



JABATAN PENDAFTAR
UNIVERSITI TEKNOLOGI MALAYSIA

UTM
UNIVERSITI TEKNOLOGI MALAYSIA

SEMBANG-SEMBANG
COO & CIO
Align Performance Delivery

27 JUN 2021
AHAD | 2.30 PETANG



MENGINSTITUSI I.S.E.S, MEMPERKASA BAKAT

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2021

MENGINSTITUSI

I.S.E.S,

MEMPERKASA

BAKAT

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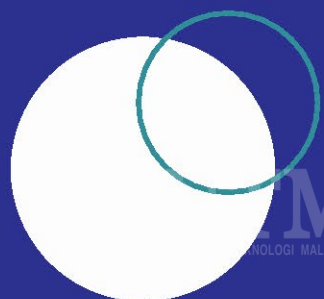
JABATAN
UNIVERSITI

SYNERGY

EXCELLENCE

INTEGRITY

SUSTAINABILITY



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THE BIG (#5) THINGS TO BE FOCUSED IN 2021

TOP PRIORITY

- STUDENT
- STAFF WELLFARE



PEOPLE MANAGEMENT



INSTITUTIONALIZE
I.S.E.S



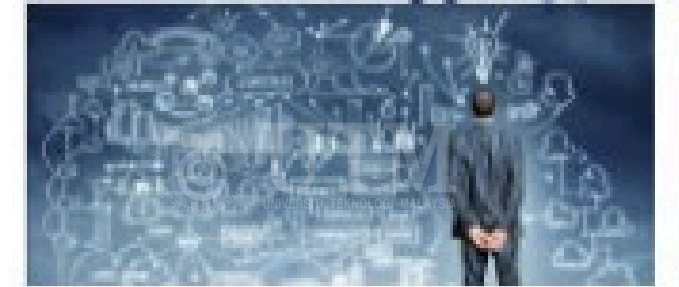
STRENGTHENING
RESEARCH IMPACT



GOVERNANCE



HIGH PERFORMANCE
DELIVERY



research
policy
impact





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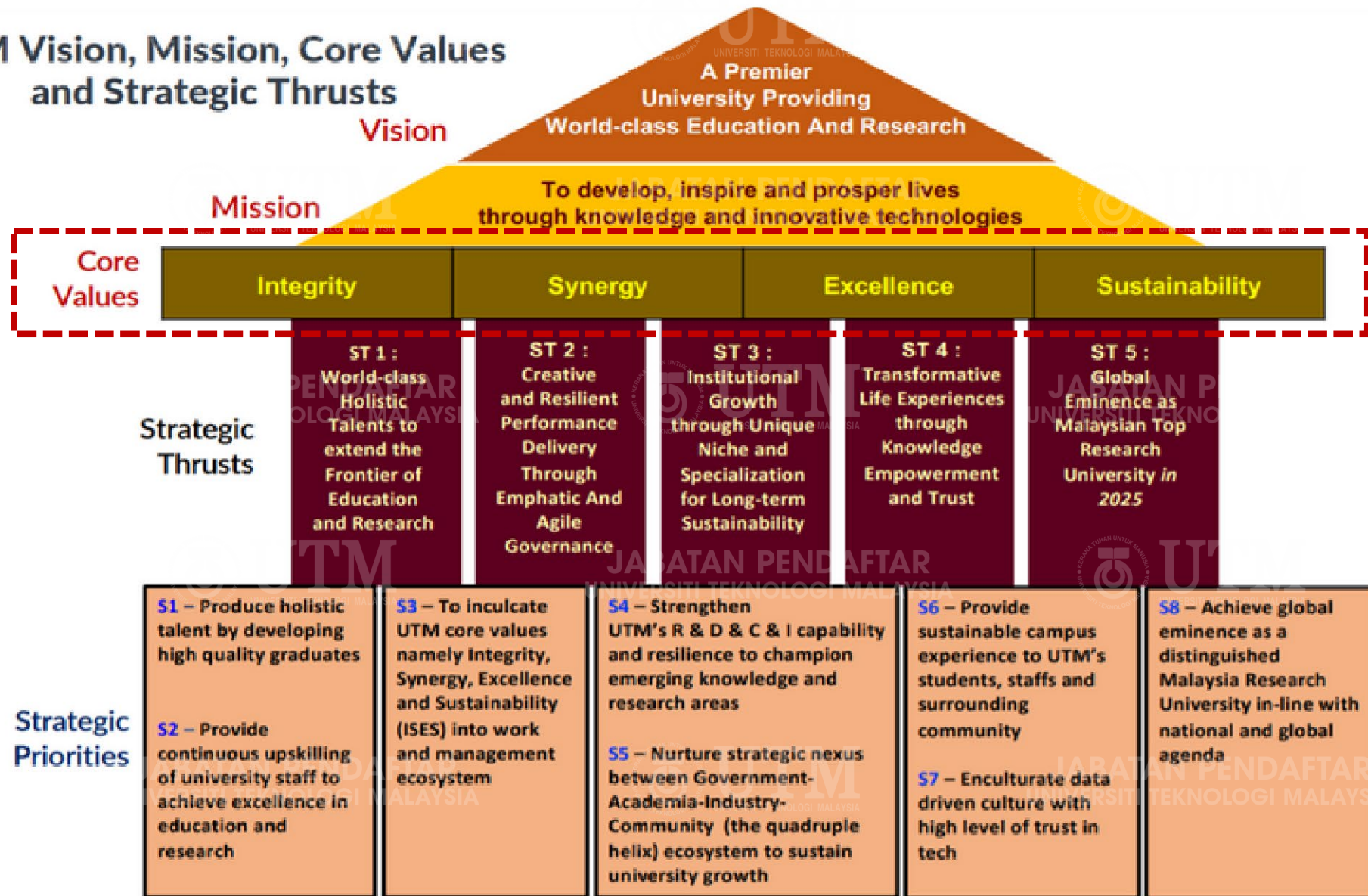
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UTM Vision, Mission, Core Values and Strategic Thrusts



Synergy instills team spirit, togetherness, inclusivity, collegiality, respect, humility, cooperation and collaboration. It also breeds selflessness, resulting from care and concern for others above self, while embracing diversity and appreciating differences.

Excellence towards high performance and delivery will result in outstanding and remarkable achievement in all aspects of teaching, learning, research, innovation, commercialization and provision of services.

Integrity calls for adherence to sound moral values and strong ethical principles. This noble virtue must be internalised in our heart and soul, and manifested in our loyalty, character, conduct, deeds and action with wisdom and trustworthiness.

Sustainability is reflected in the holistic drive by the campus community in integrating and balancing economic, social and environmental spheres to meet the current needs without compromising the ability to exist and survive continuously.



GOOD GOVERNANCE
=
UTM CORE VALUE

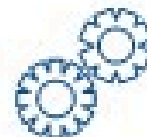
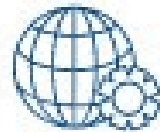
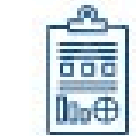
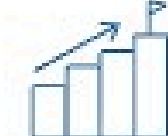
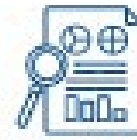
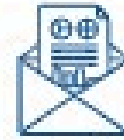
BAGAIMANA MENGINSTITUSIKAN?

