

MAKALAH

PENGEMBANGAN SDM BERBASIS KOMPETENSI

I. PENDAHULUAN

Disiplin dan profesi pengembangan SDM telah berkembang pesat, terutama di negara-negara maju. Sejarah pengembangan SDM menunjukkan bahwa pendidikan, pelatihan dan pengembangan organisasi secara umum berhubungan dengan produk sosial dan ekonomi. Pelatihan dan pengembangan SDM memiliki peran yang unik dalam sejarah profesi pengembangan SDM. Seperti kita ketahui bahwa pendidikan, pelatihan dan pengembangan baik dalam bentuk orang tua — anak, ahli — pemegang di tempat kerja, telah ada sepanjang sejarah manusia.

II. ISI

A. KOMPETENSI

Struktur organisasi tradisional yang hierarkis telah digantikan dengan struktur organisasi modern yang cenderung berbentuk datar (*horizontal*) dan ramping (*lean*) serta berbentuk jaringan (*network*) yang lebih memberdayakan kerja sama kelompok. Pengembangan karir lebih didasarkan pada berbagai bentuk tugas-tugas tentukan lagi urutan posisi jabatan dalam organisasi. Organisasi yang bersifat *cluster* akan memberikan kebebasan dalam mencapai visi dan misi organisasi. Untuk mendukung keberhasilan organisasi mencapai tujuannya, maka ada empat persyaratan yang diperlukan yaitu misi, kompetensi, informasi, dan kultur. Pertama, misi organisasi yang jelas merupakan persyaratan awal bagi keberhasilan organisasi mencapai tujuan. Kedua, kompetensi menunjukkan bahwa perhatian organisasi difokuskan pada kompetensi SDM. Ketiga, akses informasi yang mudah akan menentukan keberhasilan mencapai tujuan. Empat, kultur yang efektif dan transparan menjadi dasar dalam menjalankan organisasi sesuai tujuan yang telah ditetapkan. Penerapan kompetensi dalam pengembangan SDM dapat diwujudkan melalui pengembangan model kompetensi dan standar kompetensi. Model dan standar kompetensi merupakan persyaratan pokok dalam melakukan pengembangan berbasis kompetensi.

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Manajemen Sumber Daya Manusia - Rajawali Pers Irma Yuliani, S.E., M.Si., 2023-07-24 Tidak ada superman dalam suatu organisasi yang ada adalah superteam di mana setiap orang adalah penting Manajemen Sumber daya Manusia MSDM adalah seni mengatur proses dan pemanfaatan sumber Daya manusia dan sumber sumber daya lainnya secara efektif dan efisien untuk mencapai tujuan tertentu Manajemen sumber daya manusia meliputi proses perekrutan seleksi pengembangan pemeliharaan dan penggunaan sumber daya secara efektif dan efisien untuk mencapai tujuan organisasi dan masyarakat secara terpadu yaitu meningkatkan daya guna dan hasil guna sumber daya manusia dalam organisasi dengan tujuan memberi kepada organisasi suatu satuan kerja yang efektif Buku ini mengulas pentingnya pengelolaan dan kebijakan MSDM untuk memastikan bahwa organisasi memiliki tenaga kerja yang cerdas jujur berintegritas tinggi serta bertanggung jawab penuh atau bermotivasi dan berkinerja tinggi Manajemen harus selalu siap mengatasi masalah perubahan dan memenuhi kewajiban pekerjaan secara legal mampu mengimplementasikan dan menjaga semua kebijakan dan prosedur MSDM yang memungkinkan organisasi mampu mencapai tujuannya membantu dalam pengembangan arah keseluruhan organisasi dan strategi khususnya yang berkaitan dengan implikasi MSDM memberi dukungan dan kondisi yang akan membantu manajer lini mencapai tujuannya menangani berbagai krisis dan situasi sulit dalam hubungan antar pekerja untuk meyakinkan bahwa mereka tidak menghambat organisasi dalam mencapai tujuannya menyediakan media komunikasi antara pekerja dan manajemen organisasi serta bertindak sebagai pemelihara standar organisasional dan nilai dalam manajemen sumber daya manusia Keunggulan kompetitif dari unsur sumber daya manusia merupakan kelebihan yang dimiliki oleh peran manajemen strategis yang menekankan bahwa orang-orang dalam organisasi merupakan sumber daya yang penting dan investasi organisasi yang besar Agar sumber daya manusia dapat berperan strategis maka harus fokus pada masalah masalah dan implikasi sumber daya manusia jangka panjang Faktor eksternal dan internal merupakan faktor penting selain kepemimpinan budaya organisasi motivasi kompensasi lingkungan kerja yang turut memengaruhi produktivitas dan kinerja karyawan dalam organisasi atau perusahaan dalam rangka mencapai tujuan

