



PELAN STRATEGIK POLITEKNIK UNGKU OMAR 2018-2025

Graduan TVET Berkualiti

Berkuatkuasa: 1 April 2018

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VISI

Menjadi institusi
TVET premier
yang diterajui
industri.

MISI

Menghasilkan
graduan yang
holistik, kompeten
dalam teknologi
dan berdaya
keusahawanan.

SLOGAN

dreamBIG@PUO

dreamBIG@PUO

“dreamBIG@PUO” (Berimpian besar) ini akan memungkinkan PUO untuk melakukan sesuatu yang luar biasa, sesuatu yang sebelumnya di anggap tidak mungkin. “dreamBIG@PUO” (Berimpian besar) ini akan membuat PUO mampu mengeluarkan dan mengoptimalkan seluruh potensi diri warga PUO.

PIAGAM PELANGGAN

- 1 Proses pendaftaran pelajar diselesaikan pada hari yang sama pelajar sampai untuk mendaftar.
- 2 Proses Pemberian Perkhidmatan Pendidikan dilaksanakan secara sistematis, terancang dan berkesan.
- 3 Memastikan status siasatan maklumbalas pelanggan yang berkaitan dengan perkhidmatan pemberian pendidikan dan perkhidmatan lain yang berkaitan dikendalikan dalam masa 10 hari bekerja.
- 4 Keputusan peperiksaan akhir diproses dalam masa 2 minggu selepas semester pengajian berakhir.

OBJEKTIF KUALITI

Kecemerlangan Pelajar

Berusaha memastikan kebolehpasaran graduan mencapai sekurang-kurangnya 85% mendapat pekerjaan dalam tempoh 6 bulan selepas menamatkan pengajian.

Kecemerlangan Staf

- 1 Memastikan setiap staf menghadiri kursus / menjalani latihan / seminar / bengkel / persidangan / konvensyen / taklimat sekurang-kurangnya 10 hari setahun.
- 2 Memastikan sekurang-kurangnya seorang pensyarah memperolehi kelayakan industri atau setaraf dengannya mengikut bidang.

Kecemerlangan Proses

Memastikan semua prosedur dilaksanakan dengan berkesan / mencapai petunjuk prestasi yang ditetapkan.



DASAR KUALITI

"Membangunkan potensi pelajar ke arah kecemerlangan dalam bidang kejuruteraan, perdagangan dan teknologi maklumat melalui penambahbaikan yang menyeluruh secara berterusan. Politeknik Ungku Omar komited untuk memastikan kehendak pelanggan dipenuhi melalui pencapaian objektif kualiti yang disemak secara berkala bagi memastikan keberkesanan sistem. Dasar ini disebarluaskan untuk difahami oleh semua peringkat kakitangan."

Penasihat Projek

En. Muhammad Zubir bin Mohd Hanifah

Pengerusi

En. Tan Sui Chee

Ketua Projek

Pn. Ruslin bt Ohn @ Abdullah

Pengurus Projek

Pn. Aziah bt Abdul Rahman

Pn. Haniza bt Mohamad Nadzri

Penyunting & Pengarang

En. Tan Sui Chee

Pn. Yong Rasidah bt Mat Tuselim

Pn. Nalanie a/p Raja Gobal

Penyumbang Data & Maklumat

Timbalan Pengarah Sokongan Akademik – En. Juhaidie Zamani bin Jamaludin

Ketua Jabatan Perdagangan – Pn Mazilah Abdullah

Ketua Jabatan Elektrik - Pn Juhaida Binti Zakaria

Ketua Jabatan Kejuruteraan Awam – En. Che Norazman Bin Che Wan

Ketua Jabatan Mekanikal - Dr. Adzuieen Binti Nordin

Ketua Jabatan Kejuruteraan Perkapalan - En. Hairi Haizri Bin Che Amat

Ketua Jabatan Matematik Sains dan Komputer – Pn Zaitun binti Mohd Zain

Ketua Jabatan Teknologi Maklumat dan Komunikasi

– Dr. Shazarin binti Ahmad Zainuddin

Ketua Jabatan Hal Ehwal Pelajar – Cik Shamsuri binti Mior Khalid

Ketua Jabatan Pengajian Am – Pn. Haniza Norlin binti Md Yusof

Reka Bentuk Muka Depan

Pn. Nurhidayah bt Zainul Abidin

Susun Atur & Reka Bentuk Buku

Pn. Nurhidayah bt Zainul Abidin

Webmaster Perancangan Strategik

Cik. Liyana binti Rosli



En. Muhammad Zubir bin Mohd Hanifah
Timbalan Pengarah Akademik

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِيْمِ

“ Dengan Nama ALLAH Yang Maha Pemurah Lagi Maha Penyayang ”
“ In The Name Of ALLAH, Most Gracious, Most Merciful ”