- Tanggungjawab pada NILAI TERAS
- SIFAR toleransi terhadap rasuah, perlakuan kasar dan tidak sopan.
- Proses dan Sistem yg sistematik.
- Komunikasi Berkesan dengan semua pihak.
- Kebersamaan melaksanakan tugas
- Kepimpinan yang dicontohi

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INISIATIF MENGINSTITUSIKAN I.S.E.S



ISES CHAMPION

- Jawatankuasa
Pembudayaan
ISES
- 6 CHAMPION
 1. Leadership
 2. Promotion
 3. Policy
 4. System Process
 5. HR Activities
 6. Award



PROGRAM KESEDARAN & LATIHAN

- Program Latihan
berpaksikan ISES
-7 siri program
kesedaran dan
kepimpinan
-6 program latihan
UTM KL



KELESTARIAN & KEBERSAMAAN

- Program Kelestarian
 1. Kayuhan Lestari
 2. Aktiviti "Green Office"
 3. Amalan 5S, Gotong Royong
 4. Plogging, Car Free Day
 5. Aktiviti Gaya Hidup Sihat
 6. 8 Eleven, senamrobik, sukan
 7. Mini Gym, Menu Sihat
- Program Kebersamaanstaf
- Engagement Siri Sembang
I.S.E.S
- Sambutan kelahiran,
perpisahan & Majlis
kecemerlangan staf



PEMUSATAN PERKHIDMATAN

Pemusatan Kaunter
perkhidmatan utama
melalui pewujudan
UTMKL Services dan
one stop centre UTM JB





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MEMPERKASAKAN BAKAT



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BAGAIMANA "PEOPLE" DIDEFINISIKAN DI UTM?

UTM treasures, appreciates and
nurture **TALENT**



TALENT

Talent is defined as each individual at UTM is a **potential talent to be developed** through development and evaluation standards that we develop to suit the needs of our future workforce.



TALENT MANAGEMENT

Talent Management is defined as a strategic approach in managing talent to enable them to develop their capabilities optimally to achieve organizational objectives.



BAKAT

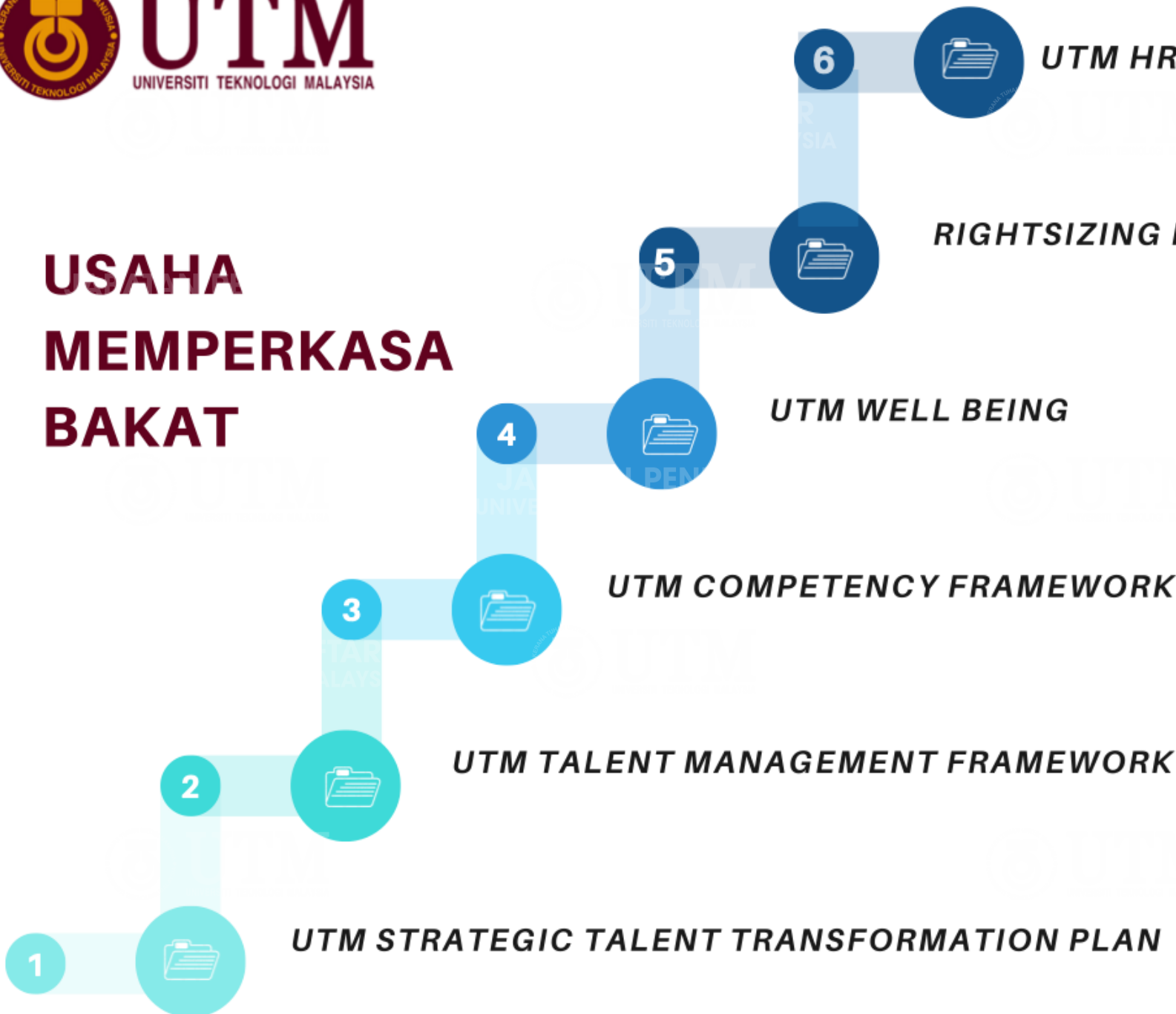
didefinisikan sebagai setiap individu di UTM merupakan bakat yang berpotensi untuk dibangunkan melalui standard pembangunan dan penilaian yang kami bangunkan untuk disesuaikan dengan keperluan tenaga kerja masa hadapan kami.



