizational goals.

Keywords: model development of job placement and competency