MUTIARA KATA

Assalamualaikum dan salam sejahtera,

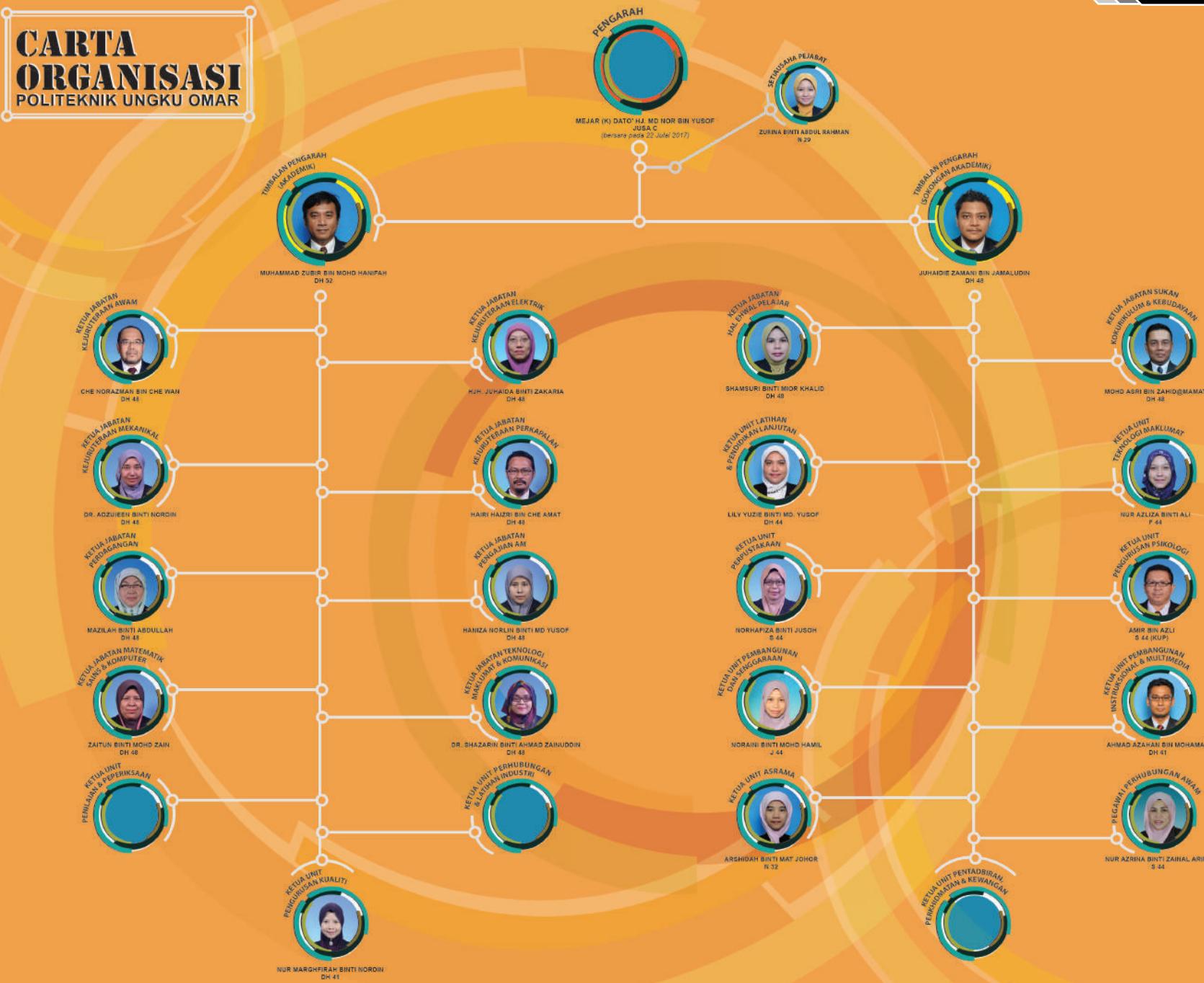
Alhamdulillah syukur ke hadrat Allah SWT kerana dengan izin dan limpah kurnia-Nya buku Pelan Strategik PUO 2018-2025 ini telah berjaya disiapkan. Melalui pelan strategik ini, PUO beriltizam mencapai visi untuk menjadi institusi TVET Premier yang diterajui industri serta mencapai misi untuk menghasilkan graduan yang holistik, kompeten dalam teknologi dan berdaya keusahawanan. Sehubungan itu, Pelan Strategik PUO dihasilkan dengan memberi fokus untuk memastikan PUO dapat menghasilkan graduan selaras dengan Lima Teras Strategik dari Pelan Strategik JPPKK 2018-2025 iaitu memastikan graduan TVET berkualiti, melestarikan institusi kondusif, memperkaya bakat, mengolah reka bentuk sistem pendidikan dan memantapkan perkongsian industri dan komuniti. Pelan Strategik PUO 2018-2025 juga berpandu kepada Pelan Pembangunan Pendidikan Malaysia (PPPM) 2015-2025 (Pendidikan Tinggi) dan kriteria Asia Pacific Accreditation & Certification Commission (APACC) di mana PUO telah mendapat persijilan Gold Award.

