

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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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

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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 ilmu keislaman dan ilmu ilmu dari Barat Lulusannya diarahkan agar anak didik mempunyai kompetensi multitalenta yang meliputi jasmani rohani dan akal Pendidikan yang mengajarkan mulitalenta 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

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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 **Kumpulan makalah Pertemuan Ilmiah Arkeologi ke-XI, Solo, 13-16 Juni 2008** ,2008 On cultural resources management in Indonesia papers Buletin Perpus Bung Karno - 2010 / Vol. 2 Perpustakaan Proklamator Bung Karno, Buletin Perpus Bung Karno 2010 Vol 2 **Pembangunan regional & segitiga pertumbuhan** ,1993 **Informasi & peluang bisnis SWA sembada** ,2006 **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 **Sintesis** ,1996 Penduduk & pembangunan ,1995 **Dinamika perpustakaan IPB menuju universitas riset** ,2004 **Jurnal studi kepolisian** ,2004 **Dunia EKUIN dan PERBANKAN** ,1997 Jurnal desentralisasi ,2005 Studies of autonomy in Indonesia **Prosiding Forum Inovasi Teknologi Akuakultur 2014: Bidang genetika dan reproduksi, bidang kesehatan ikan** ,2014

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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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representative or attorney the official proposing the

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