

ABSTRACT

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OVERVIEW OF STAF ASSESSMENT CENTER UNIT AT BADAN PENGAWASAN KEUANGAN DAN PEMBANGUNAN (BPKP) DKI JAKARTA PROVINCE

In Indonesia, the quality of human resources is still very low. Meanwhile, human resources have a significant influence on the success of a company. Assessment centers are one way that can be done to improve the quality of human resources. The assessment center is a forum for employees to understand themselves because in it employees will face assessments both in terms of competency and potential by carrying out several simulation methods. The assessment center encourages employees to be evaluated as a whole so that they can find out what shortcomings they have to improve in the future and maximize their performance. Professional Work is an activity implemented by Pembangunan Jaya University in its efforts to improve the quality of human resources so that they can function in a social environment and is one of the ways that Pembangunan Jaya University implements to develop the quality of its graduates so that they can compete in the world of work. Practicing professional work at the DKI Jakarta Province Financial and Development Supervisory Agency (BPKP) in the Management Assessment Center (MAC) unit as assessment center staf. Practitioners are given the task of assisting assessors in carrying out intelligence tests and the assessment center process from start to finish, which includes case analysis, presentation, group discussion, and Behavioral Event Interview (BEI). During professional work, practitioners gain many new lessons and experiences that have never been obtained before. However, there are several obstacles that practitioners experience which can be used as lessons for the future and suggestions for the Management Assessment Center (MAC).

Keywords: Human Resources, Assessment Center, Employee Performance