

Authentic Assessment Objective Working Standardmanagementstrategy Training for Supervisor with Law and Computerized Value

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ABSTRACT

Standard Official of working performance requires authentic operational procedure to enhance staffs character of working regarding quality of Human Resource Development. It is required real application of Authentic Supervising system at Company. The Research applies Development Method to improve adequate assessment during working with staff partners at work supervised with law, management and computerized standard training for adequate Quality in working due that the training. The application of this design is to analyze the adherent influence between real process score of the working field and further working quality overview as planned design

INTRODUCTION

Administrative work requires as a standard for administrative work as official administrative effort to do things effectively and easily, as referred to William H Newman in his book *Action Administration* states that Administration is defined as guidance, and leadership and control of the efforts of a group of individuals towards several common goals. In this sense, it can be interpreted that administration is a group of guidance and leadership as a group or individual effort to achieve a goal in relation to administrative objectives in work therefore it applies objectively.

As referred to Stewart et al in their book *Interviewing, Principles and Practices*, it is argued that administrative work that measures performance in terms of skills and work objectives requires a work evaluation model that is related to rubrics and objective work assessment called *Authentic Assessment* which this strategy prioritizes objective attitudes. Mature work and logistical performance in work guidelines that do not emphasize subjectivity to handle all work as individual wishes without clear rules.

Litchfield (1956: 1) in his book *Notes of General Theory of Administration* stated that Public Administration is a code regarding various parts related to things that are divided, equipped with personnel, financed, driven, and led for administrative purposes, especially administrative purposes for the working operational standard.

From the explanation above, administration is a pattern in which components are accommodated with full attention by Offices, which can also be called an operator subject to manage staff into a synergy with parties related to given matters.

In using this evaluation, staffs who want performance and performance stability from the area, especially in areas that are prone to work irregularities, because many supervisors work in regard for personal benefit in declining real authority in maintaining real operation for agency needs the Performance Supervision to maintain performance stability in the area.

Transactional Experience several general principles of transactional experience and their explanations as Work must do something that makes it possible to achieve the goal, namely performance and order among the staff. As the performance must be able to provide satisfaction with optimal service efficiency in terms of administration, Divisional experience must be in accordance with the level of ability to carry out work in the administrative area of the work.

The Operational work objectives need to be presented validly for one period's work experience is different from other periods as Divisional Synergy should be adherent at work optimally for This divisional work relationship with one another is what is meant by agency synergy division, that is, the higher the level of synergy, the more detailed the task details between the Performance Operator and the staff, but the lower the level of divisional experience, the lower the synergy.

There are three criteria in determining the effectiveness of institutional divisions of *Authentic Assessment for Excellence Quality*, including: continuity,

sequence and integration. continuity refers to an element that is repeated continuously for the same need, for example the same work is repeated at different times, while sequence refers to systematic needs hierarchically or procedurally when work is carried out, in detail from urgency to non-urgency or vice versa, according to size the ability of the staff to take as supervisor who needs improvement for supervising work which was held to improve work order performance.

So in that order, the work of the official regulation of the supervisor administratively should develop according to the flow of needs, and also related to the continuous and sequential needs of expected staff at work in the Administrative Area which is in synergy with Staff in doing a good job.

Therefore it requires a perpetual training for supervisor performed by the expert to train most inadequate standard of work which can imply misconception for further implementation of work, it is therefore unless special supervisor of Law standard in this case , the staffs would conduct fraud, corruption or embezzlement as stated in Indonesian regulation as follows "Special law abuse is article 372 of the Criminal Code which reads "Anyone who intentionally and unlawfully possesses something which wholly or partly belongs to another person, but which is in his control not because of a crime, is threatened with embezzlement, with a maximum imprisonment of four years or a criminal a maximum fine of nine hundred rupiah."

It this therefore presumed to complete the company with automatic alarm or computerized watch to pertain adherent method in law aspect to train supervisor definitely as watching his or her subordinates to work computerized with censor as the staffs could attempt inadequate acts to perform grief activity as ban the standard.

The Performance of Staffs at office would not be adjusted instead of Authentic Operational Standard in Real Implementation towards well-designed adjustment of standard before defining adherent structure for real intact situations with real works of the scope field..

The Good Supervisor should have Effective Management to maintain time management for all mediators, the mediator as coach should have also attention, teaching and educating skill, media, created as motivator, discipline, and organizational skill, and court and procedure skills as instructed for mediators as they could imitate what the couch instructs.

METHODOLOGY

In this chapter, the discussion depends on how Authentic Assessment Training for Supervisor at Company is functioned about Objective Assessment for Working Standard Operation at work.

The Objective of this research is to know about how Authentic Assessment Training for Supervisor at Company is functioned about Objective Assessment for Working Standard Operation at work.

