Reformasi birokrasi dengan implementasi manajemen sumber daya berbasis kompetensi

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Abstrak

Competence can be defined as an individual basic characteristic which has a causal relationship based on criteria namely effective of good performance, superior at workplace or at a certain situation. The mean of competence mentioned above can be briefly defined as man capability indicated by his work, knowledge, skill, attitude, motive and talent, obviously found at workplace which can distinguish between who is successful and who is ordinary person. Every organization needs to develop professional and competent human resources according to the necessity. This will be the center of organization excellence and all at once as an instrument of competitive ability in the globalization era. Concept of Competence Based Human Resources Management (CBHRM) offers an approach wich expresses the demand toward the need of individual (civil servant). By applying the approach CBHRM many of management functions, at the beginning, are difficult to be performed, can be easier and more pratical, as employee career planning, post/ position grouping, development, training till termination which can arranged according to to the organizational needed competence by using the information on competence needed in a post/potion or for an individual (employee). So CBHRM can be defined as "a process of management of manpower function from recruitment until termination, where the process of decision taking is based on information about standard of post/position and individual or employee competence in order to achieve organization purpose". Different from conventional Human Resources management, all activities and decision in the CBHRM are more transparent, can be scientifically justified and non-discriminative. By using the integrated CBHRM can be developed an Integrated Competencies Based Human Resources Management Information System. This system is a database which is devided, based on functions of human resources management and which produces various report needed by integrated human resource service.