

SISTEM PENGURUSAN PRESTASI PERKHIDMATAN AWAM

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Sistem Pengurusan Prestasi Perkhidmatan Awam

Sistem Pengurusan Prestasi (SPP) dalam perkhidmatan awam merupakan mekanisme yang digunakan untuk menilai dan mengurus prestasi individu berdasarkan sasaran dan objektif tertentu. Tujuan utama SPP adalah untuk meningkatkan kinerja dan produktivitas pegawai negeri sipil, serta memastikan akuntabilitas dan transparansi dalam pengelolaan sumber daya manusia di lingkungan pemerintahan.

Pertanyaan 1: Apa saja manfaat SPP bagi pegawai negeri sipil? Jawaban: SPP memberikan banyak manfaat bagi pegawai negeri sipil, seperti:

- Meningkatkan motivasi dan kinerja kerja
- Memberikan umpan balik yang jelas tentang kinerja
- Mengidentifikasi kebutuhan pelatihan dan pengembangan
- Membantu dalam pengambilan keputusan yang terkait dengan promosi dan remunerasi

Pertanyaan 2: Bagaimana cara kerja SPP? Jawaban: SPP umumnya melibatkan beberapa langkah berikut:

- Penetapan sasaran dan objektif kinerja yang spesifik, terukur, dapat dicapai, relevan, dan terikat waktu (SMART).
- Pengawasan dan penilaian kinerja secara berkala.

- Pemberian umpan balik pada pegawai tentang kemajuan mereka.
- Peninjauan dan evaluasi kinerja akhir.

Pertanyaan 3: Apa peran manajer dalam SPP? Jawaban: Manajer memiliki peran penting dalam SPP, antara lain:

- Membantu pegawai dalam menetapkan sasaran kinerja yang jelas.
- Memberikan bimbingan dan dukungan selama periode penilaian.
- Memberikan umpan balik yang konstruktif dan tepat waktu kepada pegawai.
- Mengevaluasi kinerja pegawai secara objektif dan adil.

Pertanyaan 4: Bagaimana SPP memastikan akuntabilitas dan transparansi?

Jawaban: SPP memastikan akuntabilitas dan transparansi melalui:

- Dokumentasi sasaran dan objektif kinerja yang disepakati.
- Catatan rinci tentang penilaian kinerja dan umpan balik.
- Proses evaluasi terbuka dan transparan.

Pertanyaan 5: Apa tantangan yang dihadapi dalam penerapan SPP? Jawaban:

Meskipun bermanfaat, terdapat beberapa tantangan dalam penerapan SPP, antara lain:

- Kesulitan dalam menetapkan sasaran yang SMART.
- Resistensi dari pegawai yang enggan menerima umpan balik yang konstruktif.
- Bias pribadi dalam proses evaluasi.

Dengan mengatasi tantangan ini, SPP dapat menjadi alat yang efektif untuk meningkatkan kinerja dan produktivitas pegawai negeri sipil, serta memastikan transparansi dan akuntabilitas dalam pengelolaan sumber daya manusia di sektor publik.

What is the 11th power of Congress? The Eleventh Amendment's text prohibits the federal courts from hearing certain lawsuits against states. The Amendment has also been interpreted to mean that state courts do not have to hear certain suits against the state, if those suits are based on federal law.

What are the 11 congressional powers under the Articles of Confederation?

These included: to lay and collect taxes; pay debts and borrow money; regulate commerce; coin money; establish post offices; protect patents and copyrights; establish lower courts; declare war; and raise and support an Army and Navy.

What is the scope of Congress' legislative power? Congress, as one of the three coequal branches of government, is ascribed significant powers by the Constitution. All legislative power in the government is vested in Congress, meaning that it is the only part of the government that can make new laws or change existing laws.

Did McCulloch v Maryland gave strength to implied powers and elevated the federal government over the states? McCulloch v. Maryland (1819) is one of the first and most important Supreme Court cases on federal power. In this case, the Supreme Court held that Congress has implied powers derived from those listed in Article I, Section 8. The “Necessary and Proper” Clause gave Congress the power to establish a national bank.

