

MITRA BAKTI EXPERTISE PROGRAM

By : Priska Tamara

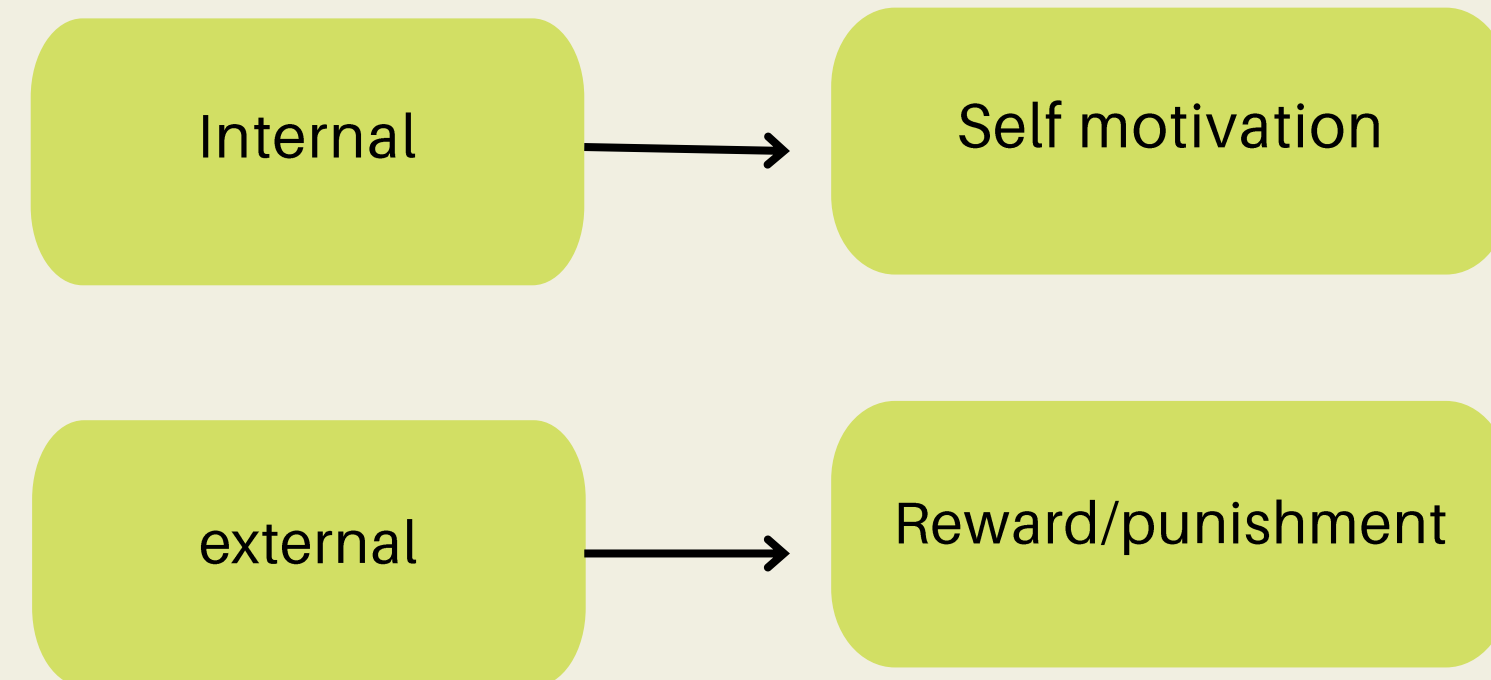
What's about development ?

Proses pengembangan dan peningkatkan skill dan knowledge setiap karyawan agar terwujudnya efesiensi dan efektivitas kerja di perusahaan. disamping itu juga dapat meningkatkan reputasi perusahaan di mata customer

Development objective

1. Meningkatkan ketrampilan dan kompetensi karyawan
2. Meningkatkan produktivitas dan efisiensi
3. Meningkatkan inovasi dan kreativitas

