



Perkumpulan
Assessment Center
Indonesia



KONGRES NASIONAL IV ASSESSMENT CENTER INDONESIA 2015

Selasa-Kamis, 15-17 September 2015

Trans Luxury Hotel Bandung

Assessment Center Method

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(Sekretaris PASSTI)**

Content

- Brief History of Assessment Center
- Assessment Center Definition
- Assessment Center Process
- PASSTI

Brief History



Used by Germans in 1st World War
to select officers



Used by U.S. to select spies (OSS)



In Private Industry, 1st used by AT&T to
predict performance of managers
(Management Progress Study)



1st application of AC methods in US
industry (Douglas Bray)

Brief History

1956

At AT&T, Douglas
Bray first applied the
Assessment Center
Technique in a
Business setting

1960

12 organization
using Assessment
Center method, eg
: IBM, Sears,
Standard Oil (Ohio)
General Electric,
J.C. Penney

1970

1st International
Congress on the
Assessment Center
Method.

First set of
guidelines & ethical
standards published

1980

over 1,000
organizations
established AC
programs

1990

TELKOM
establishment of
Assessment Center
Method - November
10, 1990

Assessment Center



“Assessment center is a process employing multiple techniques and multiple assessors to produce judgments regarding the extent to which a participant displays selected behavioral dimensions.

(guidelines and ethical consideration for assessment center operations)”

Tools / Simulation



Group Discussion

A simulation is a set of job related tasks that generates behavior relevant to dimensions

- *Exercises are consistent for all participants*
- *Simulation of situations inherent in the target position are used to elicit behavior*
- *Behavior is used to predict behavior*



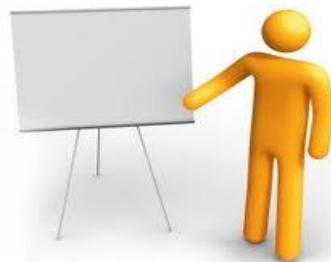
Peer Interaction



Problem Analysis



Subordinate Interaction



Presentation Skill



In Basket



Customer Interaction

Characteristic of Assessment Center



Multiple Exercise / Behavior
Simulation



Multiple Assessor



Based On Set Criteria

Assessment Center Process

1. Assessment Center

Pre Assessment Center

1. Identify Criteria for Success
2. Analyse Job (DJM)
3. Clarify to User
4. Survey
5. Collect Data & Interview
6. Define Competencies & Key Behavior (as Criteria of Target Job)

Assessment Center Process

1. Introduction/Opening Session
2. Simulation / Exercise
3. Observation & Recording
 - @ Observe overt behavior
 - @ Take notes what Candidate 'said and did' during Exercise

Integration Process

1. Classify Behavior
2. Evaluate
3. Assessor Meeting
4. Write Report

Assessment Center Report

Consist of:

1. Recapitulation of Rating
2. Competencies Description
3. Recommendation
4. Developmental Recommendation



Guidelines and Ethical Consideration For Assessment Center OPERATION

endorsed by :

**Task Force on
Assessment Center
Guidelines, Endorsed
by The 28th
International Congress
on Assessment Center
Methods May 4, 2000,
San Francisco,
California, U.S.A.**

- **Assessment Center Defined**
- **Organizational Policy Statement**
- **Assessor Training**
- **Informed Participation**

Guidelines and ethical Consideration For Assessment Center in Indonesia

**endorsed by National Task Force on
Assessment Center Guidelines :
PASSTI (Perkumpulan Assessment
Center Indonesia : Telkom, Posindo,
BNI 46, Gaia Solutions, Bina Potensia
Indonesia, Daya Dimensi Indonesia)**

P A S S T I

Perkumpulan Assessment Center Indonesia

**Berdiri pada Tanggal 10 Februari 2006
Sekretariat : Gedung ACI Telkom
Jl. Kapten Tendean No. 1 - Bandung**

TUJUAN PASSTI

- 1. Menyebar-luaskan penggunaan Assessment Center**
- 2. Meningkatkan Kualitas**
- 3. Menghimpun penyelenggara, pengguna, peminat**
- 4. Sosialisasi Etika Pelaksanaan Assessment Center**
- 5. Menjalin hubungan antar lembaga dan perorangan**

TUGAS PASSTI

- **Menyelenggarakan Kongres Nasional**
- **Mengembangkan Etika Layanan Assessment Center**
- **Melakukan Akreditasi**
- **Menyebarkan luaskan Metoda Assessment Center melalui Website**
- **Membuat Melakukan penelitian**
- **Melakukan kerjasama**
- **Kegiatan lainnya**

NILAI-NILAI PASSTI

- 1. Komitmen**
- 2. Kerjasama**
- 3. Peduli Kualitas**

Thank
You...!