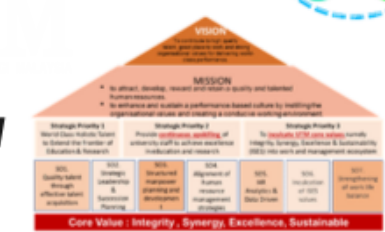
PENGURUSAN BAKAT

didefinisikan sebagai pendekatan strategik dalam mengurus bakat bagi membolehkan mereka berupaya mengembangkan kemampuan mereka secara optimum untuk mencapai objektif organisasi

USAHA MEMPERKASA BAKAT



- FASA 1 • Penetapan Diskripsi Tugas (Sept - Nov 2020)
- FASA 2 • Pengukuhan JD (Nov 2020 – Feb 2021)
- FASA 3 • Penetapan Semula (April – Jun 2021)
- FASA 4 • Membangun Kompetensi Bakat (Feb-Mei 2021)





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HIGH PERFORMANCE DELIVERY

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PRINCIPLE OF HIGH PERFORMANCE ORGANIZATION

1

**AMBITION – CLEAR
VISION WHAT TO
ACHIEVE**

2

**PURPOSE –
CLARITY OF WHY IT
NEEDS TO BE
ACHIEVE**

3

**MEASURE - KAI,
SCORECARD, etc**

4

**STANDARDS -
EMBEDDED
INSTITUTIONAL
VALUES**

5

**GAP - NARROW THE
HIGH PERFORMER
DAN LOW
PERFORMER**

6

**DECISION -
ESTABLISH
PRACTICE,
PROCEDURES,
POLICIES etc**

7

**CODE -
BEHAVIOURAL
STANTARDS TO BE A
MEMBER "DNA
UTM)**

8

**ENGAGEMENT -
STAFF, TOP
MANAGEMENT AND
STAKEHOLDERS**

9

**RESILIANCE -
INSTITUTIONAL
CAPACITY**

10

**FEEDBACKS -
ORGANIZATIONAL
FOCUS**

11

TEAMWORK

12

**CONTINUING
IMPROVEMENT**



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TERIMA KASIH

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