Development Drive

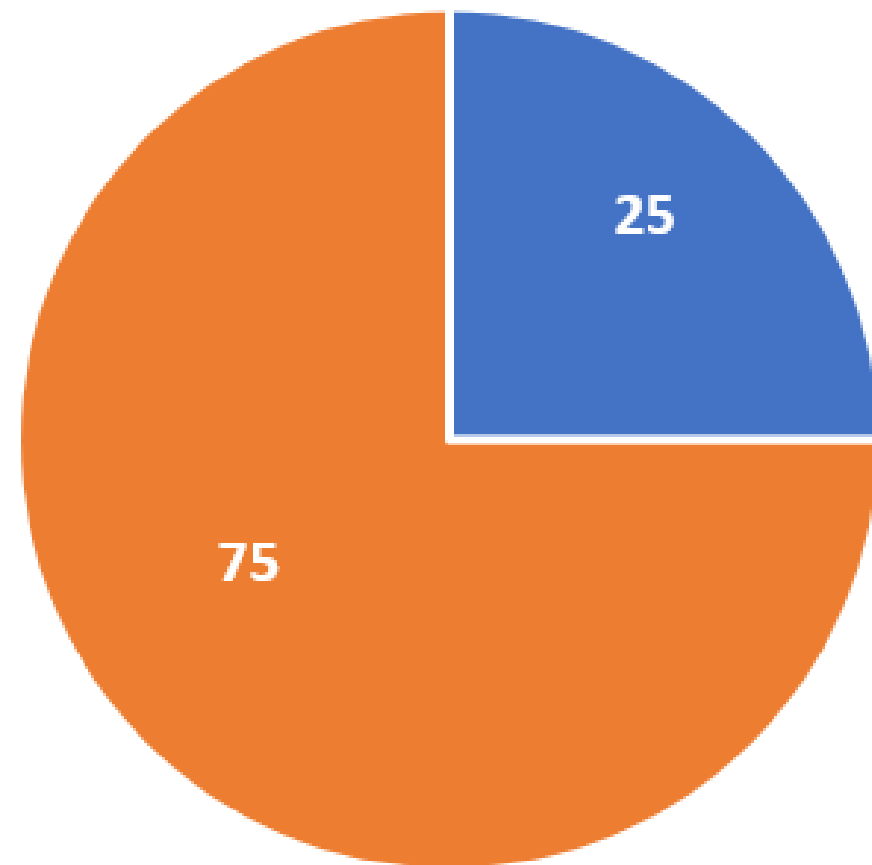


Career path

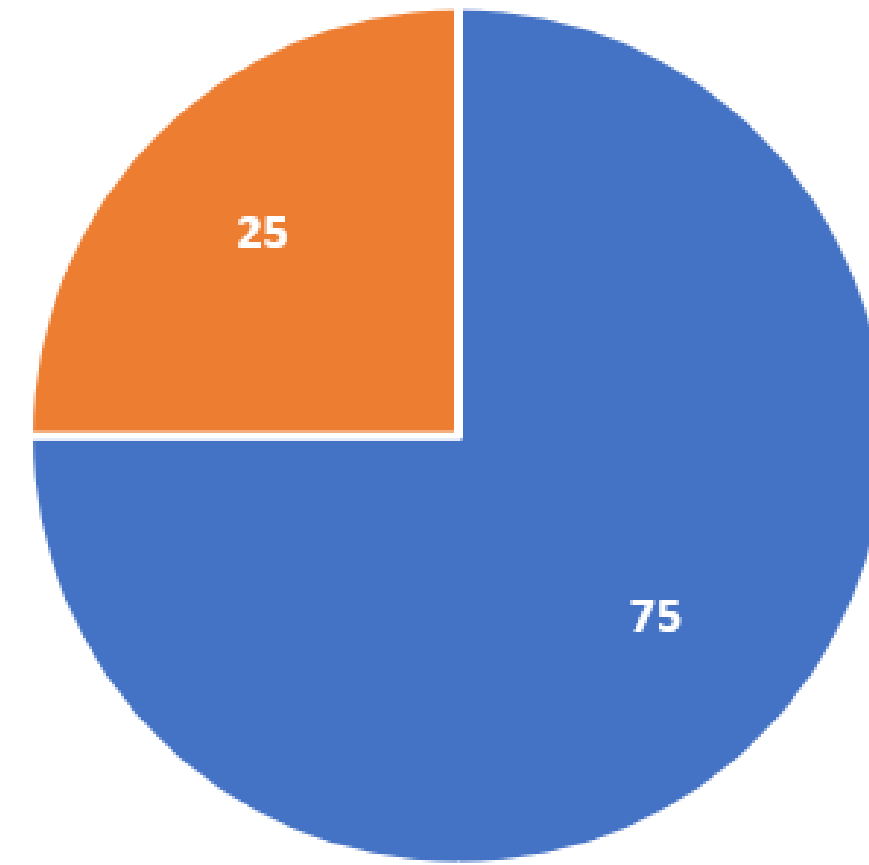
Competency propotion

Specialist

Generalist

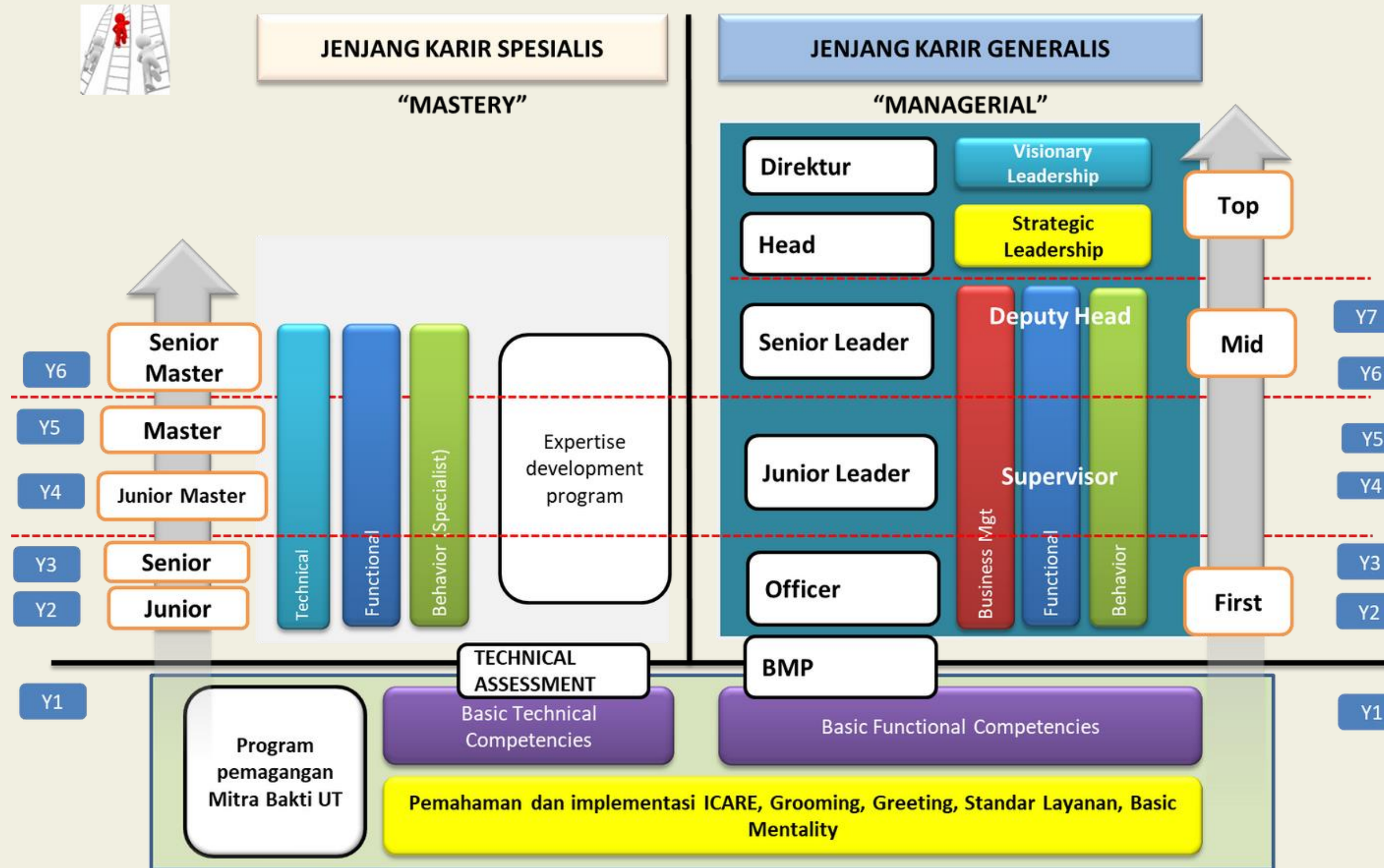


■ BC ■ Functional/Technical

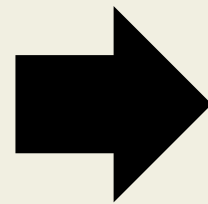


■ BC ■ Functional/Technical

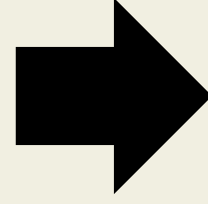
Map People Development



Specialist



Competency
based



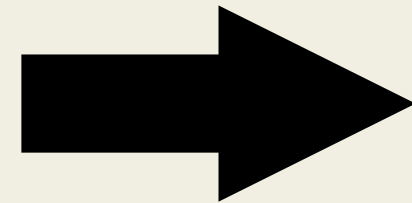
COMPETENCY MAPS OF LANDSCAPING AND GARDENER

		TECHNICAL COMPETENCY (TC)				Functional Competency				Behavior Competency						