Slogan “dreamBIG@PUO” yang di perkenalkan pula di harapkan dapat menjadi pemangkin kepada PUO untuk terus bergerak pantas bagi mencapai impian menjadi sebuah institusi yang dapat melahirkan graduan TVET yang berkualiti. Pada tahun 2016 dan 2017, PUO telah melangkah ke peringkat kebangsaan dan antarabangsa dengan mendapat pengiktirafan dalam pelbagai penganugerahan dalam bidang akademik, penyelidikan dan inovasi serta penghasilan sumber manusia yang berkualiti sepetimana yang digariskan dalam pelan strategik ini. Melalui penubuhan bilik kuliah pintar (TECC), PUO juga terlibat dalam menggunakan reka bentuk sistem pendidikan berasaskan inovasi. Penglibatan PUO dalam inovasi penciptaan dua buah mesin di bawah Program PPRN iaitu mesin Solid Fertilizer Dispensing Machine dan Alat Mencanting Batik Elektronik secara tidak langsung dapat membantu industri Perusahaan Kecil Sederhana dan dapat memantapkan lagi hubungan PUO bersama pihak industri dan komuniti. Besarlah harapan saya agar semua warga PUO akan berganding bahu dan menggembung tenaga bagi menjayakan pelan strategik ini dengan penuh komitmen.

Sekian.



CARTA ORGANISASI POLITEKNIK UNGKU OMAR



RINGKASAN EKSEKUTIF

Pelan Strategik PUO 2018 - 2025 adalah sepenuhnya dibangunkan berdasarkan Pelan Strategik 2018-2025 Jabatan Pendidikan Politeknik dan Kolej Komuniti, Kementerian Pendidikan Tinggi. Ianya juga adalah selaras dengan Kamus KPI 2018 yang di terbitkan oleh pihak Jabatan Pendidikan Politeknik dan Kolej Komuniti, Kementerian Pendidikan Tinggi. Di samping itu, Pelan Strategik PUO 2018-2025 juga berpandu kepada Pelan Pembangunan Pendidikan Malaysia (PPPM) 2015-2025 (Pendidikan Tinggi) dan kriteria Asia Pacific Accreditation & Certification Commission (APACC) di mana PUO telah mendapat persijilan Gold Award.

Pelan Strategik PUO 2018 - 2025 juga memberi fokus kepada Lima Teras Strategik Hasil Diharapkan dari Pelan Strategik JPPKK 2018-2025 iaitu:

- Memastikan graduan TVET berkualiti
- Melestari institusi kondusif
- Memperkaya bakat
- Mengolah reka bentuk sistem pendidikan dan
- Memantapkan perkongsian industri dan komuniti

Pelan Strategik PUO 2018 - 2025 juga merujuk kepada Dua Puluh Objektif Strategik 2018-2025 JPPKK. Berdasarkan dua puluh Objektif Strategik ini PUO telah menfokuskan kepada sebelas Objektif Strategik. Pelan Strategik ini merupakan hasil dari pemetaan antara sebelas Objektif Strategik dan tujuh belas KPI PUO.





