

ABSTRACT

PT. XYZ is a company engaged in telecommunications construction. So far, the company has conducted performance appraisals of its employees using the rating scale method. The assessment conducted by the company is less objective because the assessment is carried out by two supervisors of the object being assessed. In addition, the results are only used for consideration of promotion. The format made by the company also has no KPI or minimum value used in assessing. Based on this, a valuation format and a more objective assessment system are needed with the aim of knowing how the personal competencies of managers. Personal competency measurement is carried out at the project manager level with an assessment format based on the PMCDF®, 360 feedbacks as a scoring system, and AHP as a weighting on the six PMCDF® competencies. From the results of the study, the priority results obtained on the six competencies of PMCDF® are Managing with a weight of 40%, Leading with a weight of 23%, and Communicating with a weight of 11%. The personal competency value of the project planning and control manager is 25 with the highest score on Professionalism competencies. The value of the competence of the personal network installation manager is 26 with the highest value on Leading competence. And the performance value of the technical administration manager is 25 with the highest score on Professionalism competencies.

Keywords: Assessment of personal competence, method of 360 feedbacks, AHP method, PMCDF®.