

Form Penilaian Kinerja Karyawan Doc

Panduan Praktis Penilaian Kinerja Karyawan Panduan Praktis Evaluasi Kinerja

Karyawan Pengukuran dan evaluasi kinerja manajemen PNS di daerah Kinerja tenaga

kesejahteraan sosial kecamatan dalam pembangunan kesejahteraan sosial Paradigma baru

manajemen sumber daya manusia Menilai tanggung jawab sosial televisi Pengelolaan sumber daya

manusia pada organisasi pendukung parlemen Laporan akuntabilitas kinerja instansi pemerintah

tahun 2007 Apel pagi dalam perspektif disiplin aparatur sipil negara di kantor bupati

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Kedepan Memodel transformasi SDM berbasis digital di Pelindo 1 Eksekutif Kinerja Manajemen

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Bakrie & Brothers Efektivitas kinerja sumber daya manusia penyelenggaraan kesejahteraan sosial

di daerah JEBI Ir. M. Budihardjo Fajar Nur'aini Dwi Fatimah Adi Suryanto Sutaat Rusfadia Saktiyanti

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rencana kerja dan anggaran perusahaan Annual report, Bakrie & Brothers Efektivitas kinerja sumber daya manusia penyelenggaraan kesejahteraan sosial di daerah JEBI *Ir. M. Budihardjo Fajar Nur'aini Dwi Fatimah Adi Suryanto Sutaat Rusfadia Saktiyanti Jahja Asep Ahmad Saefuloh Indonesia. Departemen Agama. Inspektorat Jenderal Subandriyo Dr. Rismawati, S.E., M.M. M. Hamied Wijaya Tjandra Yoga Aditama Asosiasi Psikologi Industri & Organisasi. Temu Ilmiah Adji Suratman Habibullah*

perkembangan dunia bisnis yang pesat mendorong para pelakunya untuk semakin kompetitif untuk dapat memenangkan kompetisi dalam dunia usaha diperlukan sumber daya manusia yang mumpuni tidak hanya mumpuni tetapi juga menganut asas the right man on the right place dalam rangka mendapatkan sumber daya manusia yang berkualitas memerlukan proses yang panjang mulai dari rekrutmen awal hingga penilaian kinerja yang dilakukan secara terus menerus dan berkelanjutan penilaian kinerja karyawan menjadi kunci utama dalam pengembangan perusahaan dalam proses penilaian kinerja terdapat dua pihak yang terlibat yaitu penilai perusahaan dan karyawan sdm pentingnya penilaian kinerja karyawan memiliki dampak positif bagi kedua belah pihak dari sisi perusahaan akan mendapatkan karyawan yang memenuhi kriteria the right man on the right place dan memudahkan kaderisasi demi pengembangan perusahaan dari sisi karyawan akan meningkatkan motivasi kerja dan semangat berkompetisi untuk menjadi profesional di bidangnya buku ini akan memandu anda dalam membuat penilaian kinerja karyawan selain itu disertakan pula dokumen dokumen dan alur proses dalam penilaian kinerja salam raih asa suksa toko buku online murah penebar swadaya net

penilaian kinerja merupakan suatu sistem formal dan terstruktur untuk mengukur menilai dan mempengaruhi sifat sifat yang berkaitan dengan pekerjaan dan perilaku kerja penilaian kinerja ini berfokus untuk mengetahui seberapa produktif seorang karyawan dan apakah ia bisa berkinerja sama atau lebih efektif pada masa yang akan datang dengan adanya penilaian tentu akan memberikan manfaat bagi perusahaan untuk memprediksi kinerja seseorang

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berangkat dari rasa prihatin terhadap rendahnya mutu kerja karyawan khususnya para birokrat dilingkungan instansi pemerintah baik pemerintah pusat maupun pemerintah daerah yang terlena dengan pola dan system kerja yang telah dianut sejak lama dengan budaya melaksanakan kegiatan rutin dengan tanpa ada upaya melakukan pembaharuan dan hingga saat ini belum mengalami perubahan yang signifikan kondisi rendahnya mutu kerja karyawan ini sangat dirasakan sekali di lingkungan pemerintahan daerah yang sulit mendapatkan tenaga kerja yang bermutu kendatipun sebagian besar karyawan tersebut telah menyandang gelar sarjana akan tetapi belum mampu meningkatkan mutu hasil kerjanya mengingat rendahnya keinginan untuk memperbaharui ilmu yang didapat dari perguruan tinggi yang telah lama ditinggalkan sejak tamat hingga saat ini kondisi yang memprihatkan ini mendorong penulis menghadirkan buku ini dengan harapan dapat memotivasi pegawai sebagai penyelenggara negara untuk bekerja lebih giat lagi dan berprestasi sebagai wujud ibadah memberikan yang terbaik bagi institusinya dimanapun ditugaskan

sebenarnya apakah yang dimaksud dengan sdm atau sumber daya manusia sumber daya manusia atau biasa kita singkat sebagai sdm adalah kelompok individu yang produktif dan bekerja sebagai pelaksana dari sebuah organisasi baik itu organisasi yang ada di dalam suatu instansi atau perusahaan sdm ini menjadi sumber daya yang tidak dapat digantikan serta menjadi aset yang sangat penting sehingga tidak dapat dilepaskan dari sebuah organisasi baik instansi maupun perusahaan sumber daya manusia juga dianggap sebagai pilar utama yang menentukan perkembangan perusahaan kualitas sumber daya manusia wajib ditingkatkan agar indonesia dapat bersaing di era industri 4.0 era dimana ditandai dengan robotisasi dan digitalisasi antara

industri 4.0 dan sdm sangat erat kaitannya sehingga membawa pengaruh besar termasuk di dunia korporasi seperti yang terjadi di pt pelindo 1 BUMN pengelola pelabuhan di wilayah Sumatera telah berhasil melakukan transformasi sdm berbasis digital human resources hr sebagai penanggung jawab dalam pengelolaan organisasi dan sdm harus jeli karena teknologi berubah secara eksponensial namun sayangnya organisasi masih tumbuh secara logaritma maka transformasi adalah keniscayaan buku ini dapat dijadikan rujukan berharga untuk menjaga kelanjutan transformasi sdm berbasis digital di pt pelindo 1 dan membedah strategi transformasi sdm dan upaya perbaikannya di pelindo 1 buku praktis dan kaya solusi ini dapat menjadi benchmark di banyak BUMN dan korporasi lain serta memperkaya khazanah keilmuan manajemen sdm transformational leadership

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