

## **ABSTRACT**

The objective of this research is to design a career management system suitable for Hutama Karya Supply Chain Management Division. To achieve the suitable career management, the research included some theories for each process. First is to make the system for the data gathering process, with using the psychological tests such as the MBTI, and other self-assessment tools. Second, using 360° Feedback, Coaching, Mentoring, and Counseling program, it can be formulated into a system design for feedback process. Then the third process, which Individual Development Plan is used to make a systematic goal-setting process. Lastly, the use of different development approaches has become an option of formulating system design for action planning. This research gives illustration to further give an image of the overall design.

**Keyword:** Employee Engagement, Career-Management, Self-assessment, Feedback, Goal setting, Action-Planning