

LAPORAN PENILAIAN KOMPETENSI



Identitas Karyawan Yang Dinilai

Nama Karyawan	Adi Suryadi
Jabatan Karyawan	Staff
Divisi	Divisi Pengadaan & Manajemen Aset
Bagian	Staf Pengadaan

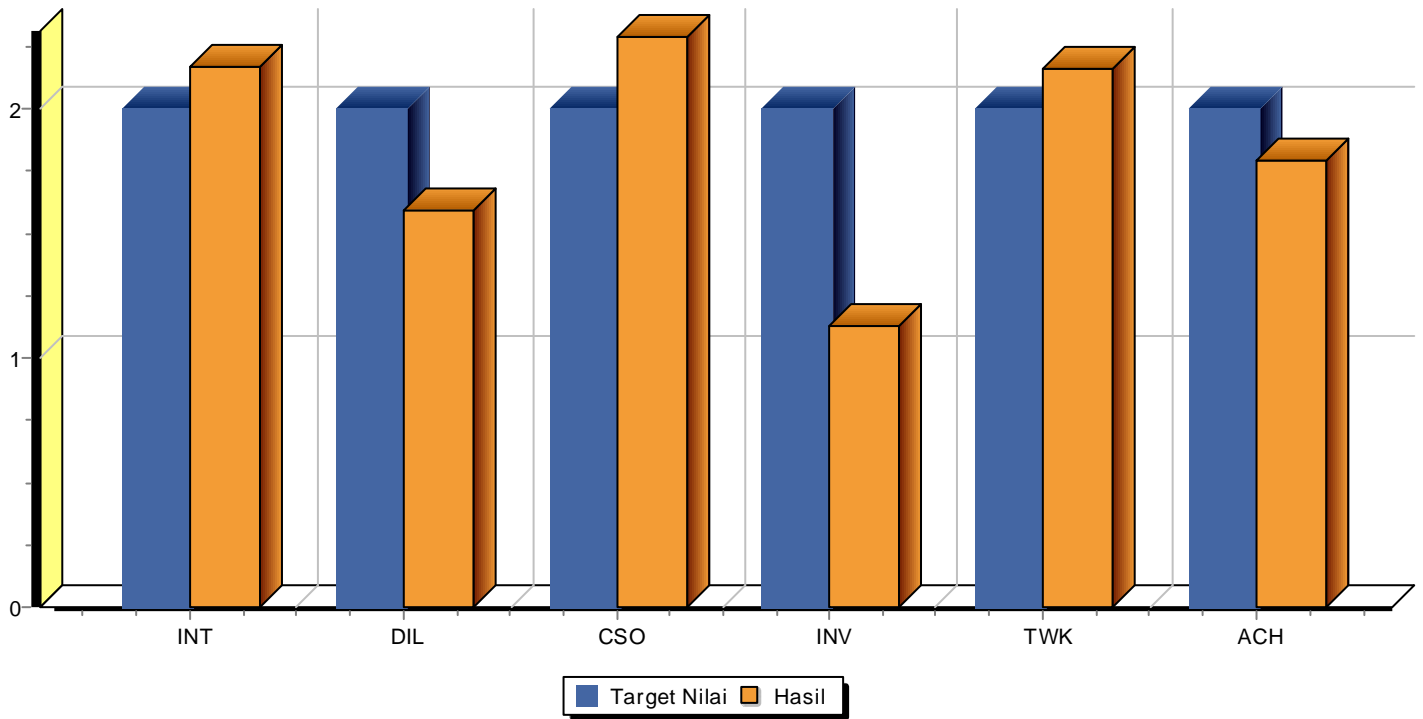
PT Sarana Multigriya Finansial (Persero)

Jl. Panglima Polim I No 1 Melawai, Kebayoran Baru, Jakarta 12160

<http://www.smf-indonesia.co.id/>

REPORTING DATA

PROFIL KOMPETENSI PERILAKU



Competency Resume

Profil Kompetensi

Kode Kompetensi	Nama Kompetensi	Target	Hasil	Pencapaian	Bobot	Job Fit
B2023.01 INT	INTEGRITY	2	2,17	100 %	16,67	16,67 %
B2023.02 DIL	DIGITAL LITERACY	2	1,59	79,33 %	16,67	13,22 %
B2023.03 CSO	CUSTOMER FOCUS	2	2,29	100 %	16,67	16,67 %
B2023.04 INV	INNOVATION	2	1,13	56,33 %	16,67	9,39 %
B2023.05 TWK	TEAMWORK	2	2,16	100 %	16,67	16,67 %
B2023.06 ACH	ACHIEVEMENT ORIENTATION	2	1,79	89,67 %	16,67	14,94 %
Job Fit Index						87,56 %
Kriteria Rekomendasi						Qualified

