



KONGRES NASIONAL IV ASSESSMENT CENTER INDONESIA 2015

Selasa-Kamis, 15-17 September 2015

Trans Luxury Hotel Bandung

THE ROLE OF

ASSESSMENT CENTER

IN HUMAN RESOURCES STRATEGY

KONGRES NASIONAL ASSESSMENT CENTER INDONESIA 2015

Bandung, 15 September 2015

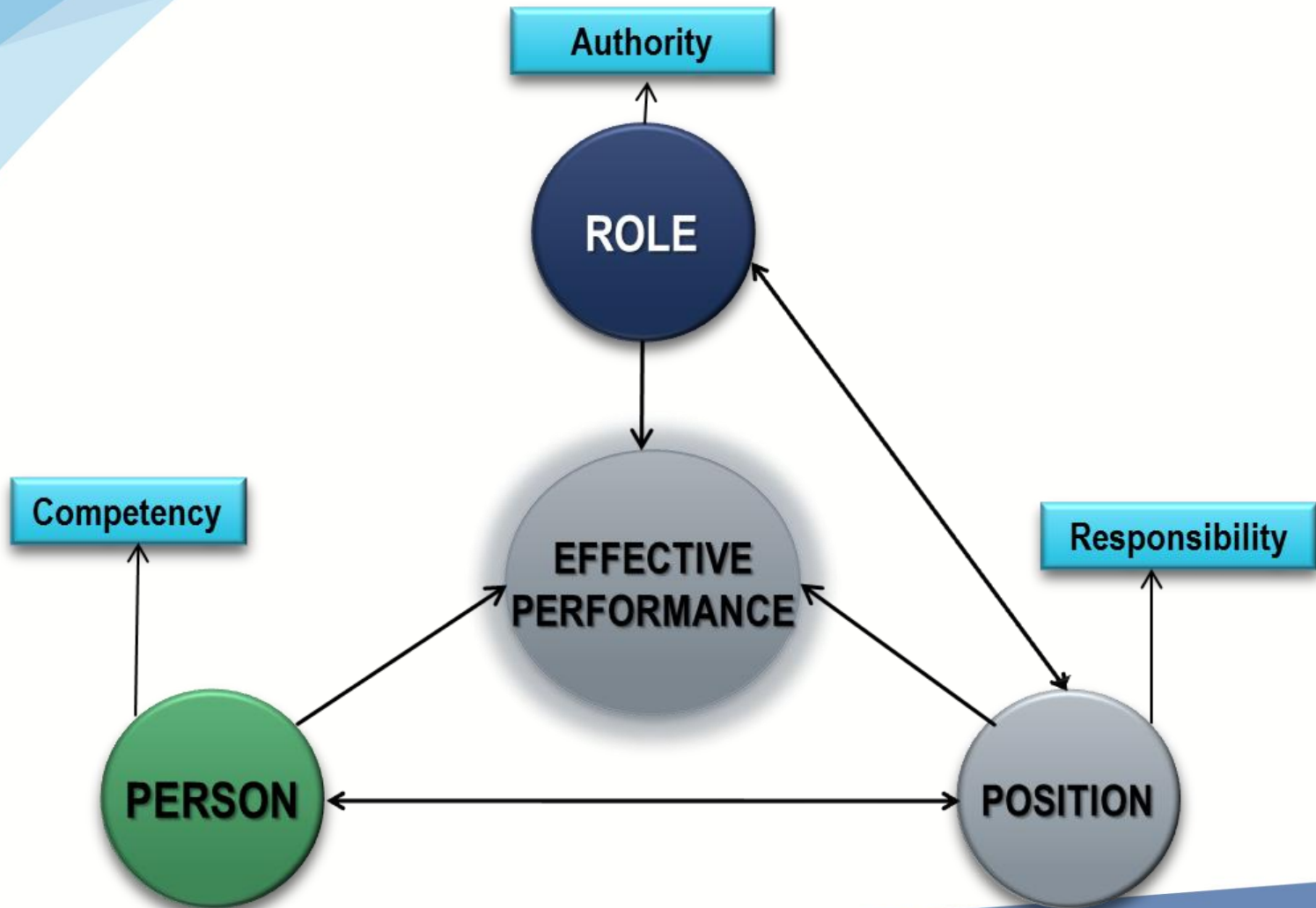
Prepared by SJAHRUL



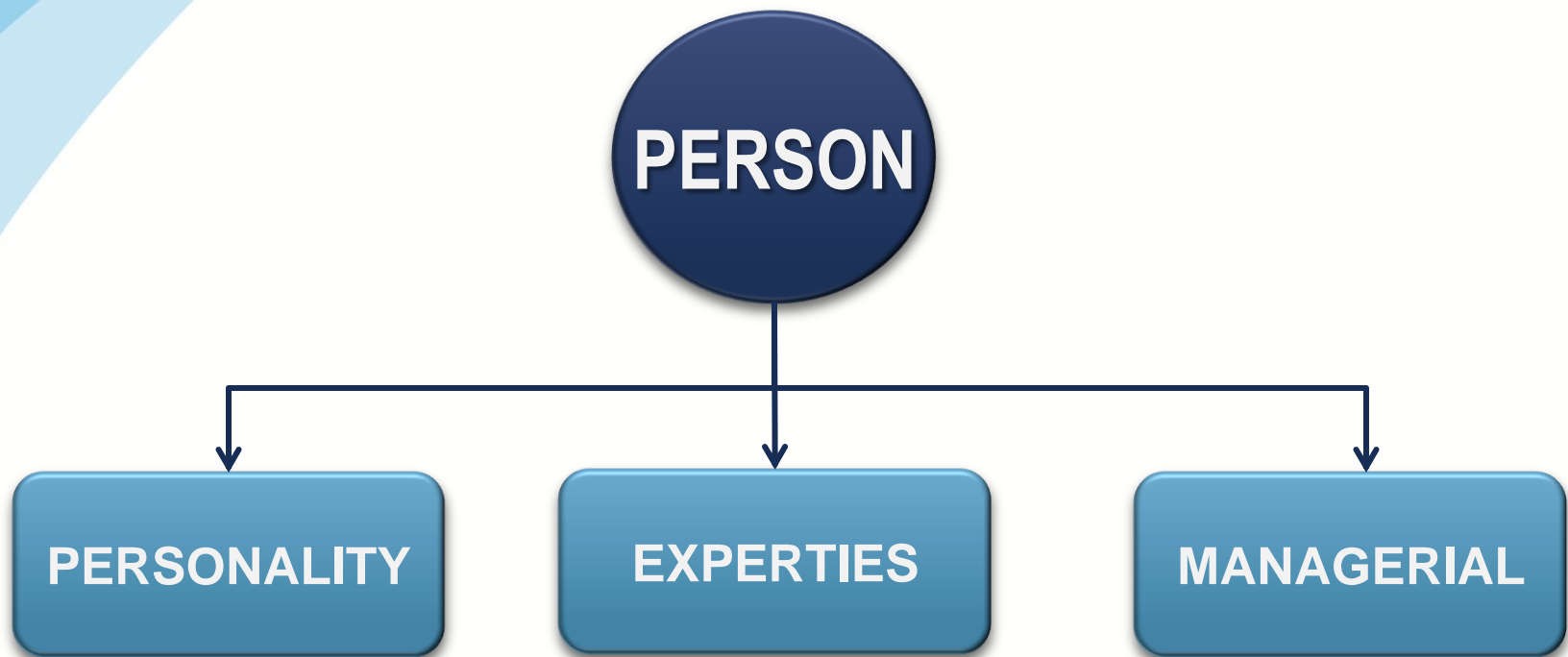
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WHAT ARE WE LOOKING FOR?

