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## **ABSTRACT**

*Regarding to the business competition and its development, organization and include the human resources shall make it self more powered, kinds of plastics grain business effort to enlarge and developing theirsself not only running to survive but also to develop them. Chance in this business ar really promising, profing by number of import in Indonesia. Based on that condition faced, the writer with what he has got and his capabilities, try to develop and arranging the Competency that needed by the organization of PT IALK Jakarta to get improve human resources capabilities in order to convey optimal output of production.*

*Data's gathering shall be analized from analysis of all requirement of organization then to analized as Organization Behavior the to be individual behavior and the last is emphasising the competency needed. To support the research, recapitulation of the questionnaire distributed, group discussion result are being transacted to get The Core Competency. The data's from the expert that has been created in Competency Dictionary is also used.*

*The result of analysis that has been developed in a table of Competency based on level in organization. To ensure of developing models, the writer shall make a trial to implement this models to look for the efectiveness. Validation method is also used to confirm the liability of this models to be implemented. The developing models shall become a standard to measure employee competencies based on his rank or positions.*

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