PROSIDING TEMU ILMIAH NASIONAL BALITBANG TAHUN 2019 "PERCEPATAN PENGEMBANGAN DESA MANDIRI" Anggraeni Rahmasari, SE., MM, Drs, Nakkok Aruan, M.IP, Slamet Hari Susanto, S.Sos, 2019-12-27 Temu Ilmiah Nasional Tahun 2019 dihadiri oleh beberapa kalangan akademisi dari Perguruan Tinggi Negeri maupun Swasta para praktisi maupun birokrasi dari Lembaga Litbang yang berasal dari berbagai provinsi kabupaten dan kota yang akan membahas dan mendiskusikan situasi problematik yang dihadapi Desa dalam upaya mempercepat kemandiriannya guna mengatasi kemiskinan dan meningkatkan kesejahteraan masyarakat Desa Berdasarkan hasil penelitian maupun kajian berupa 94 paper dari 166 yang telah melalui proses seleksi dan review oleh para pakar yang dilanjutkan dengan editing maka diharapkan dapat memberikan wawasan masukan maupun best practice yang relevan berkaitan dengan percepatan pengembangan desa mandiri Kami sampaikan terima kasih kepada Ibu Gubernur Jawa

Timur yang telah berkenan membuka acara Temu Ilmiah Nasional Tahun 2019 dan Keynote Speaker para Pembicara Narasumber Moderator Reviewer Editor dan para Peserta serta Pemakalah yang telah menyumbangkan pemikirannya melalui paper dalam prosiding ini Disamping itu disampaikan terima kasih pula kepada Universitas Brawijaya Malang dan Program Pasca Sarjana Universitas Islam Malang yang telah mendukung terselenggaranya acara Temu Ilmiah Nasional 2019

Pemikiran Pendidikan Muhammad Tholchah Hasan Asep Abdurrohman, 2021-07-30 Pemikiran pendidikan Muhammad Tholchah Hasan berangkat dari pendidikan sebagai pondasi peradaban di mana pemikiran pendidikannya transformatif humanis teologis menjadi sarana untuk menghantarkan pendidikan yang berkualitas dengan mengintegrasikan ilmu keislaman dan ilmu dari Barat Lulusannya diarahkan agar anak didik mempunyai kompetensi multitalenta yang meliputi jasmani rohani dan akal Pendidikan yang mengajarkan multitalenta akan semakin terbuka untuk menjadi pendidikan transformatif Ketika pendidikan semakin transformatif maka pendidikan akan semakin berkualitas Dinamisme pendidikan menjanjikan perubahan dengan syarat pengelolaannya menjunjung tinggi perikemanusiaan yang bersandar kepada Tuhan sebagai kekuatan transendental Kiprah Muhammad Tholchah Hasan dalam pendidikan dimulai dengan kepatuhan dan konsistensi mengikuti kepada gurunya kepatuhan dan konsistensi mengikuti kepada gurunya menjadi pondasi awal untuk mengembangkan pendidikan transformatif yang melahirkan pendidikan berkualitas Semakin patuh dan konsisten mengikuti kepada gurunya maka keberhasilan berkiprah di dunia pendidikan semakin berhasil Kumpulan makalah Rapat Koordinasi Sistem Informasi Geografi Nasional (Signas) IV, Jakarta 8-9 Maret 1999, 1999 Geographic information system of Indonesia papers of meeting *Indeks makalah konferensi, lokakarya, seminar dan sejenisnya di Indonesia*, 2002 **Prosiding:**

Makalah penunjang, 1996 **Pembangunan regional & segitiga pertumbuhan**, 1993 Sintesis, 1996 Legalisasi Apostille Dr. Bambang Hartoyo, S.H., M.Kn., 2022-09-20 Buku ini disusun berdasarkan pengalaman dan pengamatan penulis khususnya tentang Legalisasi Apostille setelah Indonesia secara resmi terdaftar sebagai negara pihak peserta The Hague Convention 1961 atau lazim disebut juga Apostille Convention Selain itu buku ini juga bersumber dari sebagian Thesis Disertasi penulis pada studi Program Doktorat PhD di School of Law College of Law Government and International Studies COLGIS University Utara Malaysia State University di Malaysia di mana salah satu topiknya membahas tentang The Hague Convention 1961 Apostille Convention **Teknik Berbicara di Depan Umum (Public Speaking) dan Negosiasi**

