Role of Information Technology (IT) is now no longer inevitable to be able to support the operational services of IT-based systems optimally. For that required the existence of qualified human resources, which can meet the qualification according to the needs of IT utilization. Government agencies is one form of public service organizations that also have the constraints in the management of IT is one of them because HR (incompatibility competence needs).

The steps to be taken in this research that the data collection, validity and reliability, data processing and analysis, design and formulation of models of human resource competencies in IT Governance. The collection of data obtained from interviews and questionnaires with HR IT and officials associated with the utilization of ICT structural. Further analysis conducted maturity date, the expected maturity analysis, and gap analysis. From the results of this analysis, carried out the design and formulation of HR in IT Governance competency model.

Governance of information technology in the IT human resource management process in Malang Regency Government currently has generally been pretty good. This is evidenced by the maturity level governance attributes of information technology is at the level of maturity level 2 (repeatable but intuitive) and are expected to be at level 5 (optimized). In order for the process improvement of information technology governance maturity level that is expected to be optimal, it is necessary to process improvement strategies governance of information technology that is improving the governance of information technology is done in stages. For the development of IT human resource competencies do with education and training so as to achieve competency standards.

Key words: competence, human resources, IT Governance and COBIT