Kriteria Rekomendasi

Fail	0 - 59 %
Under Qualified	60 - 70 %
Need Improvement	71 - 79 %
Qualified	80 - 90 %
excellent	91 - 100 %

IDENTITAS KARYAWAN YANG DINILAI

Nama : Adi Suryadi
Posisi Jabatan : Staff
Divisi : Pengadaan & Manajemen Aset
Bagian : Staf Pengadaan

KELOMPOK PENILAI

Kedudukan : **Atasan**
Nama Penilai : Dhany Ramdhan D
Posisi Jabatan : Kepala Bagian Pengadaan
Kuesioner Model : Format 3
Bobot : 62,50 %

Kedudukan : **Rekan**
Nama Penilai : Wendy Eko Prasetyo
Posisi Jabatan : Staf Pengadaan
Kuesioner Model : Format 1
Bobot : 37,50 %

Kedudukan : **Diri Sendiri**
Nama Penilai : Adi Suryadi
Posisi Jabatan : Staff
Kuesioner Model : Format 2
Bobot : 0,00 %

Kedudukan : **Bawahan**
Nama Penilai :
Posisi Jabatan :
Kuesioner Model :
Bobot : 0,00 %

Item	Nama Kompetensi	Dimensi	TABULASI PENILAIAN						
			Atasan	Rekan	Bawahan	Diri Sendiri	Nilai	Target	GAP
			62,50 %	37,50 %	0 %	0 %			
1	INTEGRITY	INT 01	1	2	0	2	1,38	2	0,62
2		INT 02	2	1	0	2	1,62	2	0,38
3		INT 03	5	1	0	2	3,5	2	0
4	DIGITAL LITERACY	DIL 01	2	3	0	4	2,38	2	0
5		DIL 02	1	2	0	4	1,38	2	0,62
6		DIL 03	1	1	0	2	1	2	1
7	CUSTOMER FOCUS	CSO 01	1	2	0	2	1,38	2	0,62
8		CSO 02	2	4	0	1	2,75	2	0
9		CSO 03	2	4	0	5	2,75	2	0
10	INNOVATION	INV 01	1	1	0	3	1	2	1
11		INV 02	1	2	0	1	1,38	2	0,62
12		INV 03	1	1	0	2	1	2	1
13	TEAMWORK	TWK 01	1	3	0	4	1,75	2	0,25
14		TWK 02	3	2	0	3	2,62	2	0
15		TWK 03	1	4	0	1	2,12	2	0
16	ACHIEVEMENT ORIENTATION	ACH 01	2	3	0	3	2,38	2	0
17		ACH 02	2	2	0	3	2	2	0
18		ACH 03	1	1	0	1	1	2	1

To analyze and explain the "Developer" traits of the report measured by composite Emotional Sta

1. **Emotional Stability** (Score: 5):

- **Description**: Emotional Stability reflects an individual's consistent temperament, emotional re
- **Analysis**: The score of 5 suggests an average level of emotional stability. Simone may expe
- **Improvement**: To enhance emotional stability, Simone could benefit from stress managemen

2. **Extraversion** (Score: 6):

- **Description**: Extraversion pertains to social interaction, energy levels, and enthusiasm for ne
- **Analysis**: With a score of 6, Simone demonstrates an average level of extraversion. She like
- **Improvement**: To further develop extraverted traits, Simone could engage in more social act

Based on the provided information, a rating from 1 to 10 for these "Developer" traits could be:

- Emotional Stability: 5
- Extraversion: 6

To improve these traits in the future, Simone could focus on enhancing her emotional regulation,

Overall Rating of "Developer" Traits: 5.5 (Average)

Would you like more specific details or additional insights on these traits?

Based on the provided information, Simone Sample's traits related to being a leader are as follows:

1. ****Openness to Experience:**** Simone scored a 7 in Openness to Experience, indicating a high level of openness to new experiences.
2. ****Agreeableness:**** Simone scored a 4 in Agreeableness, which suggests an average level of agreeableness.
3. ****Emotional Intelligence:**** Simone scored a 7 in Emotional Intelligence, indicating a high level of emotional intelligence.
4. ****Industriousness:**** Simone scored a 5 in Industriousness, reflecting an average level of industriousness.

To improve these "Leader" traits in the future, Simone could consider the following actions:

- ****Agreeableness:**** Work on fostering more trust in others, demonstrating more sympathy, and being more cooperative.
- ****Industriousness:**** Setting clear goals, creating a structured plan of action, and practicing persistence.
- ****Emotional Intelligence:**** Practicing active listening, empathy, and self-reflection can further enhance emotional intelligence.

Overall, considering the current scores and potential for improvement, I would rate Simone's "Leader" traits as **Good**.