Analysis Training System and Development Human Resources to Face Globalization in PT. Martina Berto

RENATA D.N. DAMANIK

One of the critical factors to compete in the global economy is to increase competency ability through increasing human resources quality. As the globalization era rolls, the training need analysis is done by comparing between the existing and the expecting of human resources competency.

Human resources competency analysis that company needs in the globalization era are managerial competency, technical and profesional competency, communication dan interpersonal relationship competency, possess high motivation competency, self management competency, customer oriented and readiness to serve competency, and develop nation culture competency.

The training need analysis with Training Need Assessment Tools (TNA-T) method at PT. Martina Berto identified that the most important training is for supervisor level, and for staff and managerial level only need several training matery to be done.