

# KEPERLUAN MATA CPD MENGIKUT GRED JAWATAN SSM / SSPA

| GRED SSM   | GRED SSPA | KEPIMPINAN | GENERIK /<br>GENERIK AKADEMIK | FUNGSIAN | TERAS | STRATEGIK UNIVERSITI | UMUM | JUMLAH |
|------------|-----------|------------|-------------------------------|----------|-------|----------------------|------|--------|
| 11 – 28    | 1 - 4     |            |                               | 30       |       | 8                    | 4    | 42     |
| 29 – 40    | 5 - 8     |            |                               | 30       |       | 8                    | 4    | 42     |
| 41 – 52    | 9 - 13    | 18         |                               |          | 12    | 8                    | 4    | 42     |
| 53 KE ATAS | 14 - 15   | 30         |                               |          |       | 8                    | 4    | 42     |

## PECAHAN CPD STRATEGIK UNIVERSITI

- 2 CPD MBNC (**WAJIB**)
- 3 CPD DIGITAL (**WAJIB**)
- 3 CPD Strategik Universiti/ Amanat JPU/ ISES/ Budaya Al-Quran/ Kesejahteraan Staf

# PENETAPAN KOMPETENSI STAF UTM (PPP & AKADEMIK)

| KOMPETENSI<br>TERAS                 | GRED SSM  |         |         |         |            |
|-------------------------------------|-----------|---------|---------|---------|------------|
|                                     | 11 - 28   | 29 - 40 | 41 - 46 | 47 - 52 | 53 KE ATAS |
|                                     | GRED SSPA |         |         |         |            |
|                                     | 1 - 4     | 5 - 8   | 9 - 11  | 12 - 13 | 14 - 15    |
| Perkhidmatan Berorientasi Pelanggan | ✓         | ✓       |         |         |            |
| Kerja Berpasukan                    | ✓         |         |         |         |            |
| Pemikiran Kritikal dan Inovatif     |           |         | ✓       | ✓       |            |
| Berorientasikan Keberhasilan        | ✓         | ✓       |         |         |            |
| Pengurusan Masa                     |           | ✓       | ✓       |         |            |

| KOMPETENSI KEPIMPINAN               | GRED SSM  |         |         |         |            |
|-------------------------------------|-----------|---------|---------|---------|------------|
|                                     | 11 - 28   | 29 - 40 | 41 - 46 | 47 - 52 | 53 KE ATAS |
|                                     | GRED SSPA |         |         |         |            |
|                                     | 1 - 4     | 5 - 8   | 9 - 11  | 12 - 13 | 14 - 15    |
| Jaringan & Kolaborasi Strategik     |           |         |         | ✓       | ✓          |
| Perancangan Strategik               |           |         | ✓       | ✓       | ✓          |
| Meneraju Perubahan                  |           |         |         | ✓       | ✓          |
| Pengurusan & Pembangunan Organisasi |           | ✓       | ✓       |         |            |
| Kemahiran Membuat Keputusan         |           |         | ✓       | ✓       |            |

| KOMPETENSI<br>GENERIK PENTADBIRAN | GRED SSM  |         |         |         |            |
|-----------------------------------|-----------|---------|---------|---------|------------|
|                                   | 11 - 28   | 29 - 40 | 41 - 46 | 47 - 52 | 53 KE ATAS |
|                                   | GRED SSPA |         |         |         |            |
|                                   | 1 - 4     | 5 - 8   | 9 - 11  | 12 - 13 | 14 - 15    |
| Pengurusan Sumber Manusia         |           | ✓       | ✓       |         |            |
| Pengurusan Kewangan dan Aset      |           | ✓       |         |         |            |
| Pengurusan Risiko                 |           |         | ✓       | ✓       | ✓          |
| Pemikiran Analitikal              |           |         | ✓       |         |            |
| Kemahiran Perundingan             |           |         |         | ✓       |            |

| KOMPETENSI<br>GENERIK AKADEMIK          | GRED SSM  |         |         |         |            |
|-----------------------------------------|-----------|---------|---------|---------|------------|
|                                         | 11 - 28   | 29 - 40 | 41 - 46 | 47 - 52 | 53 KE ATAS |
|                                         | GRED SSPA |         |         |         |            |
|                                         | 1 - 4     | 5 - 8   | 9 - 11  | 12 - 13 | 14 - 15    |
| Pembangunan Pelajar                     |           |         | ✓       | ✓       | ✓          |
| Pembangunan Penyelidikan                |           |         | ✓       | ✓       | ✓          |
| Penyampaian Pembelajaran dan Pengajaran |           |         | ✓       | ✓       | ✓          |
| Pembangunan Profesional                 |           |         |         | ✓       | ✓          |
| Meneraju Perubahan                      |           |         |         | ✓       | ✓          |