

ABSTRACT

In human resource development, education has the main role and function in developing a professional human resource. Thus, the selection system of Taruna an academy for Indonesian Air Force officer is aimed to meet the needs for high quality candidates for Taruna. This study is managed to evaluate by analyzing the relationship between the current Taruna's selection system with the final performance of Taruna students. Accordingly, the researcher will be able to propose an improvement for the selection system.

The observation unit was Taruna Werving 2009 who has graduated in July 2013 2007. The selection's final results (psychological, academic, and physical test) were collected from the Center Recruitment Committee in Headquarters of Air force, Jakarta, while the final performance was collected from Indonesian Air Force Academy in Yogyakarta. The literature study was used to make the hypothesis about the selection input and the final performance. The statistic method used was the non parametric one; cross tabulation, chi square, spearman test.

The improvement proposed is based on the weaknesses found in the current selection system. The propose is made in two part, first; modification in the IQ measurement method joined with the EQ one, and second; Taruna's selection system with competency base (Spencer & spencer, 1993). The conclusion of the study is that the current Taruna's selection system has been running well but still needs some improvements in several aspects.

Key word : selection, education.