When was the 11th Congress? It met in Washington, D.C., from March 4, 1809, to March 4, 1811, during the first two years of James Madison's presidency. The apportionment of seats in the House of Representatives was based on the 1800 United States census. Both chambers had a Democratic-Republican majority.

What are the 3 congressional powers? Congress has the power to: Make laws. Declare war. Raise and provide public money and oversee its proper expenditure.

What is Article 11 of the Articles of Confederation simplified? Article XI. Canada acceding to this confederation, and joining in the measures of the united states, shall be admitted into, and entitled to all the advantages of this union: but no other colony shall be admitted into the same, unless such admission be agreed to by nine states.

What are the four powers granted to Congress by the Constitution 11? The Constitution assigned to Congress responsibility for organizing the executive and judicial branches, raising revenue, declaring war, and making all laws necessary for executing these powers.

What powers did Congress have under the Articles of Confederation
_____?

The Articles of Confederation created a national government
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composed of a Congress, which had the power to declare war, appoint military officers, sign treaties, make alliances, appoint foreign ambassadors, and manage relations with Indians.

What are the roles and powers of the Congress? Congress enacts laws that influence the daily lives of all Americans and is intended to serve as the voice of the people. Its responsibilities include funding government functions and programs, holding hearings to inform the legislative process, and oversight of the executive branch.

What are the implied powers of Congress?

What are the powers of legislative? The legislative branch is made up of the House and Senate, known collectively as the Congress. Among other powers, the legislative branch makes all laws, declares war, regulates interstate and foreign commerce and controls taxing and spending policies.

What was the congressional power in McCulloch v. Maryland? majority opinion by John Marshall. Maryland may not impose a tax on the bank. In a unanimous decision, the Court held that Congress had the power to incorporate the bank and that Maryland could not tax instruments of the national government employed in the execution of constitutional powers.

How did the McCulloch v. Maryland case increase the powers of Congress think of the idea of federalism)? The court decided that the Federal Government had the right and power to set up a Federal bank and that states did not have the power to tax the Federal Government. Marshall ruled in favor of the Federal Government and concluded, "the power to tax involves the power to destroy."

What did McCulloch v. Maryland say about implied powers? In McCulloch v. Maryland (1819) the Supreme Court ruled that Congress had implied powers under the Necessary and Proper Clause of Article I, Section 8 of the Constitution to create the Second Bank of the United States and that the state of Maryland lacked the power to tax the Bank.

What is Nancy Pelosi's current position? A member of the House since 1987, Pelosi currently represents California's 11th congressional district, which includes

most of San Francisco. She is the dean of California's congressional delegation.

What Congress are we in 2024? Find links to official calendar from the “Congressional Activity” section of Browse by Congress - 118th Congress (2023-2024). Learn more about legislative calendars and schedules. Dates of Past Sessions lists the convene and adjourn dates for legislative sessions.

When was the 11th Amendment passed by Congress? AMENDMENT XI Passed by Congress March 4, 1794. Ratified February 7, 1795. Note: Article III, section 2, of the Constitution was modified by amendment 11.

Who has more power than the President? The Senate has exceptionally high authority, sometimes higher than the President or the House of Representatives. The Senate can try cases of impeachment, which can dismiss a President for misconduct.

Which branch declares war? The Constitution grants Congress the sole power to declare war. Congress has declared war on 11 occasions, including its first declaration of war with Great Britain in 1812. Congress approved its last formal declaration of war during World War II.

Does a bill go to the House or Senate first? After a measure passes in the House, it goes to the Senate for consideration. This includes consideration by a Senate committee or subcommittee, similar to the path of a bill in the House. A bill must pass both bodies in the same form before it can be presented to the President for signature into law.

What are the 16 powers of Congress? Namely the power “to lay and collect taxes”, duties, impost and excises, to pay debts, to provide for the common defense and general welfare of the United States, to regulate commerce with foreign Nations, to constitute tribunals inferior to the Supreme Court, to raise and maintain armed forces, to declare war, to ...