Senior Master	Y6	Perawatan Taman	Pembibitan	Pengelolaan Limbah & Pembuatan kompos	Agronomis-Landscape Design	Estetik-Landscape Design	Keselamatan Kerja	Service Standart	Team management & Supervisi	Research Methods	Execution Management (PDCA)	Interpersonal Skill	Drive & Integrity	Customer Focus	Analisis & Judgement	Team Work
Master	Y5															
Junior Master	Y4															
Senior Specialist	Y3															
Junior Specialist	Y2															
Pra	Y1	BASIC COMPETENCY DEVELOPMENT (Pemahaman dan implementasi ICARE, Grooming, Greeting, Standar Layanan, Basic Mentality)														

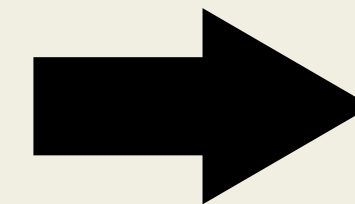
COMPETENCY MAPS OF BUILDING MAINTENANCE AND CLEANER

		TECHNICAL COMPETENCY (TC)					Functional Competency					Behavior Competency				
Senior Master	Y6	Proses Cleaning	Aplikasi dan perawatan tools equipment	Penguasaan bahan kimia pembersih	penanganan Limbah	Sistem Utilitas & furniture maintenance	Keselamatan Kerja	Service Standart	Team management & Supervisi	Research Methods	Execution Management (PDCA)	Interpersonal Skill	Drive & Integrity	Customer Focus	Analisis & Judgement	Team Work
Master	Y5															
Junior Master	Y4															
Senior Specialist	Y3															
Junior Specialist	Y2															
Pra	Y1	BASIC COMPETENCY DEVELOPMENT (Pemahaman dan implementasi ICARE, Grooming, Greeting, Standar Layanan, Basic Mentality)														