The research is achieved to present and to Authentic Assessment Training for Supervisor at Company is functioned about Objective Assessment for Working Standard Operation at work.

Meanwhile, The Design is measured at the end of Authentic Assessment Training for Supervisor at Company is functioned about Objective Assessment for Working Standard Operation at work.

In a common way for interview is applied for general aims for standardized for standardized Research applies Development in developing methods of Authentic Assessment Training for Supervisor at Company is functioned about Objective Assessment for Working Standard Operation at work.

RESULT AND DISCUSSION

As it contains foreign ahead system namely Community Language Learning (CLL) which is method logically based on native translation referred to Authentic Assessment Domains quoted by Johnson about contextualized method as they should be arranged by the system as There are three criteria in determining the effectiveness of institutional divisions of Authentic Assessment for Excellence Quality, including: continuity, sequence and integration. continuity refers to an element that is repeated continuously for the same need, for example the same work is repeated at different times, while sequence refers to systematic needs hierarchically or procedurally when work is carried out, in detail from urgency to non-urgency or vice versa, according to size the ability of the staff to take as supervisor who needs improvement for supervising work which was held to improve work order performance.

So in that order, the work of the official regulation of the supervisor administratively should develop according to the flow of needs, and also related to the continuous and sequential needs of lay staff at work in the Administrative Area which is in synergy with Staff in doing a good job.

Therefore it requires a perpetual training for supervisor performed by the expert to train most inadequate standard of work which can imply misconception for further implementation of work have a real circumstance in study (2002 : 25 in Rahayu, 2006 : 64)

The Result of Discussion is regarded for Ultimate Observation in Discovery Research in changing staff Behaviours into Well-Practiced attitude in at court field.

Table 1. As Described with Following Steps Based on work Have a Real Circumstance in Study About Authentic Assessment by Trainer to Supervisor (2002: 25 in Rahayu, 2006: 91)

Supervisor is trained with following steps to present correct Authentic Assessment at work	Principle
1. The Trainer explains that standard should involve real experience of work to allow access information about actual standard at work .	Standard
2.The Trainer explains that some equipments with censor and computerization are facilitated to encourage use of calculator, computer, and human resource available there for working relevance as it is performed to completed supervision to supervise staffs in doing fraud or inappropriate acts instructed by Supervision delivered by this training.	Facilitates
3. The Trainer explains that supervisor should create open-ended format include self assessment and reflection for all staffs to comprehend them about describing real conduction of managerial assessment by observing the work as Law consideration to ban and limit activity for doing inappropriate and fabrication or reduced act to work is banned by the law standard with certain measure in an authentic models for real standard.	Guidance
4.The Trainers implies as the Supervisor as Instructor for the staffs to watch an adequate performance for standard by presenting warrant and effort and practicing them to motivate them about what they need to do for the work as they can	Measure
5. The Trainer explains to the supervisor to characterize the staffs to reveal honesty in working in authentic standard although it is difficult for them to perform, the supervisor requires to do motivation for them.	Symbolization

Assessment for Excellence Quality, including: continuity, sequence and integration. continuity refers to an element that is repeated continuously for the same need, for example the same work is repeated at different times, while sequence refers to systematic needs hierarchically or procedurally when work is carried out, in detail from urgency to non-urgency or vice versa, according to size the ability of the staff to take as supervisor who needs improvement for supervising work which was held to improve work order performance.

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CONCLUSION AND RECCOMENDATION

The Operational work objectives need to be presented validly for one period's work experience is different from other periods as Divisional Synergy should be adherent at work optimally for This divisional work relationship with one another is what is meant by agency synergy division, that is, the higher the level of synergy, the more detailed the task details between the Performance Operator and the staff, but the lower the level of divisional experience, the lower the synergy therefore the training for general and specific adequate ability for supervisors for adequate result in maintaining Law and Management overview is very relevant to improve advance in transparency at company.

There are three criteria in determining the effectiveness of institutional divisions of Authentic Assessment for Excellence Quality, including: continuity, sequence and integration. continuity refers to an element that is repeated continuously for the same need, for example the same work is repeated at different times, while sequence refers to systematic needs hierarchically or procedurally when work is carried out, in detail from urgency to non-urgency or vice versa, according to size the ability of the staff to take as supervisor who needs improvement for supervising work which was held to improve work order performance.

ADVANCED RESEARCH

The Operational work objectives need to be presented validly for one period's work experience is different from other periods as Divisional Synergy should be adherent at work optimally for This divisional work relationship with one another is what is meant by agency synergy division, , The Reflection Strategy is required to enhance the research regarding applying Improvement Design for the further Research of observation for the further research due that development literal Improvement for Company for Staff Performance Quality.

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