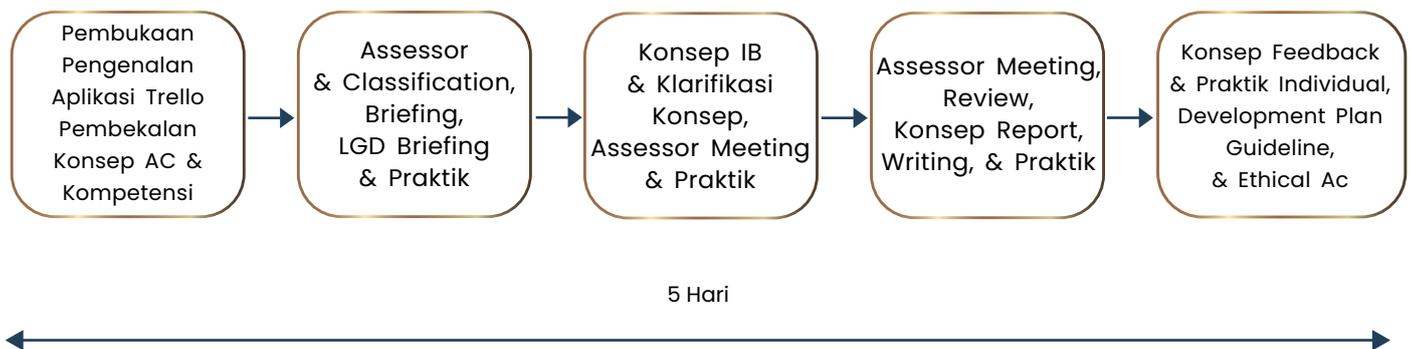


ASSESSMENT CENTER ASSESSOR CERTIFICATION [ACAC]

Assessment Center Assesor Certification [ACAC]



Pemanfaatan metode *Assessment Center* untuk memetakan kompetensi pegawai maupun mencari kader pimpinan telah semakin meluas. Validitas dari metode *Assessment Center* memang relatif tinggi, namun hal ini juga ditentukan oleh keterampilan para assessor yang menjalankan metode ini. Program *Assessment Center Assessor* yang diselenggarakan oleh PPM Manajemen merupakan program yang didasarkan atas prinsip-prinsip yang termuat dalam pelatihan assessor yang termuat dalam *The Guidelines and Ethical Considerations for Assessment Center Operation*.

Dipandu oleh instruktur yang memiliki sertifikat internasional sebagai *Assessment Center Assessor Trainer*, program ini akan membantu Anda dalam membangun keterampilan fundamental sebagai *Assessment Center Assessor*, mulai dari prinsip dasar penilaian kompetensi, pengenalan jenis-jenis perangkat dalam metode *Assessment Center*, keterampilan observasi, assessor meeting, dan penulisan laporan.

Manfaat Apa yang Anda Peroleh :

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

1. Memiliki keterampilan sebagai profesional assessor dalam metode *assessment center*
2. Menjalankan fungsi assessor yang sesuai dengan *code of conduct assessment center*
3. Menjelaskan konsep, praktik-praktik, manfaat dan isu-isu terkait *Assessment Center*

Regulation of the President of the Republic of Indonesia Number 16 of 2018 and its Amendments No. 12 of 2021 concerning Guidelines for the Implementation of Government Goods/Services Procurement (PBJ), Article 74 A states: All human resources for the procurement of goods/services must have competence in the field of goods/services procurement. The President regulator also states that there are 9 (nine) Procurement Actors, one of whom is a Pejabat Pembuat Komitmen (PPK) who is required to have competency certification.

Guided by an instructor who has an international certificate as an Assessment Center Assessor Trainer, this program will help you to build fundamental skills as an Assessment Center Assessor, starting from the basic principles of competency assessment, introduction to the types of tools in the Assessment Center method, observation skills, assessor meetings and report writing.

What Will You Get :

After completing this program, participants are expected to be able to:

1. *Having skills as a professional assessor in the assessment center method*
2. *Carry out the assessor function in accordance with the code of conduct assessment center*
3. *Explaining concepts, practices, benefits and issues related to the assessment center*

4. Melakukan pengamatan terhadap perilaku-perilaku selama pelatihan *assessment center*.
5. Mengklasifikasikan perilaku hasil observasi kedalam kompetensi sesuai kriteria penilaian.
6. Melakukan penilaian atas perilaku hasil observasi sesuai dengan kriteria kompetensi yang dipersyaratkan
7. Mengintegrasikan data-data tentang perilaku, membuat kesimpulan dari setiap kriteria yang ada
8. Penulisan laporan
9. Memberikan umpan balik penilaian

Topik :

1. Kompetensi (konsep kompetensi)
2. Konsep *assessment center*
3. Latihan *Leaderless Group Discussion* (LGD), *Problem Analysis* (PA), *In Tray* (IT), klasifikasi, evaluasi dan penulisan laporan
4. *Assessor meeting*, penulisan laporan, dan *feedback*
5. Umpan balik kepada setiap peserta pada akhir program
6. Standar-standar profesional.

Peserta Pelatihan :

Profesional yang mendalami bidang MSDM, konsultan MSDM, manajer, dan staf SDM yang berkeinginan untuk memiliki keterampilan sebagai *assesor*.

4. *Observing behaviors during the assessment center training.*
5. *Classify the observed behavior into competencies according to the assessment criteria.*
6. *Conduct an assessment of the observed behavior in accordance with the required competency criteria.*
7. *Integrate data about behavior, make conclusions from each of the existing criteria.*
8. *Report writing.*
9. *Provide rating feedback.*

Subjects :

1. *Competence (concept of competence).*
2. *Assessment center concep.*
3. *Leaderless Group Discussion (LGD), Problem Analysis (PA), In Tray (IT), classification, evaluation and report writing exercises.*
4. *Assessor meeting, report writing, and feed back.*
5. *Give feedback to each participant at the end of the program.*
6. *Professional standards.*

Trainees :

Professionals who study the field of HR, HR consultants, managers, and HR staff who aspire to have skills as an assessor.

PROFESSIONAL

IDR 10.500.000

In Class Training

(Tidak termasuk PPN)
(Exclude PPN)