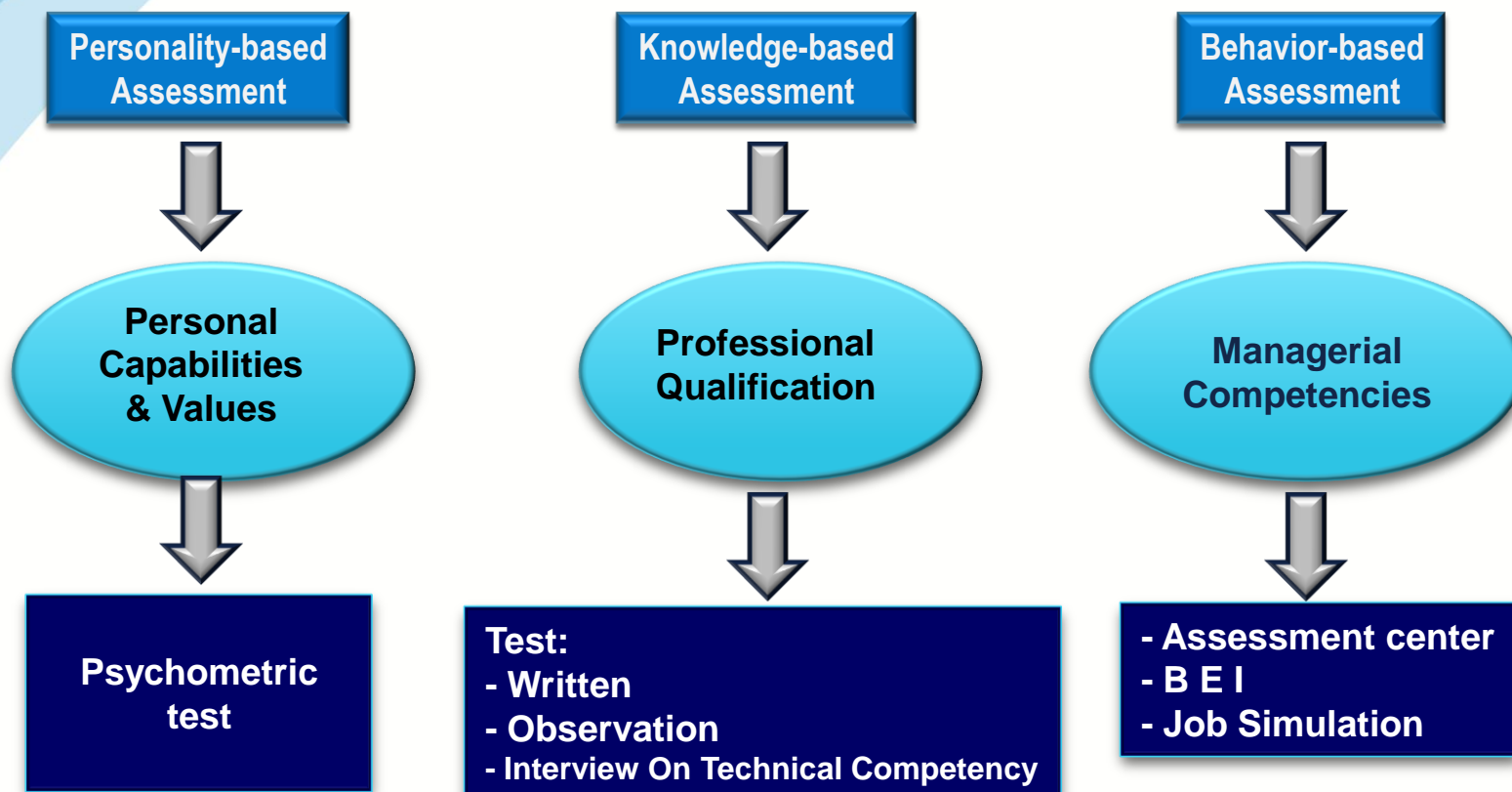
ORGANIZATION PERFORMANCE MODEL



PERSON FACTORS



ASSESSMENT TOOLS





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COMPETENCY

- Competency is a word used in every day life to refer to the person's ability or capacity to undertake a particular task
- Competency approach focuses on what the person can do rather than what the person knows
- Competency is observable behavior not espoused behavior

- Competency is not performance. Competency is a state of being, a qualification to perform.
- Briefly, competencies are all about being qualified to do a particular work, while performance is all about results of the actual work.

COMPETENCY DEFINITION :



A combination of observable and applied knowledge, skills and personal attributes that create competitive advantage for an organization

