

Clause 7.1.1.1 (b) Staff Competency Development and Engagement Evaluation Report (SCDEER)

Definisi Dokumen

Dokumen yang memuat hasil analisis kesenjangan kompetensi staf, rencana dan pelaksanaan program pengembangan kompetensi, evaluasi efektivitas pelatihan, tingkat pencapaian standar kompetensi, serta pengukuran keterlibatan dan kepuasan staf dalam mendukung proses pembelajaran dan peningkatan mutu organisasi pendidikan.

a. Staff Competency Gap analysis

Staff Category	Required Competency	Current Competency Score	Gap	Status
Dosen	OBE dan MBKM	85	15	Need Development
Tenaga Keptndidikan	Sistem Informasi Akademik	90	10	Need Development
Auditor Internal	SPMI dan ISO 21001 Audit	70	30	Need Development

b. Staff Competency Development

Competency gab	Development Program	Target participants	Schedule	PIC
SPMI dan ISO 21001 Audit	Internal auditor training	Auditor internal	Q1	LPM
LMS Management	Technical workshop	Dosen	Q2	TIK
OBE curriculum	Akademik	Dosen	Q3	LPM, Wakil rektor Akademik

c. Staff Development Evaluation

Program	Participant	Completion Rate	Post-Test-Score	Effectiveness
ISO 21001 Auditor Training	20	100%	88	Effective
LMS Workshop	100	95%	85	Effective
OBE Training	80	97%	90	Very Effective

d. Staff Competency Achievement Report

Indicator	Target	Actual	Achievement
Staff meeting competency	>=90	93%	Achieved
Training programs implemented	10	12	Achieved
Training participation rate	>=90%	95%	Achieved

e. Staff engagement and satisfaction report

Indicator	Target	Actual
Staff satisfaction index	>=85%	89%
Training satisfaction	>=85%	91%
Staff engagement index	>=80	87%