Supriyadi, Ayu Nurul Amalia, 2022-03-07 Kemampuan public speaking atau berbicara di depan khalayak adalah suatu kemampuan yang tidak hanya harus dimiliki oleh para pemimpin namun harus dimiliki oleh setiap orang Kemampuan berbicara di depan publik bila dipergunakan secara strategis tidak berlebihan bila dikatakan bahwa kemampuan ini dapat membawa seseorang untuk mengubah dunia Begitu pula dengan negosiasi yang diperlukan dalam kehidupan manusia karena sifatnya yang begitu erat dengan filosofi kehidupan manusia di mana setiap manusia memiliki sifat dasar untuk mempertahankan kepentingannya di satu sisi manusia lain juga memiliki kepentingan Padahal kedua pihak tersebut memiliki

suatu tujuan yang sama yaitu memenuhi kepentingan dan kebutuhannya Apabila terjadi benturan kepentingan terhadap suatu hal maka timbullah suatu sengketa Dalam penyelesaian sengketa dikenal berbagai macam cara salah satunya negosiasi Buku ini berisi 7 tujuh bab yaitu Pendahuluan Pengertian Public Speaking Jenis jenis Public Speaking Hambatan atau Kendala Public Speaking Pengertian Negosiasi Pentingnya Negosiasi serta Hambatan dan Kendala Negosiasi Kelayakan Bisnis di Era Digital Anwar Junaidi,2024-12-01 Buku Kelayakan Bisnis di Era Digital mengupas tuntas bagaimana bisnis dapat dinilai dan dikelola untuk mencapai keberhasilan dalam lanskap digital yang terus berkembang Penulis menyoroti bahwa era digital membawa tantangan dan peluang baru yang memerlukan pendekatan berbeda dalam mengevaluasi kelayakan bisnis Buku ini bertujuan memberikan pemahaman komprehensif mengenai faktor faktor yang memengaruhi kelayakan bisnis di tengah kemajuan teknologi yang pesat Secara keseluruhan buku ini adalah panduan komprehensif yang menggabungkan teori dan praktik untuk membantu pembaca memahami dan mengevaluasi kelayakan bisnis dalam konteks digital Buku ini menjadi sumber yang tak ternilai bagi pengusaha manajer akademisi dan siapa saja yang tertarik pada keberhasilan bisnis di era digital Dengan pendekatan yang sistematis dan berbasis bukti buku ini memberikan alat dan wawasan yang diperlukan untuk membuat keputusan yang lebih strategis dan informasional dalam dunia bisnis yang terus berkembang **Buletin Perpus Bung Karno - 2010 / Vol. 2** Perpustakaan Proklamator Bung Karno, Buletin Perpus Bung Karno 2010 Vol 2 **Informasi & peluang bisnis SWA sembeda** ,2006 **Kumpulan makalah Pertemuan Ilmiah Arkeologi ke-XI, Solo, 13-16 Juni 2008** ,2008 On cultural resources management in Indonesia papers **Otonomi daerah** ,1995 Decentralization of government outlook for local governments issue on local revenue and finance papers of a seminar volume commemorating the 8th anniversary of Suara pembaruan a daily *Sumber daya manusia untuk Indonesia masa depan* ,1996 Human resources development views from Indonesian Muslim Buddhist Hindu and Christian intellectuals papers of a seminar *Sistem informasi* ,2005 Development information system for various needs in Indonesia papers Human Capital Prof. Dr. H. Syaiful Sagala, S.Sos., M.Pd.,2016-12-01 Buku yang ada di tangan pembaca ini dikembangkan dan diperluas dari buku karya penulis berjudul Human Capital Kepemimpinan Visioner dan Beberapa Kebijakan Pendidikan dalam Seminar Nasional memuat 8 delapan artikel yang sebelumnya merupakan makalah yang disajikan oleh penulis pada berbagai seminar nasional di berbagai tempat pada tahun 2012 diterbitkan Agustus 2013 oleh Penerbit Alfabeta Bandung Selanjutnya buku human capital ini setelah melakukan kajian mendalam berbagai referensi didukung hasil hasil penelitian yang relevan maka diperluas merespons isu isu terkini dalam upaya menyiapkan modal SDM melalui pendidikan sehingga tidak menyerupai buku sebelumnya Sesuai dengan kebutuhan dan perkembangan human capital penulis melakukan kajian lebih mendalam dan melakukan penyesuaian atas isu isu terkini dalam menyiapkan modal SDM yang unggul dan berkarakter khususnya melalui pendidikan Inti pembahasan dalam buku ini adalah isu isu mengenai human capital manajemen SDM kepemimpinan kebijakan mutu pendidik karier SDM supervisi dan pengawasan membangun karakter dan yang berkaitan

dengan mutu pendidik dan tenaga kependidikan Niat yang tulus dan komitmen yang kuat oleh semua penentu kebijakan yang diberi amanah mengelola SDM dapat diyakini akan tersedia SDM Indonesi yang berkarakter unggul dan mulia Untuk menegakkan komitmen menegakkan amanah secara utuh bagi setiap pemangku kebijakan pada semua level organisasi pemerintah maupun nonpemerintah tentu tidak mudah karena dalam perjalanannya akan dihadapkan pada berbagai tantangan Dan problematika yang mengitarinya Persembahan penerbit Kencana PrenadaMedia **Dunia EKUIN dan PERBANKAN** ,1997 **Jurnal studi kepolisian** ,2004

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