



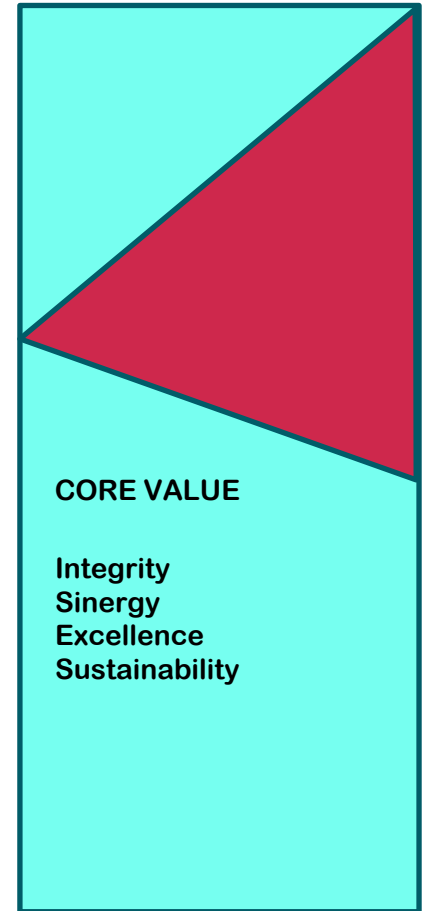
PERANAN KETUA DALAM MENGINSTITUSIKAN BUDAYA ORGANISASI (ISES)

Bahagian Sumber Manusia, Jabatan Pendaftar

Objectives : To Institutionalize ISES

- Communicated at all level
- Felt by everyone
- **Shown by our leaders**
- Embedded at our system and process
- Zero tolerance on corruption, abusive or disrespectful treatment

CORE VALUE IS OUR RESPONSIBILITY



Why Leaders

Leadership culture is important to building organizational culture. Leadership culture is how leaders interact with one another and their team members. It's the way leaders operate, communicate, and make decisions. And it's about the everyday working environment: their behaviors, interactions, beliefs, and values.

TANGGUNGJAWAB 'LEADERS'



SUPPORTED BY ISES CHAMPION AND ISES PARTNERS

STRATEGI MENGINSTITUSIKAN ISES

Organizational Values Must Be Driven by
Top Management (Tone From The Top)



- Be respectful toward employees
- Communicate what's happening -- and why
- Promote accountability and fairness

Integrity

SYNERGY

EXcellence

SUSTAINABILITY

ISES CHAMPION

PROSES

Memastikan nilai teras UTM diterapkan di dalam semua aktiviti kualiti.

- **UTM QRIM** -

POLISI

Nilai teras UTM diambil kira dalam membangunkan Polisi, Prosedur dan Garis Panduan Universiti.

- **Governance** -

ISES PROGRAM

Pelaksanaan program-program kesedaran bagi memupuk dan membudayakan ISES dikalangan staf UTM. Pengukuran dalam pengambilan, penilaian prestasi, kenaikan pangkat.

- **UTM TTC** -



KEPIMPINAN

Memastikan semua Ketua PTJ memainkan peranan dalam menggerakkan aktiviti-aktiviti ISES di peringkat PTJ masing-masing.

PROMOSI

Mempromosikan aktiviti-aktiviti ISES seperti poster kesedaran, video, laman web di peringkat Universiti.

- **HEK** -

ANUGERAH

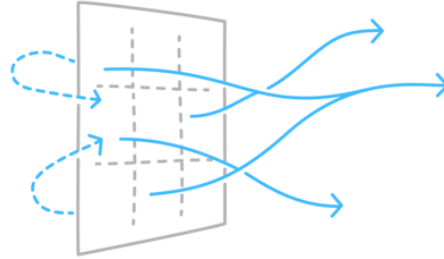
Membuka peluang kepada staf UTM untuk menerima anugerah ISES melalui Majlis Citra Karisma.

- **BPO** -

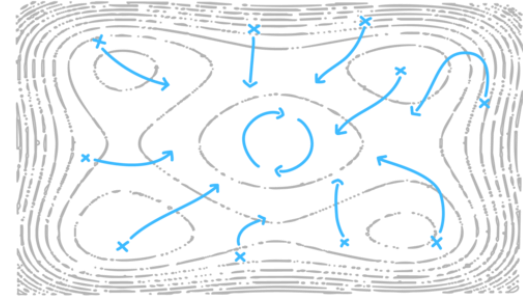
Our Approach



Self-managing organizations



Using management functions to empower self-directed teams



Self-managed teams: Are they self directed or self organized?

INISIATIF ISES DI SETIAP PTJ

<i>OVEP</i>	Pelataan KAI	Senarai Aktiviti Yang Perlu Dilaksanakan	KAI
Pembudayaan & Pemupukan	PTJ/ Fakulti/ Jabatan	Pelaksanaan aktiviti/ program berkaitan ISES di peringkat PTJ seperti: <ul style="list-style-type: none">• Poster Kesedaran ISES• Video Promosi ISES• Siri Ceramah• Program ISES	Minimum 3 Aktiviti setiap PTJ
	BSM	Pelaksanaan aktiviti/ program berkaitan ISES di peringkat Universiti seperti: <ul style="list-style-type: none">• Poster Kesedaran ISES• Video Promosi ISES• Siri Ceramah• Program ISES	12 program ISES
Pengukuran	PTJ/ Fakulti/ Jabatan	<i>ISES Award (Monthly/ Quarterly/ Yearly)</i> Tujuan – Mewujudkan persekitaran staf yang mengamalkan pembudayaan ISES antara satu sama lain.	Minimum 1 ISES Award setiap PTJ
	BSM	Indeks Pengukuran ISES	Soal selidik & analisis dapatan secara tahunan



INISIATIF ISES DI SETIAP PTJ

OVEP	Pelataan KAI	Senarai Aktiviti Yang Perlu Dilaksanakan	KAI
Pengukuhan	BSM & Seksyen Governan, Pej. Pendaftar	Polisi, Prosedur & Garis Panduan yang diluluskan pada tahun 2021 mengambilkira nilai teras Universiti (ISES)	-

Kaedah Pengukuran Akhir Tahun

1. Pencapaian KAI yang ditetapkan bagi setiap PTJ.
2. Penilaian prestasi PTJ melalui pengukuran penerapan nilai ISES melalui indicator berikut:
 - Bilangan Kesalahan Kehadiran Staf PTJ (*Integrity*)
 - Bilangan Kehadiran ke Program/ Aktiviti Peringkat Universiti (*Sinergy*)
 - Bil. Staf yang mencapai tahap kompetensi melebihi 4.0 (CIS) – (*Excellence*)
 - 3* *Green Leaf Star Rating & Well Being Index PTJ (Sustainability)*



CONTOH ISES PROGRAM ANJURAN UTM TTC



4 Feb (Khamis)

**INTEGRITI & KECEMERLANGAN : "TAK
TUMBUH TAK MELATA, TAK SUNGGUH
SAYA TAK KATA"**



27 MEI (Khamis)

SURAT LAYANG : FAKTA ATAU AUTA



28 SEPT. (SELASA)

INTEGRITI DUNIA AKADEMIA



27 April (Selasa)

**'SUSTAINABILITY'
(Tajuk akan diberikan
kemudian)**



26 Ogos (Khamis)

**'SUSTAINABILITY'
(Tajuk akan diberikan
kemudian)**



28 Dis. (Selasa)

'RENEWABLE ENERGY'

Barrett Leadership Model



THANK
YOU!

https://www.octanner.com/insights/articles/2019/10/23/how_does_leadership_.html