**Perfomance
meet**

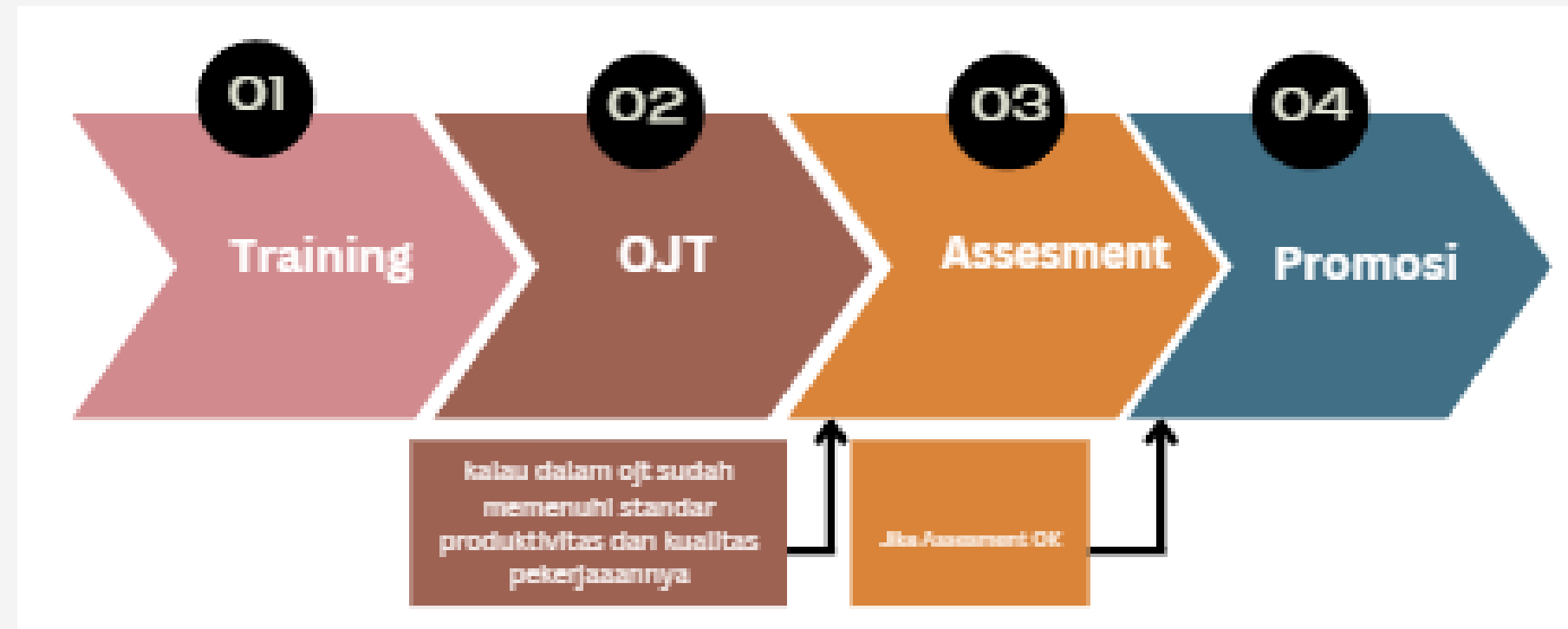


Development



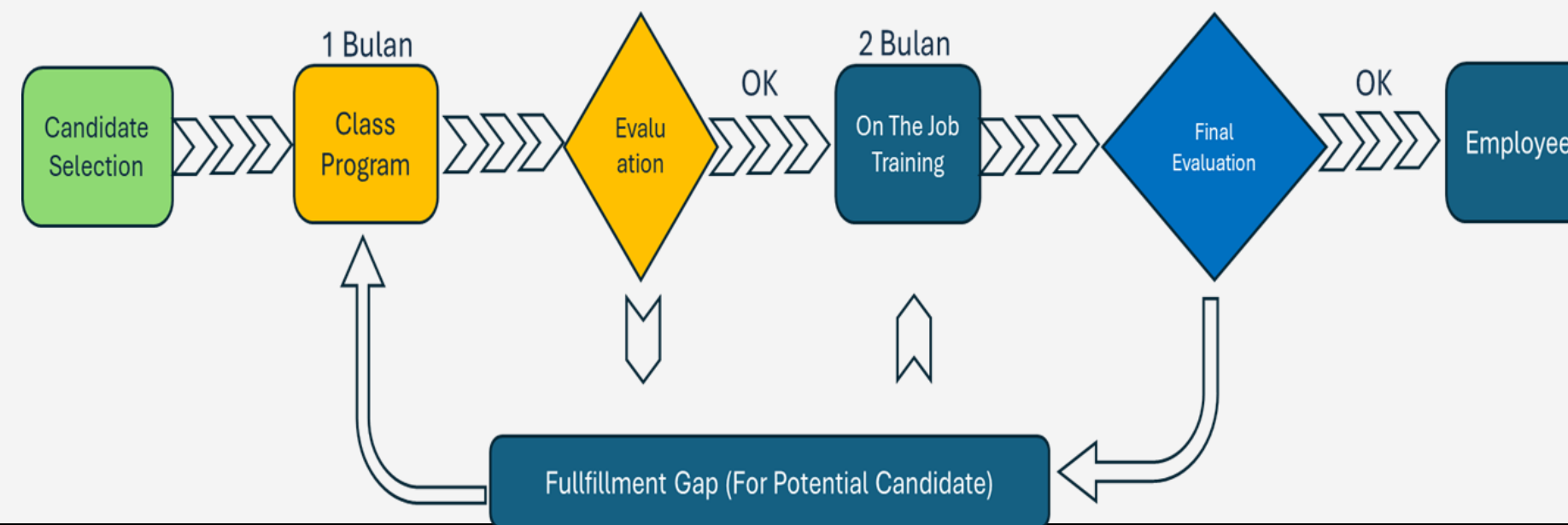
Promosi

Reguler Program



How's doing the program

Mitra Bakti Academy Program



TERIMA KASIH