Pelan Pembangunan Pendidikan Malaysia 2015-2025 (Pendidikan Tinggi)



OBJEKTIF

Pelan Strategik Politeknik dan
Kolej Komuniti

2018 - 2025



ASIA PACIFIC ACCREDITATION
AND CERTIFICATION COMMISSION

PELAN PEMBANGUNAN PENDIDIKAN MALAYSIA (PENDIDIKAN TINGGI)

10 Lonjakan



WAY FORWARD



1

Memenuhi permintaan lepasan menengah terhadap program TVET

3

Memastikan kepakaran bakat mengikut bidang mencukupi

5

Memastikan program pengajian didorong industri dan selari Industri 4.0

2

Mengekalkan kadar kebolehpasaran graduan yang tinggi

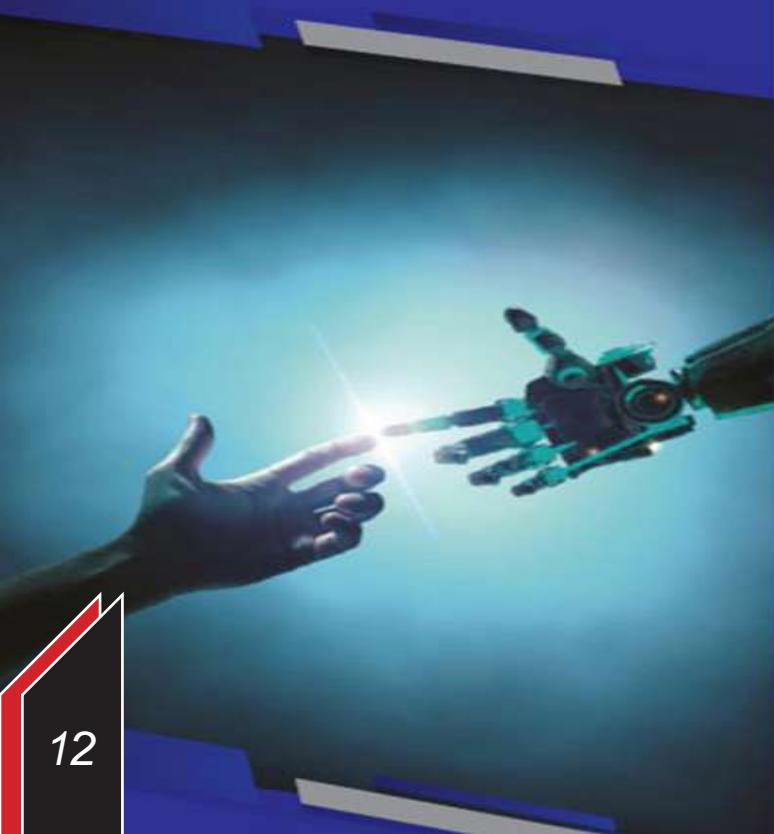
4

Meningkatkan keefisienan tadbir urus

6

Memperluas mod penawaran program yang lebih fleksibel

TERAS STRATEGIK



- 1** MEMASTIKAN GRADUAN TVET BERKUALITI
- 2** MELESTARI INSTITUSI KONDUSIF
- 3** MEMPERKAYA BAKAT
- 4** MENGOLAH REKA BENTUK SISTEM PENDIDIKAN
- 5** MEMANTAPKAN PERKONGSIAN INDUSTRI DAN KOMUNITI

NILAI TERAS



1

Kreativiti dan inovasi

Kreatif dan inovatif dalam membuat tindakan dan keputusan secara bijaksana.

2

Integriti

Kualiti unggul dipupuk dan disemai dalam kalangan warga berteraskan prinsip kejujuran, ketulusan, keutuhan, dan amanah dalam setiap tindakan untuk mencapai kecemerlangan diri dan organisasi.

3

Ketangkasan

Kecepatan, kepantasan, kecekapan, dan proaktif dalam tindakan dan tindak balas terhadap perubahan atau pembaharuan di dalam organisasi.

4

Profesionalisme

Berkemampuan atau berkemahiran untuk melaksanakan tugas yang telah diamanahkan sesuai dengan prosedur dan etika kerja.



Asia Pacific Accreditation and Certification Commission (APACC)

C1. Governance and Management

Maintaining a good system of governance and management that manages existing operations well, and responds effectively to development and change.

C2. Teaching and Learning

Continually improve the mechanism of delivery and testing to ensure success in meeting educational objectives and enabling students to achieve the intended learning outcomes.

C1. Governance and Management

Maintaining a good system of governance and management that manages existing operations well, and responds effectively to development and change.

C4. Research and Development

Providing an environment that firmly supports R&D and innovation.