It focuses on how an employee creates value

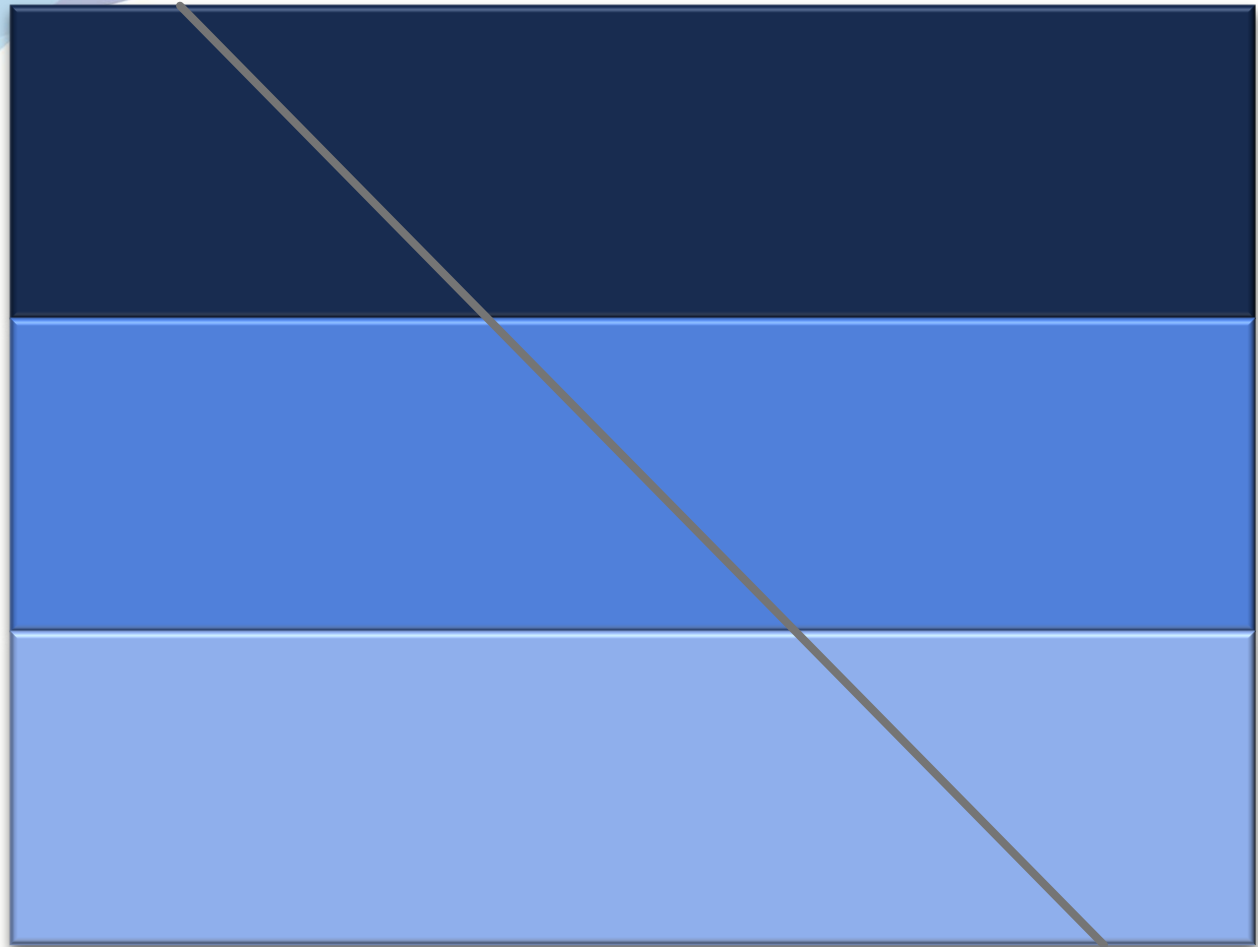
In practice, these Competency Catalogue and Competency Profiles then will be used as assessment instruments within the organization.

MANAGERIAL

TOP

MIDDLE

LOW



TECHNICAL



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ASSESSMENT CENTER

“A method of assessing individual potential to handle future responsibilities through the use of behavioral simulations that measure an assessee's abilities compare with criteria managerial effectiveness”



A variety of testing techniques designed to enable participants to DEMONSTRATE, under standardized conditions, the competencies that are most essential in a given job.

