

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	NORAZIANI BINTI KHAMIS		
Talent ID:	T20223	Age:	45
Designation:	PUBLIC HEALTH PHYSICIAN	Program:	RESEARCH AND TECHNICAL SUPPORT
Workplace:	INSTITUTE FOR HEALTH MANAGEMENT	Grade:	UD 54



NSR POINT(2019)

A1/A2	40	A6(II)	0
A3	0	A7	0
A4	0	A8	0
A5	10	A9	0
A6(I)	5	Total	55

LNPT

2019	93.18
2018	93.97
2016	91.65

PERSONALITY TEST SUMMARY

Kebolehppercayaan Cara Menjawab: Sederhana

Seorang yang cenderung berasa bimbang terhadap perkara yang kurang penting dan kurang yakin dengan kebolehan diri. Anda berasa kecewa dan putus asa, anda cenderung menilai sesuatu perkara atau situasi secara negatif dan menyalahkan diri atau orang lain. Seorang yang agak pendiam, kurang berinteraksi secara sosial dengan orang lain dan suka kepada kehidupan yang tenang. Seorang yang agak suka memendam perasaan walaupun kepada individu yang rapat dengan anda. Seorang yang kurang memberi perhatian, kurang mengambil endah dan kurang menitikberatkan hubungan interpersonal dengan orang lain. Seorang yang sangat sensitif, emosional dan terlalu asyik dengan permasalahan diri.

COMPETENCY ASSESSMENT

COMPETENCY DOMAIN		
	LEVEL	SUBDOMAIN
LEADERSHIP (L)	L2	L1:3.5 L2:2 L3:3 L4:2.5 L5:2 L6:2
COMMUNICATION AND RELATIONSHIP (C)	C2	C1:2.5 C2:3.5 C3:3 C4:1.5 C5:2
ORGANISATIONAL GOVERNANCE (G)	G2	G1:2.5 G2:2.5 G3:3.5 G4:3
PROFESSIONAL VALUE (P)	P2	P1:3 P2:3 P3:3
PERSONAL VALUES (V)	V2	V1:2 V2:4 V3:2

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ASSESSMENT SUMMARY

L:

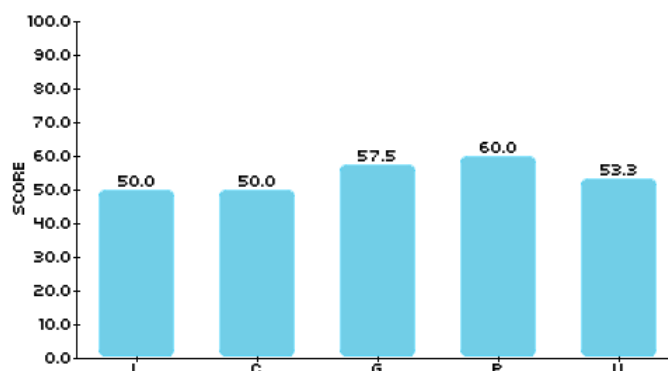
- **Overall:** *Basic Level*
- **Strength:** *Achievement orientation, Creative and Innovative*
- Talent is expected to be able to/to be:
 - Execute and lead change
 - Anticipate and prepare long-term solution for existing opportunities/threat
 - Confidently accept to handle bigger responsibilities, voice out opinion and suggestion upon people in the higher position
 - Lead multi-agency teams beyond organisation

C:

- **Overall:** *Basic Level*
- **Strength:** *Communications and Presentation Skills*
- Talent is expected to be able to/to be:
 - Consistently represent the organisation as part of inter-organisational team
 - Maintain and nurturing harmonious relationship among members across the organisation
 - Successful in most negotiation for any request and/or deals
 - Build friendly rapport with key leaders

G:

- **Overall:** *Basic Level*
- **Strength:** *Organizational Awareness*
- Talent is expected to be able to/to be:
 - Involve in workforce planning in the organisation
 - Involve in the review of work processes of the organisation
 - Able to manage allocated budget, develop financial plans for the organisation including assets inventory



ASSESSOR COMMENT

Full potential to groom as future leader and we believe she will give her dedication and commitment to the programme.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

Health Economics - Cost analysis of Uberization of Primary Care Services

PROPOSED SUPERVISOR/ FACILITATOR

Dr Nor Hayati binti Ibrahim
Director, Institute for Health Management