

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	DR SIVABALAN PANIKKAR A/L RAJANDRAN		
Talent ID:	T20210	Age:	38
Designation:	HEAD OF UNIT	Program:	MEDICAL
Workplace:	QUALITY CONTROL AND RESEARCH UNIT, HOSPITAL SULTAN HAJI AHMAD SHAH	Grade:	UD 52



CPD POINT (2019)	
Total	42
A1-10	33
A11	5
B1	0
B2/B3	4
LNPT	
2018	92.13
2017	90.77
2016	87.27

PERSONALITY TEST SUMMARY

Kebolehpercayaan Cara Menjawab: Sederhana

Seorang yang mempunyai keyakinan dengan kebolehan diri dan boleh memberi tumpuan terhadap isu semasa. Sangat suka kepada perkara yang baik dan positif serta cenderung menilai sesuatu perkara atau situasi secara optimistik. Sangat mementingkan hubungan interpersonal dan suka berinteraksi secara sosial dengan orang lain. Boleh menyuarakan idea, pendapat dan perasaan dengan jelas dan berterus terang apabila berinteraksi dengan orang lain. Seorang yang sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Seorang yang sangat rasional, munasabah, berfikir logikal dan bersikap adil apabila membuat keputusan walaupun mengalami tekanan perasaan.

COMPETENCY ASSESSMENT

COMPETENCY ASSESSMENT			
COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L2	L1:3.5 L2:3.5 L3:2.5 L4:2.5 L5:4 L6:1.5	
COMMUNICATION AND RELATIONSHIP (C)	C2	C1:2.5 C2:3 C3:4.5 C4:3 C5:3.5	
ORGANISATIONAL GOVERNANCE (G)	G1	G1:1 G2:1.5 G3:3.5 G4:3	
PROFESSIONAL VALUE (P)	P1	P1:3 P2:2.5 P3:1	
PERSONAL VALUES (V)	V2	V1:3 V2:2 V3:2.5	
			2

ASSESSMENT SUMMARY

L:

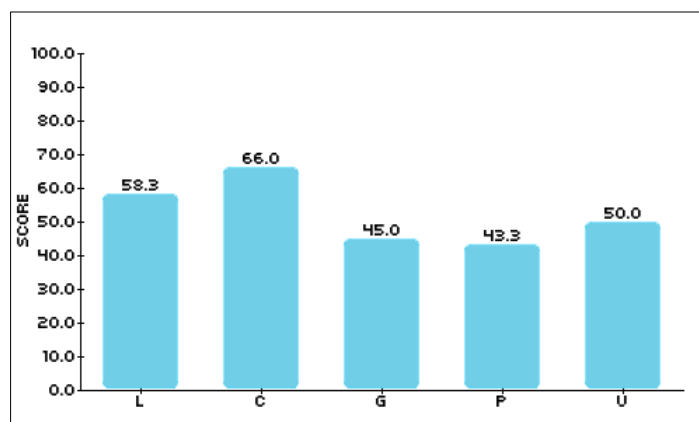
- **Overall:** *Basic Level*
- **Strength:** *Achievement orientation, Change Leadership, Self Confidence*
- Talent is expected to be able to/to be:
 - Introduce breakthrough thinking across organisation
 - Anticipate and prepare long-term solution for existing opportunities/threat
 - Lead multi-agency teams beyond organisation

C:

- **Overall:** *Basic Level*
- **Strength:** *Interpersonal Skill, Networking ability*
- Talent is expected to be able to/to be:
 - Consistently represent the organisation as part of inter-organisational team
 - Represent the organisation in making a presentation in multi-agency forums
 - Successful in most negotiation for any request and/or deals

G:

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



ASSESSOR COMMENT

He is suitable candidate and can be better under proper guidance in Talent Grooming Programme (TGP).

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

To be discussed with the supervisor

PROPOSED SUPERVISOR/ FACILITATOR

Dr Nor Azlina binti Abdul Aziz
Director
Hospital Sultan Haji Ahmad Shah