C5. Image and Sustainability

Ensuring that the presence of the institution is recognized by the community by extending expertise through Extension and Community services, Consultancy and Income Generation, and sharing or getting support through Linkages and Networking.

C6. Other Resources

Providing a conducive environment for effective teaching and learning. through effective management of resources.

C7. Support to Students

Providing support to develop not only the intellectual ability of the student but his total personality as well.

BAB 1

PENGENALAN PELAN STRATEGIK PUO 2018 -2025



2016: TERHASIL SEBUAH BUKU PELAN STRATEGIK PUO 2016 - 2020.

2015:
PERMULAAN KAMI



DEC 2017:
KJIAN SEMULA
BERDASARKAN .



2016: TERHASIL SEBUAH
BUKU PELAN STRATEGIK
PUO 2016 - 2020.

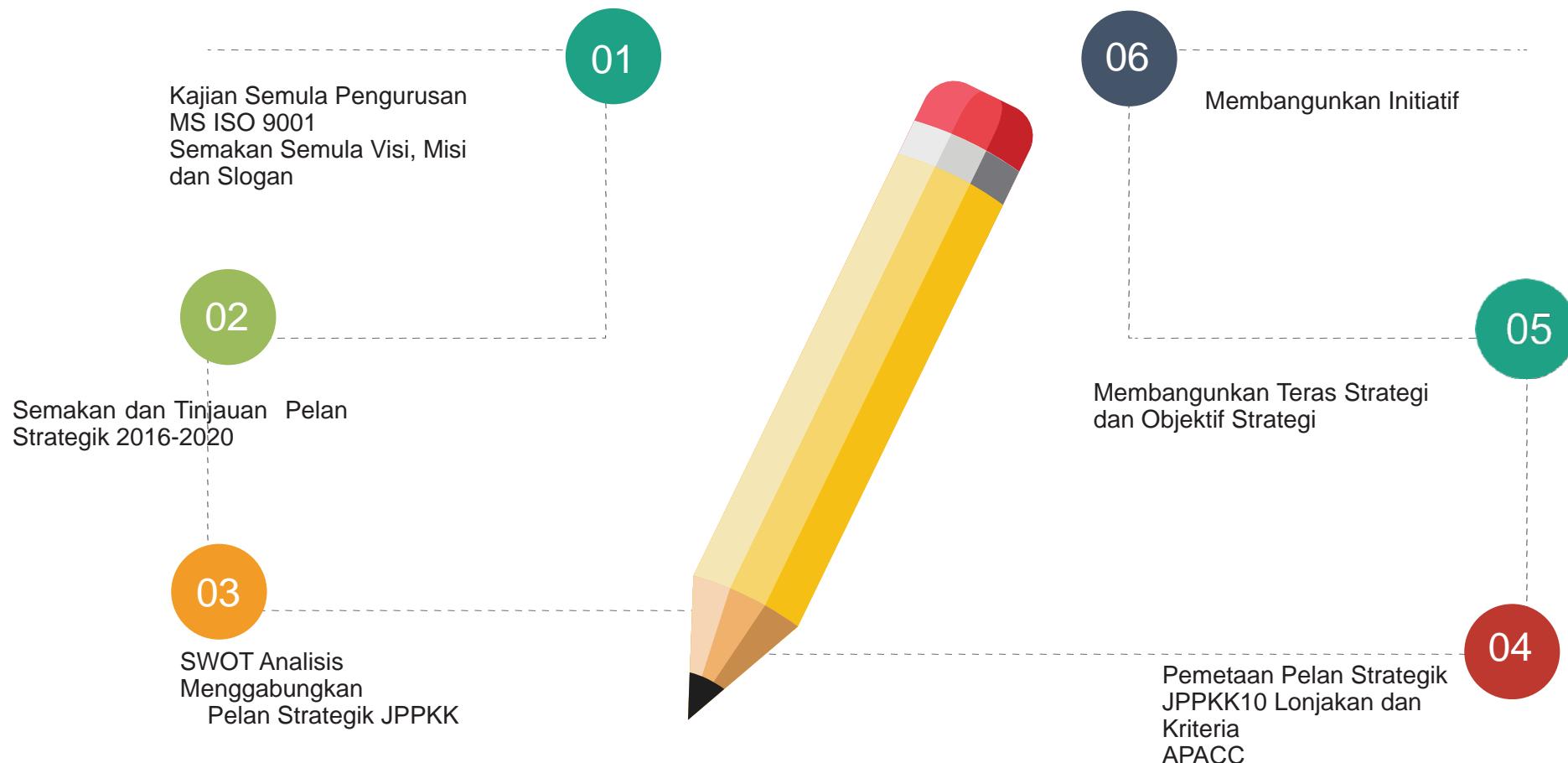


2018: TERHASIL
SEBUAH BUKU
PELAN STRATEGIK
2018 – 2025



PROSES PELAN STRATEGIK PUO 2018-2025

DreamBIG@PUO



5 TERAS STRATEGIK



- C2 C7
- C1 C6
- C3
- C2
- C4 C5

Kriteria APACC :