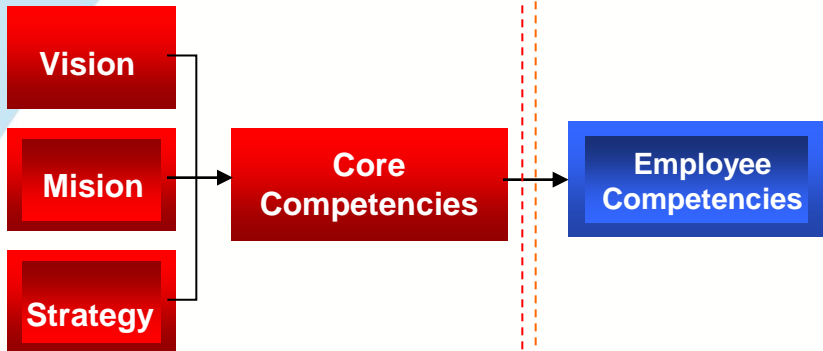
INTEGRATED HUMAN RESOURCES MANAGEMENT SYSTEM

- Vision, Mission & Strategy
- Organization & Culture
- Core Competencies

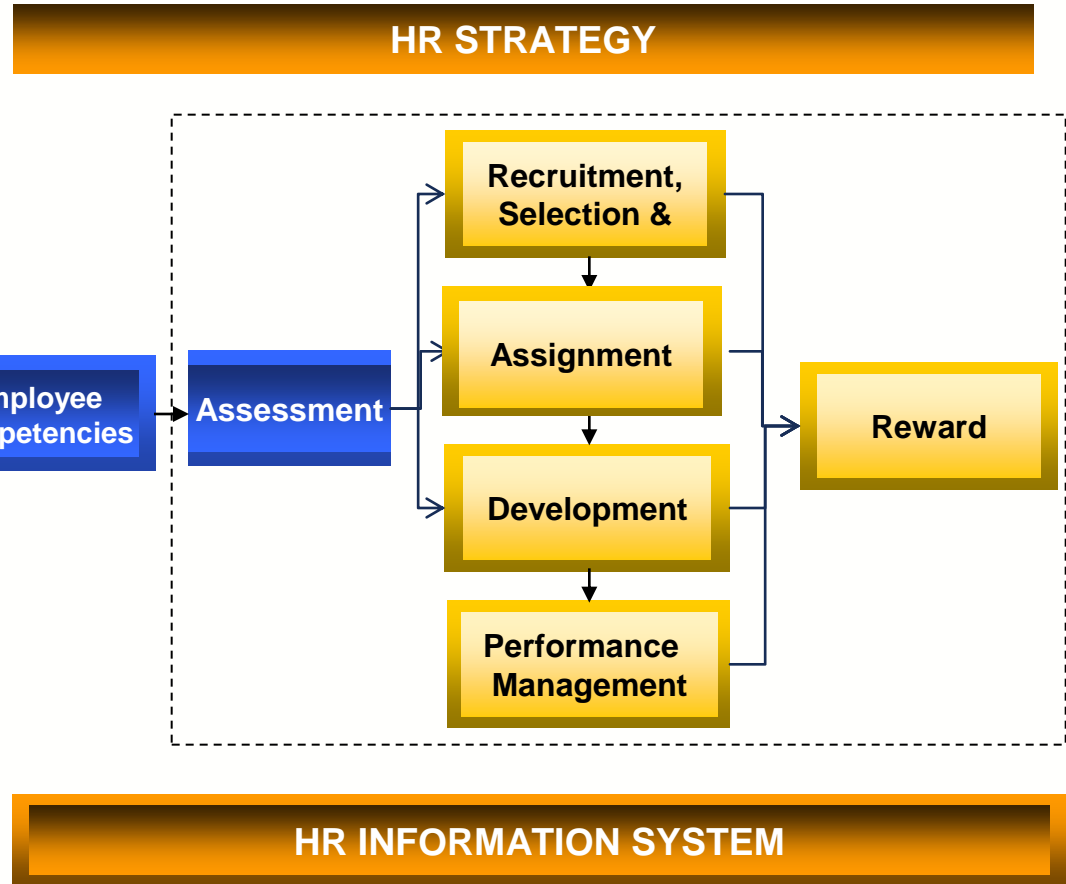
Human Resource Competency
“the most critical organizational resource
which needs to be developed continuously”

