



JALUR KOMPREHENSIF: MANAJEMEN KARIR

Menjawab Masalah Apa

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

- Penyelarasan strategi pengelolaan karir dengan strategi organisasi
- Pembuatan sistem dan prosedur pengelolaan karir
- Pemetaan potensi dan kompetensi individu
- Penyusunan rencana implementasi pengembangan karir
- Penerapan pengembangan karir
- Evaluasi pengelolaan karir

Manfaat Apa yang Anda Peroleh

Setelah mengikuti pelatihan ini, peserta diharapkan mampu:

- Menyelaraskan strategi pengelolaan karir dengan strategi organisasi
- Membuat sistem dan prosedur pengelolaan karir
- Melakukan pemetaan potensi dan kompetensi individu
- Menyusun rencana implementasi pengembangan karir
- Menerapkan pengembangan karir
- Melaksanakan evaluasi pengelolaan karir

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

- * Strategi Pengelolaan Karir

Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:

- Menganalisis kebijakan organisasi yang berkaitan dengan pengelolaan karir
- Merumuskan strategi pengelolaan karir yang

Problems to be Addressed

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

- *Aligning the career management strategy with organization strategy*
- *Developing the system and procedures for career management*
- *Mapping the individual potentials and competencies*
- *Developing the plan of plan for career development implementation*
- *Applying the career development*
- *Evaluating the career management*

Objectives

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

- *Align the career management strategy with organization strategy*
- *Develop the system and procedures for career management*
- *Carry-out the mapping of individual potentials and competencies*
- *Develop the plan for career development implementation*
- *Implement the career development*
- *Evaluate the career management*

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 for the Competency Test for HRM Professional National Certification*

- * *Career Management Strategy*

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

- *Analyze the organization policy which is related to career management*
- *Formulate career management strategy which is*



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- selaras dengan strategi bisnis
 - Melakukan verifikasi strategi pengelolaan karir
 - Memperoleh persetujuan strategi pengelolaan karir
 - Merumuskan sistem dan prosedur pengelolaan karir
 - Melakukan verifikasi sistem dan prosedur pengelolaan karir
 - Mendapatkan persetujuan untuk sistem dan prosedur pengelolaan karir
- Hari ke-2:
- * Perencanaan & Implementasi Program Pengembangan Karir
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Mempersiapkan peta potensi dan kompetensi
 - Melakukan identifikasi potensi dan kompetensi individu
 - Melakukan validasi pemetaan potensi dan kompetensi individu
 - Memutuskan hasil identifikasi pemetaan potensi dan kompetensi individu
 - Menyusun anggaran pengembangan karir
 - Menyusun rencana implementasi pengembangan karir
 - Menetapkan kepada unit kerja terkait rencana implementasi pengembangan karir
 - * Evaluasi Pengelolaan Karir
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Mengomunikasikan kepada unit kerja terkait penerapan pengembangan karir
 - Memantau penerapan pengembangan karir
 - Mempersiapkan data evaluasi pengelolaan karir
 - Melakukan evaluasi pengelolaan karir
 - Melakukan validasi evaluasi pengelolaan karir
 - Membuat usulan perbaikan pengelolaan karir
 - Melaporkan hasil evaluasi dan usulan perbaikan pengelolaan karir
 - * Penyusunan Action Learning
 - *aligned to business strategy*
 - *Verify the career management strategy*
 - *Obtain approval for career management strategy*
 - *Formulate system and procedure for career management*
 - *Verify the system and procedure for career management*
 - *Obtain approval for system and procedure for career management*
- Day 2:
- * *Plan & implementation of Career Development Program*
Having attended this session, the participants are expected to be able to:
 - *Prepare the potential and competency map*
 - *Identify individual potential and competency*
 - *Validate the individual potential and competency mapping*
 - *Decide on the result of identification of individual potential and competency map*
 - *Develop career development budget*
 - *Develop career development implementation plan*
 - *Decide on to relevant working units, regarding career development implementation plan*
 - * *Career Management Evaluation*
Having attended this session, the participants are expected to be able to:
 - *Communicate to relevant working units, regarding career development implementation*
 - *Monitor the career development implementation*
 - *Prepare the career management evaluation data*
 - *Evaluate career management*
 - *Validate career management evaluation*
 - *Advise on career management improvement*
 - *Report of evaluation result and advise on improvement of career management*
 - * *Developing 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.

IDR 6.100.000