

JALUR KOMPREHENSIF: MANAJEMEN KARIR

07 | 06

I

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

E

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*

I

*** Strategi Pengelolaan Karir**

Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:

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

E

*** 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 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*

I*** 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****E***** 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**

Price: IDR 6.100.000,-

Uji Kompetensi Nasional (1 hari): IDR 2.500.000

Uji kompetensi dapat diselenggarakan di Tempat Uji Kompetensi PPM (TUK PPM), pada jadwal yang tersedia.