

Construction of MBO System Connecting with the University Consultation System

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Abstract

Most of MBO system is the management skills that were developed in the private company. The other concept would be the same, but it is actually hard to make the univocal regulation of concept of the MBO system applied in the public part. There are various definitions of the MBO system as it is called as MBO jungle (Wehrich, 1976: 103-109). Anyhow you define the MBO, you will need to make some modifications so that your MBO system established and applied might be properly to the respective organ apart from considering it as a mere mechanism (Ordione, 1964: 68). MBO system is, in case, traditionally maintaining its form according to an investigation, but it was investigated that it was also, in case, applied by considerably different modification (Poister and Streib, 1995: 48-55). This research is to construct the students' MBO system by connecting this MBO system with the university consultation system. Its component can highly be classified in 3.

1. Goal Setting

: Share the goal of school or of department, and establish the individual goal

2. MBO

: Correct the goal for the mid-term review and result of goal through the consultation with the advising professor.

3. Performance Goal Design and Feedback

: Evaluate the design and result of determined goal, and reflect this to the department goal and learning outcome through the sharing of professor and of students.

Through this process, it is expected for the organization and individual to bring the efficient result of system development.

All papers must include an Abstract with the submission The Abstract and Index Terms text should be 10 pt. Times New Roman italic, full justified and contained without one paragraph. Begin the Abstract with the word Abstract - in Times New Roman italic Bold text 12 pt, only the word Abstract should be bold. Do not Indent. Use a long dash after the words "Abstract" and "Index Terms". Do not cite references in the abstract. The abstract should be approximately 300 words (maximum 500 words); this example abstract is 154 words. Avoid using abbreviations in the abstract, in case they are necessary; write their meaning in the abstract. A copy of this abstract will be included in the conference program book so please follow these guidelines so every presentation will have an abstract in the program book.

MBO (MANAGEMENT BY OBJECTIVES) OF THE NEEDS

What is MBO?

Period of time prior to the student to set goals and achieve those goals after assessing the performance evaluation results are utilized by the program and feedback to the student management system

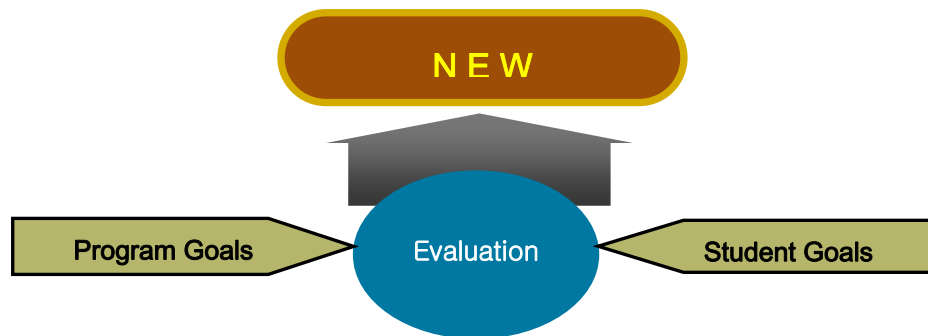


FIGURE 1
GOALS OF MBO

Why MBO?

"Successful companies have a goal, the goal is not a failed business" is the word. This mean, with successful entrepreneurs who set clear goals and passion to achieve that goal will be to The program and clear goals, students will manage to live up to. This management system aims to achieve the goals of students through a voluntary program to continue growing, which are essential to development because it is needed.