What is Senate Rule 11? SENATE STANDING RULE XI No memorial or other paper presented to the Senate, except original treaties finally acted upon, shall be withdrawn from its files except by order of the Senate.

What are the four powers granted to Congress by the Constitution 11? The Constitution assigned to Congress responsibility for organizing the executive and judicial branches, raising revenue, declaring war, and making all laws necessary for executing these powers.

How does the 11th Amendment limit federal power? Eleventh Amendment: The Judicial power of the United States shall not be construed to extend to any suit in law or equity, commenced or prosecuted against one of the United States by Citizens of another State, or by Citizens or Subjects of any Foreign State.

The Optimistic Child: A Proven Program to Safeguard Children Against Depression and Build Lifelong Resilience

Depression is a serious mental health issue that can affect children and adolescents of all ages. It can lead to feelings of sadness, hopelessness, and worthlessness, and can disrupt their daily lives. The good news is that there are effective ways to help prevent depression in children, and one such program is The Optimistic Child.

What is The Optimistic Child?

The Optimistic Child is a school-based program that teaches children the skills they need to build resilience and optimism. The program is based on the latest research on positive psychology and has been shown to be effective in reducing depression symptoms and improving children's overall mental health.

How does The Optimistic Child work?

The Optimistic Child teaches children how to:

- Identify and challenge negative thoughts
- Develop realistic and positive expectations
- Set achievable goals
- Cope with setbacks and disappointment
- Build strong relationships with others

What are the benefits of The Optimistic Child?

The Optimistic Child has been shown to have a number of benefits for children, including:

- Reduced depression symptoms
- Improved overall mental health
- Increased resilience
- Better academic performance
- Improved social skills

Is The Optimistic Child right for my child?

The Optimistic Child is a safe and effective program for children of all ages. It is particularly beneficial for children who are at risk for depression or who are experiencing symptoms of depression.

How can I learn more about The Optimistic Child?

To learn more about The Optimistic Child, please visit the program's website at www.theoptimisticchild.org. You can also find information about the program on the National Institute of Mental Health website at www.nimh.nih.gov.

Summary of Never Split the Difference: Negotiating as if Your Life Depended on It by Chris Voss

What is the main thesis of Never Split the Difference?

The book argues that traditional negotiating techniques are ineffective and even counterproductive. Instead, it advocates for a collaborative approach that focuses on empathy, understanding, and building trust.

What are the key principles of Voss's method?

Voss's method is based on the following principles:

- **Active listening:** Pay close attention to what the other party is saying, both verbally and nonverbally.
- **Empathy:** Try to understand their perspective and motivations.

- **Building trust:** Create a positive and respectful atmosphere by showing genuine interest in the other party's needs.
- **Calibrated questions:** Ask strategic questions designed to elicit information and foster understanding.
- **Mirroring:** Use verbal and nonverbal cues to demonstrate that you are understanding and empathizing with the other party.

How can I apply Voss's method to my own negotiations?

Voss's method can be applied to any negotiation, from business deals to personal relationships. Here are a few tips:

- **Prepare:** Research the other party and their interests before entering a negotiation.
- **Be patient:** It takes time to build trust and create a collaborative environment.
- **Ask questions:** Use calibrated questions to gather information and understand the other party's perspective.
- **Listen actively:** Pay attention to what is being said and unsaid.
- **Mirror and empathize:** Show the other party that you are understanding their needs and emotions.

What are some common pitfalls to avoid in negotiations?

According to Voss, some common pitfalls to avoid in negotiations include:

- **Focusing on position:** Negotiating from a fixed position can lead to stalemates.
- **Ignoring emotions:** Emotions play a significant role in negotiations, but they should be managed carefully.
- **Assuming the worst:** Don't assume that the other party is out to get you.
- **Splitting the difference:** This is often a lazy and ineffective approach to negotiation.
- **Giving up too easily:** Don't be afraid to walk away from a negotiation if you're not getting what you need.

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