**Organization
Strategic
Objective**

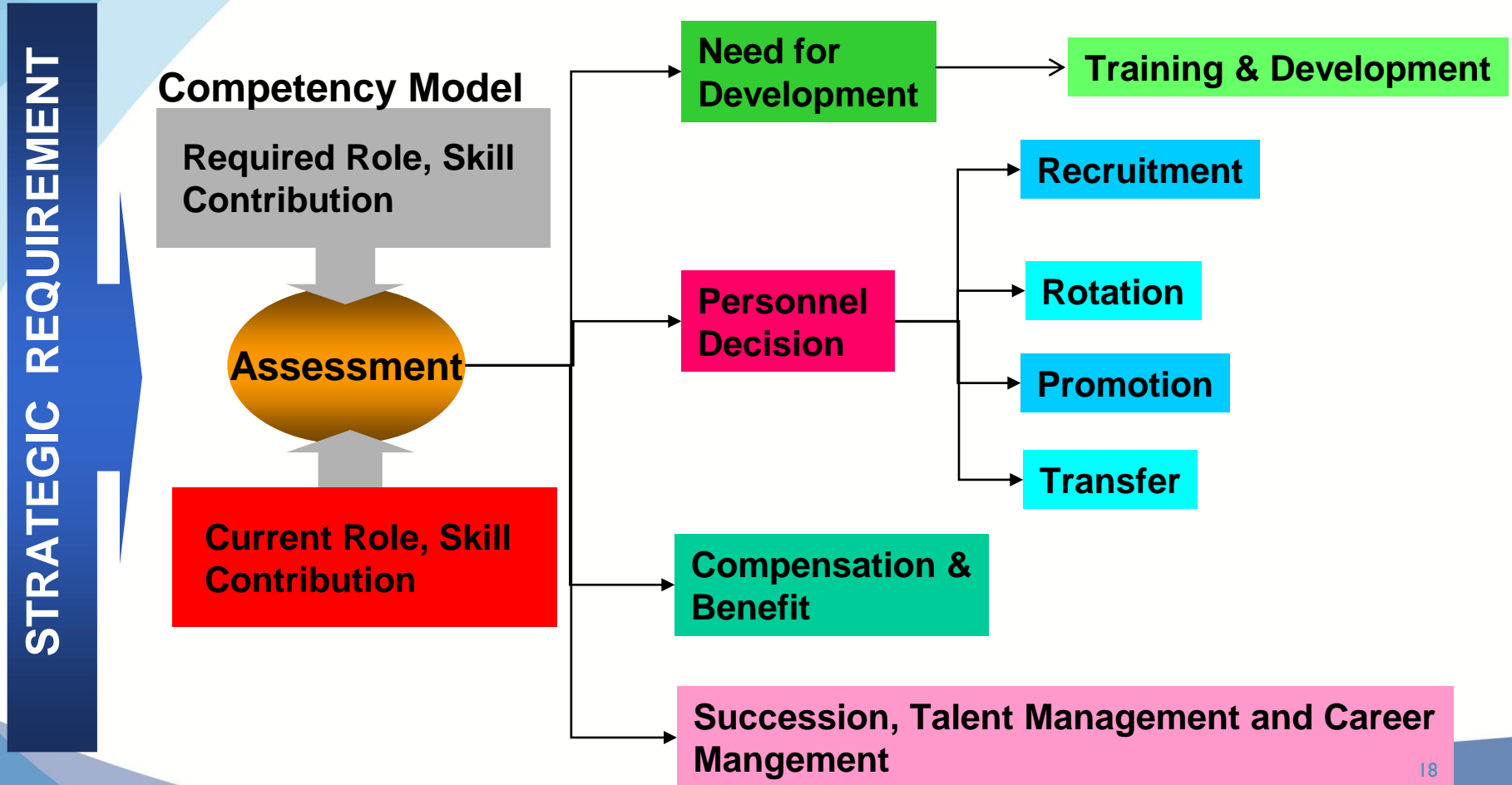
ORGANIZATIONAL VIEW



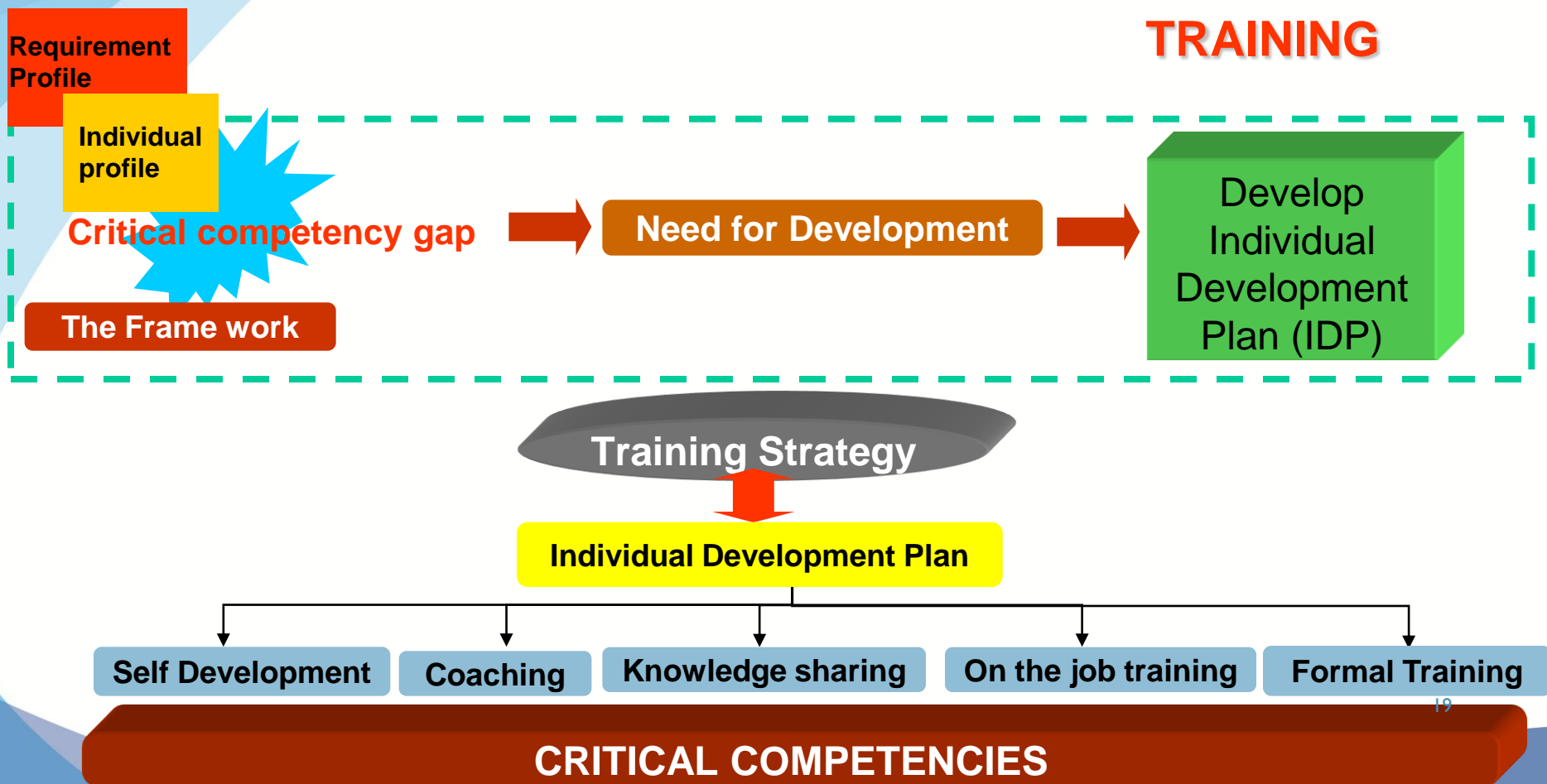
FUNCTIONAL VIEW



COMPETENCY MODEL AS A PRIMARY BASIS FOR HUMAN RESOURCE DECISIONS MAKING



HOW TO BUILD THE DEVELOPMENT PROGRAM ?





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ASSESSMENT CENTER RESULT IN ORGANIZATIONAL PERSPECTIVE

- Understand the competency profile of human resources in the corporate level
- Identify the distribution of strength and weakness competency of Human Resources in the corporate level
- To build the strategy of human resources development plan
- Competency development activities undertaken in anticipation of future skill requirements
- Decision on career movement shall be made based on attainment of future required competencies

COMPANY

- Extend HR development activities in the effective form
- Prescribe certain prerequisite & standard training as part of core competence development
- Provide development facilities

HR DIVISION

- Provide training for all employees base on assessment result
- Develop based competency training material
- Monitor IDP implementation
- Improve training materials from time to time
- Manage budget for HR development activities

LINE MANAGERS

- Assist employees to implement training result
- Request for specific courses or programs
- Conduct coaching & counseling for the employees
- Manage budget for HR development activities

EMPLOYEES

- Implement the IDP
- Transfer knowledge gained from training
- Undertake certain prerequisite & standard training
- Conduct self development & on-the job training



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THANK YOU