Process

Goal Setting Program

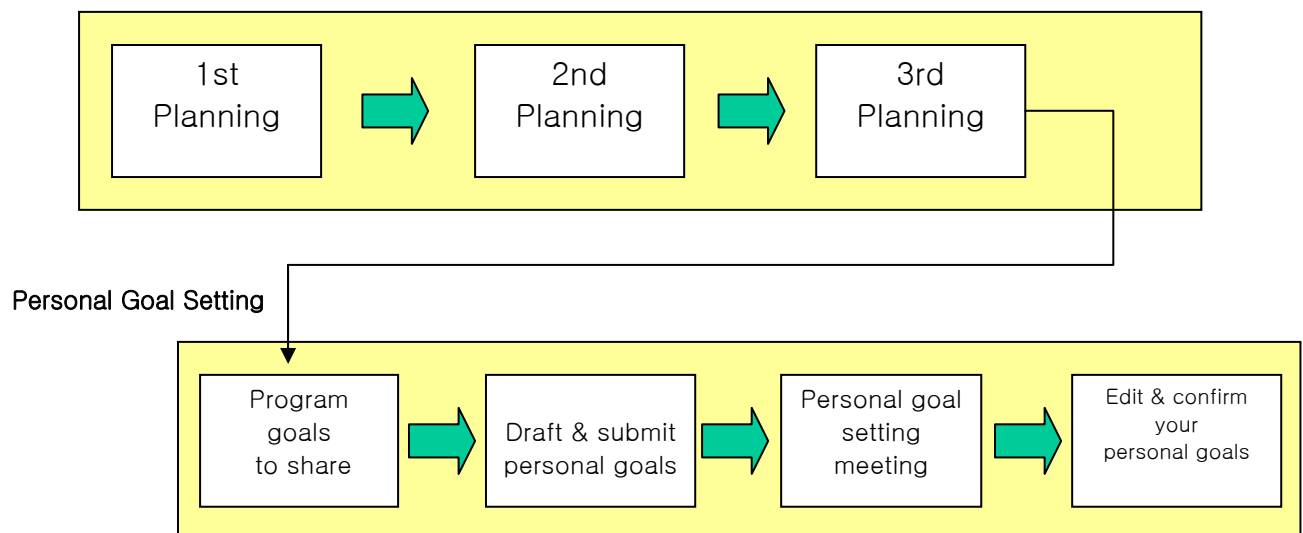


FIGURE 2
PRECESS OF MBO

Figure 2 reflects the opinions of its members to set goals through three rounds of the program is planning. And established a program to my students became aware of the program objectives, and will share it.. Individual students based on program goals and objectives of the draft, submitted, and based on this feasibility and future plans regarding your personal goals through an interview with the instructor to modify and it is confirmed.

Goal Setting Program

Categories	Step 1 (Ready to set goals)	Step 2 (Goal setting discussions)	Step 3 (Fixed setting goals)
Evaluation	Top goals and policies described The goal of the program and the individual, accounted for policies	Presented by setting goals Achieve the goal must by Detailed technical standards	Top goals and policies described- - Program Goals - Assessment targets - Action Plan

Target of evaluation	Ready Set Goal - Goals by Content - Top goals, determine policies - Establish targets challenge	Embodied in goals Technology Action Plan	Signing Submit Written Evaluation - The program made copies of Submit Written Evaluation
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TABLE 1
SETTING PROCESS

TABLE 1 target of evaluation mutual discussion with the evaluator to perform the individuals set specific goals and evaluation criteria is a process.

Effect

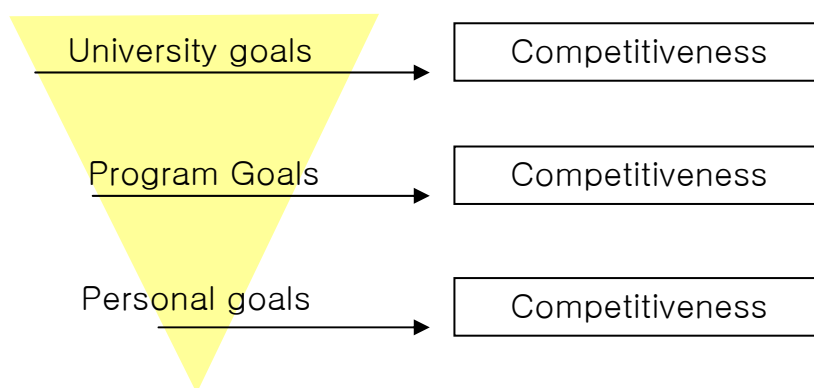


FIGURE 3
EFFECT OF MBO

As Figure 3 shows the effect of the MBO, is to achieve personal goals, program goals, the university can achieve the goals that naturally will this represents an organic relationship between them, based on this program, students and university can improve the competitiveness can be seen that.

