

The Pilot Competency Development Model: A Case Study of Indonesian Naval Aviation Center.

- **Author(s):** Hadi Priyono ,Subagyo Adam ,Erna Setijaningrum ,Moses Glorino Rumambo Pandin ,Dimas Agung Trisliatanto
- **Abstract:** In facing the globalization era of the 4.0 industrial revolution, the military conditions of the Indonesian Navy have undergone many significant changes, both in policy and coaching practices that are implemented in regulating developments over the last decade. The competency model is an important basis of the human resource functions such as recruitment, training and development, and performance management. The purpose of this study is to identify and analyze the pilot competency development model at the Naval Aviation Center. This is descriptive research with a qualitative approach. The results of this study conclude that pilots of the Indonesian Naval Aviation Center require the development of a significant competency model in various competency areas such as Pilot's Interpersonal Communication Competence, Aviation Security Personnel Competence, Competency Constraints regarding Satisfaction Optimization Problems, Competency of Flight Control System that has been tested, licensed, and well implemented.
- **Keywords:** Pilot, competency, competency development, competency development model, Indonesian Naval Aviation Center