

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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Table of Contents Makalah Pengembangan Sdm Documents

1. Understanding the eBook Makalah Pengembangan Sdm Documents
 - The Rise of Digital Reading Makalah Pengembangan Sdm Documents
 - Advantages of eBooks Over Traditional Books
2. Identifying Makalah Pengembangan Sdm Documents
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Makalah Pengembangan Sdm Documents
 - User-Friendly Interface
4. Exploring eBook Recommendations from Makalah Pengembangan Sdm Documents
 - Personalized Recommendations
 - Makalah Pengembangan Sdm Documents User Reviews and Ratings
 - Makalah Pengembangan Sdm Documents and Bestseller Lists
5. Accessing Makalah Pengembangan Sdm Documents Free and Paid eBooks
 - Makalah Pengembangan Sdm Documents Public Domain eBooks

- Makalah Pengembangan Sdm Documents eBook Subscription Services
- Makalah Pengembangan Sdm Documents Budget-Friendly Options
- 6. Navigating Makalah Pengembangan Sdm Documents eBook Formats
 - ePub, PDF, MOBI, and More
 - Makalah Pengembangan Sdm Documents Compatibility with Devices
 - Makalah Pengembangan Sdm Documents Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Makalah Pengembangan Sdm Documents
 - Highlighting and Note-Taking Makalah Pengembangan Sdm Documents
 - Interactive Elements Makalah Pengembangan Sdm Documents
- 8. Staying Engaged with Makalah Pengembangan Sdm Documents
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Makalah Pengembangan Sdm Documents
- 9. Balancing eBooks and Physical Books Makalah Pengembangan Sdm Documents
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Makalah Pengembangan Sdm Documents
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Makalah Pengembangan Sdm Documents
 - Setting Reading Goals Makalah Pengembangan Sdm Documents
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Makalah Pengembangan Sdm Documents
 - Fact-Checking eBook Content of Makalah Pengembangan Sdm Documents
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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