

MERANCANG MODEL PENJENJANGAN PROFESI BIOLOGI (Usaha Penyamaan Persepsi Posisi Program Profesi Biologi)

PERTEMUAN KOB
24 AGUSTUS 2018
UBAYA SURABAYA

TUJUAN SERTIFIKASI

(bagi pemegang sertifikat)

BAGI PEMEGANG SERTIFIKAT

- ❖ Meningkatkan mobilitas.
- ❖ Meningkatkan rekognisi dan renumerasi.
- ❖ Meningkatkan prospek kairer.
- ❖ Meningkatkan keselamatan kerja.
- ❖ Meningkatkan kepercayaan diri.

METODE SERTIFIKASI PROFESI

Ada beberapa metode, salah satunya adalah atunya adalah sebagai berikut:

1. Setelah lulus (profesi atau apapun: dianggap ahli (diputihkan) dan diakui sebagai seorang profesional.
2. Sertifikat dapat dipertahankan selama selang waktu tertentu (2-3th) dengan cara melakukan aktifitas dibidang profesinya (termasuk menulis buku, melatih dsb)
3. Bila tidak memenuhi syarat sks, sertfikat dibatalkan (keluar ari profesi) dan kalau ingin masuk lagi harus ujian.
4. Bila memenuhi syarat: diperpanjang atau naik peringkat, bergantung sistemnya.
5. Cara mempertahankan sertifikat ada berbagai macam.

MODEL PENJENJANGAN PROFESI BIOLOGI (BIOLOGI FORENSIK)

Jenjang Akademik	Pengalaman Kerja minimal	Peringkat	Jabatan (Position)					Sebutan	Penguji/ Penilai
	18	KS	Senior Consultant					Kons. Sen.	KN
UJIAN KONSULTAN									KN
	14	K	Consultant					Konsultan	OP
UJIAN KONSULTAN (UK)									KN
	10	C3	Supervisor specialist					Pen. Spes.	OP
			Bot.	Zool.	Miko	DNA	Abiotik		
UJIAN SPESIALIS (US)									KN 1
	8	C2	Senior Supervisor					Pen. Senior	OP
UJIAN									OP
S3 (L 9)	3	C1	Supervisor					Penyidik	PAL
UJIAN									OP
S2 (L 8)	2	B2	Junior Supervisor					An. senior	PAL
UJIAN									OP
Level 7	1	B1	Data Analyst					Analisis	PAL
UJIAN									PAL
S1 (L 6)	1	A2	Data Screener					Asisten	AL
UJIAN									AL
Pend. L 5	1	A1	Data Collector					Pemula	AL

PENJELASAN TABEL

Penilai

AL : Atasan Langsung (atasan langsung berhak menilai penyidik tersebut).

PAL : Penilai Atasan Langsung (Atasan yang berhak menilai Atasan Langsung)

PO : Organisasi Profesi

KN1 : Komisi Nasional 1 (tersusun dari: 1 orang PAL, 2 orang dari OP, 3 orang supervisor specialist.

KN : Kominisi Nasional (tersusun dari: 1 orang PAL, 3 orang OP, 1 orang KS)

RUBRIK UJIAN

<i>Catagory</i>	<i>Professional Competencies</i>
Personal	<i>Self Management.</i>
	<i>Communication Skill</i>
	<i>Personal/Social Skill</i>
	<i>Confidence</i>
Ketrampilan Profesi	Pengetahuan
	Pengetahuan Khusus
	Ketrampilan
Penerapan/pemanfaatan	Skill Pemanfaatan.
	<i>Creativity</i>
	<i>Technical Achievment</i>
<i>Other Skill</i>	<i>Please Complete</i>

SELF MANAGEMENT.

Definition: The ability to control and direct one's own career and efforts

• In personal control and able to negotiate own requirements	9 – 10
• Conscious of personal direction and will able to use available resources	7 – 8
• Reasonably able to seek appropriate guidance	6 – 5
• Slow to perceive own interest and contact appropriate resources	4 – 3
• Passive and relies entirely on outside direction	2 – 1

State Example of Behaviour

KOMPETENSI YANG DIUJIKAN

Catagory	Professional Competencies
Personal	Self Management.
	Communication Skill
	Personal/Social Skill
	Confidence
Business Management	Commercial Skill
	Creativity
	Technical Achievment
Other Skill	Please Complete

Self Management.

