

Needs assessment of competency for HR development in vehicle wheel alignment workshop

by Suhartanta, Yosep Efendi, Aditya Ramadhan

ABSTRACT

The potential for human resource development in the field of vehicle chassis expertise or wheel alignment in particular, is still very wide. In addition, the time span of its usefulness is still very long because it is not displaced by the transition of electric vehicles. Therefore, it is important to conduct research that analyzes the competency needs of the vehicle chassis area of expertise, especially wheel alignment. This study aims to identify the competencies needed to become a mechanic in a wheel alignment specialist workshop. This type of research is descriptive research. Data were collected through surveys, interviews and FGDs regarding wheel alignment competencies, which were divided into 3 groups, namely attitudes, knowledge and skills. The results showed that (1) in the aspect of attitude, the most needed competencies were responsibility, honesty and communication. (2) In terms of knowledge, all competencies proposed have an even distribution of needs. (3) In the realm of skills, the skills most needed are the ability to identify problems, make decisions and understanding internet of things (IoT).

Kata Kunci: *competence, wheel alignment*