DESIGN GOALS

Design of personal goals

The principle of goal setting

- Be specific goals set
- Set realistic goals and make difficult
- Set goals and make long-term goals
- Describe goals
- Technology to achieve strategic objectives
- Be the composition of individual performance goals
- Provide objective assessment

Design of program goals

The principle of goal setting

- Sub-goal of the program objectives clearly
- Performance and evaluation of interim results
- Review and evaluation of the final results
- Feedback

GOAL MANAGEMENT GUIDANCE AND REVIEW THE INTERIM GUIDANCE

"The goal is to achieve an effective 'tutor and the middle FTP,' is a very important step.. Target of evaluation to achieve the goal to give practical help and a substantial middle of the tutor is essential to check "

Check the tutor and purpose of the middle

- Support the needs of goals
- Changes in the environment, etc. If it is impossible to achieve goals that can be modified to the level.

Tutor and intermediate check process

- Goal Management Card Check

Target of evaluation goals set early in the program management of the card to determine exactly what your goals and personal goals. Score goals and when to achieve levels of attainment to determine

- Performance / Evaluation of data collection and observation

Circumstances and academic performance, personal goals for promotion materials for acquisition, review.

- The middle interview execution

Reviewed by objectives and performance Target of evaluation progress and to discuss personal goals for promotion. Target of evaluation evaluators to achieve the goal is to help.

- Modify goals if necessary

Modification due to climate change goals will discuss about the necessary. Assessment objectives determine when modifications must be approved by regulators.

- Submit a program

(If the revised target) in the program must submit a signed result.

Discussion Guide

Preparation

- Evaluation

Goal Management Card of Target of evaluation

Skill development topics of Target of evaluation

objectives relating to performance information, data and records of Target of evaluation

lead content of Target of evaluation

- Target of evaluation

Managing your goal cards

Items of property development and management skills

Objectives, goals, performance status

Other related information, materials and records a summary

TARGET EVALUATION STAGE

Step 1 (Ready to set goals)	
Evaluation step	
Assessments prepared	-Reviewed by: Target of evaluation objective management data preparation -Target of evaluation : ready to release your personal goals
Create Performance	-Details of the performance goals listed in detail the results
Self Assessment	-Target of evaluation perform personal goals based on performance evaluation methods are based on self-assessment.

TABLE 2
Evaluation Phase conducted

TABLE 2-step implementation schedule an evaluation performed during the evaluation process that occurred in goal compared to the performance goals to achieve some degree determined by whether the assessors Target of evaluation

discussion is a step.

Interview preparation of target of evaluation

- Check the agreed performance targets
- Goals and competencies are met? The reason?
- Inadequate goals and competencies? The reason?
- Gave a great influence on the performance and the burden of the support and close cooperation, interaction?
- In particular the influence of the advisor? The reason?
- The assessment of my performance I've ever seen?
- Specifically, note

Reviewed by discussion of the assessment prepared

- Make sure to set goals
- Event Promotion objectives and overall performance is checked again.
- Overall context of the environment and the corresponding associated target of evaluation recall, is a review. – By systematically sampling the entire evaluation period will determine.
- Collect evidence and data about the performance
- I made the collected data and materials target of evaluation around key similarities and differences to understand the meaning, notes are displayed.
- With all respect to the performance of the causal hypothesis is set up and a note..
- Areas that need further confirmation, target of evaluation opinions and comments about the requirement to compensate.
- Topics of discussion will record operating methods, and notices.
- Target of evaluation ready to be easily understood terms.
- Focus on facts and feelings, or single, logical leap to exclude.

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