



JALUR KOMPREHENSIF: PENGEMBANGAN ORGANISASI

Menjawab Masalah Apa

Program ini diperuntukkan bagi Anda, para profesional SDM (Manajer SDM), yang masih memerlukan peningkatan kompetensi dalam:

- Mengidentifikasi gejala dan merumuskan sumber permasalahan organisasi dengan tepat
- Melakukan analisis hubungan kerja antar pekerja serta merumuskan intervensi interpersonal yang diperlukan untuk mencapai perbaikan organisasi
- Melakukan analisis proses kerja guna merumuskan intervensi teknologi yang berdampak pada efektivitas organisasi
- Melakukan analisis manajemen pekerja dan merumuskan intervensi untuk menciptakan kebijakan manajemen pekerja yang mendukung efektivitas organisasi
- Melakukan manajemen perubahan meliputi menggugah kondisi nyaman, melakukan perubahan sesuai dengan kebutuhan dan membangun stabilitas kondisi yang diinginkan agar tercipta budaya organisasi yang produktif
- Melakukan identifikasi dan menyusun katalog/kamus kompetensiyang diperlukan organisasi berdasarkan visi, misi, nilai-nilai, strategi dan proses bisnis
- Mengidentifikasi parameter-parameter pengukuran kompetensi dan menyusun metode pengukuran kompetensi

Manfaat Apa yang Anda Peroleh

Setelah mengikuti pelatihan ini, peserta diharapkan mampu:

- Merumuskan permasalahan organisasi
- Menyusun intervensi interpersonal
- Menyusun intervensi manajemen pekerja
- Memahami pelaksanaan intervensi perubahan dalam organisasi
- Merancang model kompetensi
- Merancang metoda pengukuran kompetensi

Problems to be Addressed

This program is intended for you, HR professional (HR Manager) who still need to enhance competency in the area of:

- *Identify symptoms and formulating the source of organization problems, in a right way*
- *Performing analysis of working relation between employees and formulating interpersonal intervention that are needed to achieve organization improvement*
- *Performing analysis of working process analysis to formulate technology intervention which will impact on organization effectiveness*
- *Performing analysis of employment management analysis and formulating intervention to create employment management policy which supports organization effectiveness*
- *Performing change management, which includes unsettling comfortable condition, carrying-out any changes as needed and developing stable condition to create a productive organization culture*
- *Identify and developing competency catalog/dictionary which needed by organization, based on vision, mission, values, strategy and business process*
- *Identify parameters that measure competencies and developing methods to measure competencies*

Objectives

Having attended this program, the participants are expected to be able to:

- *Formulate organization problems*
- *Develop interpersonal intervention*
- *Develop employee management intervention*
- *Understand the implementation of change intervention within the organization*
- *Design competency model*
- *Design the method of competency measurement*



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Apa Saja Yang Dibahas

- Hari ke-1:
 - * **Pengantar Program: PBK dan Sertifikasi Nasional Profesi Manajer SDM**
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Menjelaskan isi dan manfaat program PBK
 - Menjelaskan persyaratan dan prosedur perolehan sertifikasi Nasional Profesi Manajer SDM
 - Menyiapkan syarat dan dokumen yang diperlukan untuk mengikuti Uji Kompetensi Sertifikasi Nasional Profesi Manajer SDM
 - * **Pengantar Pengembangan Organisasi**
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Menganalisis gejala permasalahan organisasi
 - Merumuskan sumber permasalahan organisasi
 - * **Berbagai Jenis Intervensi dalam Organisasi**
Setelah selesai mengikuti sesi ini, peserta mampu:
 - Menyusun berbagai jenis intervensi: interpersonal, teknologi, manajemen pekerja
 - Menentukan intervensi yang efektif
- Hari ke-2:
 - * **Mengelola Perubahan dalam Organisasi**
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Menggugah perlunya perubahan setiap saat
 - Melakukan perubahan sesuai dengan kebutuhan organisasi
 - Membangun stabilitas kondisi baru
 - * **Merancang Model Kompetensi**
Setelah selesai mengikuti sesi ini, peserta mampu:
 - Melakukan identifikasi kompetensi berdasarkan visi, misi, nilai-nilai, strategi dan proses bisnis
 - Menyusun katalog/kamus kompetensi selaras dengan visi, misi, nilai, strategi dan proses bisnis
- Hari ke-3:
 - * **Merancang Metode Pengukuran Kompetensi**
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Mengidentifikasi parameter-parameter pengukuran kompetensi
 - Menyusun metode pengukuran kompetensi
 - * **Penyusunan Action Learning**

- Uji Kompetensi Nasional (1 hari): IDR 2.500.000
- Uji kompetensi dapat diselenggarakan di Tempat Uji Kompetensi PPM (TUK PPM), pada jadwal yang tersedia.

Subjects Covered

- Day 1:
 - * **Program Introduction: Competency-Based Training Program and HRM Professional National Certification**
Having attended this session, the participants are expected to be able to:
 - Explain content and benefits of Competency-Based Training Program
 - Explain requirements and procedures to obtain HRM Professional National Certification
 - Prepare the requirements and documents needed to sit the Competency Test for HRM Professional National Certification
 - * **Introduction to Organization Development**
Having attended this session, the participants are expected to be able to:
 - Analyze the symptoms of organization problems
 - Formulate the source of organization problems
 - * **Various types of interventions in the organization**
Having attended this session, the participants are expected to be able to:
 - Develop various types of interventions: interpersonal, technology, people management
 - Determine the effective interventions
- Day 2:
 - * **Managing Change in Organization**
Having attended this session, the participants are expected to be able to:
 - Encourage the needs of change at any given time
 - Carry out the changes as aligned to the needs of organization
 - Establish the stability of new condition
 - * **Designing the Competency Model**
Having attended this session, the participants are expected to be able to:
 - Identify the competency as it is based on vision, mission, values, strategy and business process
 - Develop the competency catalog/dictionary as it aligned to vision, mission, values, strategy and business process
- Day 3:
 - * **Designing the Method of Competency Assessment**
Having attended this session, the participants are expected to be able to:
 - Identify the parameters for competency assessment
 - Develop of method for competency assessment
 - * **Developing of Action Learning**

IDR 7.000.000