



DESIGN LEARNING PROGRAM

Menjawab Masalah Apa

- Apa perbedaan yang mendasar antara mendesain pelatihan dan mendesain pengembangan berbasis kompetensi?
- Bagaimana mengidentifikasi kebutuhan pengembangan?
- Bagaimana memilih metode yang sesuai untuk program pengembangan di perusahaan?
- Bagaimana mendesain program pengembangan yang mampu mengembangkan kompetensi karyawan?

Manfaat Apa yang Anda Peroleh

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Menjelaskan paradigma baru dalam mendesain pengembangan berbasis kompetensi
- Menganalisis kebutuhan pengembangan kompetensi terutama tingkat organisasi dan tingkat kelompok pekerjaan
- Membedakan dan memilih metode yang tepat untuk dipakai dalam program pengembangan berbasis kompetensi
- Mendesain program pengembangan yang mampu mengembangkan kompetensi karyawan

Apa Saja yang Dibahas

- Paradigma baru dalam pengembangan berbasis kompetensi
- Perbedaan antara pelatihan dan pembelajaran
- Berbagai tingkat kebutuhan pengembangan
- Teknik dan cara menganalisis kebutuhan pengembangan
- Mendesain kurikulum berdasarkan kompetensi
- Mendesain *project assignment*

Siapa yang Perlu Ikut

- Manajer/Pejabat di fungsi Manajemen SDM
- Manajer/Pejabat di fungsi Pengembangan
- Instruktur/pengajar

Problems To Be Addressed

- *What are the basic differences between designing competency-based training and designing competency-based development?*
- *How to identify development needs?*
- *How to select appropriate methods for development programs in your company?*
- *How to design development program which is capable of developing employees competency?*

Objectives

Having attended this program, the participants are expected to be able to:

- *Have new paradigm in designing competency-based development*
- *Analyze competency development needs in organizational and work group levels*
- *Differentiate and choose the right methods for your competency-based development programs*
- *Design development programs that develops employee competencies*

Subjects Covered

- *New paradigm in competency-based development*
- *The difference between training and learning*
- *Development needs in all level in an organization*
- *Technique and methods of development needs analysis*
- *Designing competency-based development curriculum*
- *Designing project assignment*

Who Should Attend

- *Human Resources Management function managers/officers*
- *Human Resources Development function managers/officers*
- *Trainers*

IDR 4.600.000