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State Example of Behaviour

KEMAMPUAN BERKOMUNIKASI

Communication Skill.

Definition: The ability to give a complete and concise account of situation either verbally or in writing

• Always clear, concise and adequate, overall presentation of high standard	9 – 10
• Reasonable presentation with some inaccuracies in constant, but rarely has difficulty in making a point.	7 – 8
• Usually easy to understand	6 – 5
• Tendency to be inadequate and inaccurate and has difficulty in conveying the meaning	4 – 3
• Poor presentation, tends to be incoherent, lacking in content and accuracy	2 – 1

State Example of Behavior

Kompetensi Sosial

Personal/ Social Skill.

Definition: The ability to socialize with others and gain respect.

• Able to socialize well and establish good relationships with peoples at all levels.	9 – 10
• Mixes well and establish good relationships, but at own level only.	7 – 8
• Attempts to socialize and make a contribution	6 – 5
• Tends to be shy and retiring, has difficulty in establishing good relationship	4 – 3
• Prefers own company, lacking in socialization.	2 – 1

State Example of Behavior

KEPERCAYAAN DIRI

Confidence.

Definition: The capacity of self-reliance.

• Self-reliant, confident and keen to accept responsibilities.	9 – 10
• Accepts responsibility but to seek guidance at times.	7 – 8
• Accepts responsibility if encouraged but finds difficulty in gauging when to seek guidance.	6 – 5
• Accepts responsibility reluctantly and need or occasional reassurance.	4 – 3
• Lacking confidence, frequently reassurance.	2 – 1

State Example of Behavior

SKILL KOMERSIAL

Commercial Skill.

Definition: The ability to see engineering in a business environment

- | | |
|--|--------|
| • Fully aware of commercial and financial implication task | 9 – 10 |
| • Generally aware of implication, but sometimes needs clarification on a particular point. | 7 – 8 |
| • Only aware of the business environment when seconded to a commercial department. | 6 – 5 |
| • Limited awareness of any commercial ramifications | 4 – 3 |
| • Believes that the business depends upon engineering decisions only | 2 – 1 |

State Example of Behavior

KETRAMPILAN BERORGANISASI

Organization Skill

Definition: the ability to structure circumstances to a given objective

• Fully aware of the need to plan and schedule dependent on changing circumstances and task.	9 – 10
• Usually organizes well but sometimes misses an important factor.	7 – 8
• Average ability but needs reminders on critical factors	6 – 5
• Has muddled approach and unable to set priorities	4 - 3
• Needs constant assistance to organize and plan	2 – 1

State examples of Behavior

KOMPREHENSIF

Comprehension

Definition: the ability to understand and interpret instruction.

- | | |
|---|--------|
| • Understand well at first attempt, readily grasp new ideas/concepts. | 9 – 10 |
| • Does not normally requires additional information/explanation. | 7 – 8 |
| • Sometimes require additional information/explanation. | 6 – 5 |
| • Frequently requires additional information/explanation, takes time to grasp new ideas/concepts. | 4 - 3 |
| • Usually lacking compfehension and has a poor grasp of new ideas/concepts. | 2 – 1 |

State examples of Behavior

KREATIVITAS/INOVASI

Charity

Definition: Ability to originate new and improved used of ideas, people and resources.

• Excellent problem solver.	9 – 10
• Good understanding and useful innovator.	7 – 8
• Has put toward some ideas.	6 – 5
• Will perform function adequately, but shows little innovation.	4 - 3
• Does not welcome change.	2 – 1

State examples of Behavior

KEMAMPUAN TEKNIS

Technical Achievement

Definition: The ability to translate knowledge and skill into achieving results.

• Quickly develops skill and achieves excellent results without prompting.	9 – 10
• Achieves well with little supervision.	7 – 8
• Average ability in achieving results but hesitant, with little initiative .	6 – 5
• Usually needs assistance to achieve tasks.	4 - 3
• Requires explicit instruction, close supervision and assistance.	2 – 1
State examples of Behavior	

KEMAMPUAN LAIN

1. Other Skill

Definition:

• Quickly develops skill and achieves excellent results without prompting.	9 – 10
•	7 – 8
•	6 – 5
•	4 - 3
•	2 – 1

State examples of Behavior

INI ADALAH SLIDE TERAKHIR

Oleh karena itu saya mengucapkan terima kasih atas perhatian dan kerjasamanya.

Bila ada yang kurang jelas, silakan dikemukakan.

Sekian terima kasih