

Design of Competency Model for Labor Social Security Practitioners Facing Jobs In The Future

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ABSTRACT

To meet the very large coverage of employment social security of Indonesian workers, including the growth of jobs in the future, labor social security practitioners need an adequate development process to become competent practitioners in their fields. This study aims to analyze the objective conditions of the competence of labor social security practitioners in Indonesia today, analyze and formulate competency standards for the field of labor social security, and design competency models of labor social security practitioners to produce competent labor social security practitioners in dealing with jobs in future. Primary data will be collected by distributing questionnaires to 300 labor social security practitioners and will be analyzed to produce situational analysis. In-depth interviews will be submitted to 20 experts to explore the competencies of labor social security practitioners and the results will be outlined according to the Soft System Methodology stage. The data will be processed using the Strategic Assumption Surfacing and Testing to identify strategic assumptions, Interpretive Structural Model to design system modeling, and Analytical Hierarchy Process to set strategic priorities.

Keywords: competency, social security practitioners, jobs in the future