C1. Governance and Management
C4. Research and Development

C2. Teaching and Learning
C5. Image and Sustainability

C3. Human Resources
C6. Other Resources
C7. Support to Students

TERAS STRATEGIK 1

Memastikan Graduan TVET Berkualiti

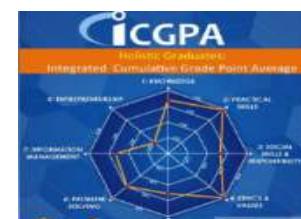
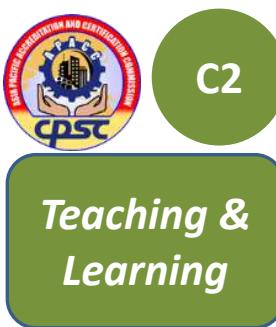
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Graduan TVET
Berkualiti

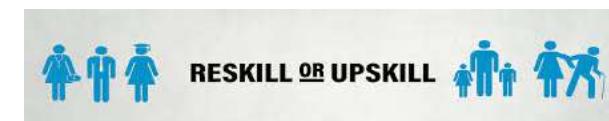
Melahirkan graduan yang boleh bekerja, berciri keusahawanan dan seimbang (JSJPP OS 1.1)



Memperkasa pelajar melalui pembudayaan Pembelajaran Sepanjang Hayat (JSJPP OS 1.2)



lifelong-learning
informal-learning
habit
countless focus
self-motivated
evolving
practise
limitless
changing
technology
creativity
future
fluid
fast-paced inquiry
opportunity
independent
beyond enthusiasm
adapt digital
attention



TERAS STRATEGIK 2

Melestari Institusi Kondusif

Menjenamakan semula imej TVET(JSJPP OS2.2)

Meningkatkan dan mempelbagaikan pendapatan ke arah kemampunan kewangan (JSJPP OS2.6)

Mencapai matlamat organisasi yang digariskan melalui keberkesanan kos (JSJPP OS2.7)

you will get through this
Strategic Communications
everybody is watching
get your organization in alignment
don't speculate don't panic.
get control
don't hide
get the facts
restore trust



lifelong-learning
opportunity independent
future
technology creative
self-motivated
practicalities
internal learning
attitudes
change
independent inquiry
a digital
network



C1

Governance & Management

Mengurus kewangan secara cekap dengan mematuhi peraturan dan prosedur (JSJPP OS2.8)



C6

Other Resources

TERAS STRATEGIK 3

Memperkaya Bakat



C3

*Human
Resources*

Melahirkan staf yang efektif melalui program pembangunan bakat jangka panjang yang komprehensif (JSJPP OS3.1)

- Multiskilling
- Executive Management TVET
- Attachment Program (SIP)
- Program Peningkatan Kemahiran (PPK)
- Kursus Career Path Competency Matrix (CPCM)
- Kursus Dalam Perkhidmatan (KUDAP)
- Skim Hadiah Latihan Persekutuan (SHLP)



TERAS STRATEGIK 4

Mereka Bentuk Semula Sistem Pendidikan

Meningkatkan mekanisme
penyampaian berkesan (JSJPP OS4.2)



TERAS STRATEGIK 5

Memantapkan Perkongsian Industri Dan Komuniti

Meningkatkan kerjasama dengan pihak industri
(JSJPP OS5.1)

Mengukuhkan sokongan alumni
(JSJPP OS5.3)

Membangunkan ekosistem penyelidikan dan inovasi
(JSJPP OS5.4)

- Cross-fertilisation
- CEO Faculty
- Industry Advisory Council
- Industry Advisory Committee
- Employability Advisory Committee
- Focus Group Dialogue
- CEO Faculty
- Academic Industry Centre
- Smart Factory



Fundamental Research Grant Scheme (FRGS)



C5

Image and Sustainability



Ekosistem Inovasi

7

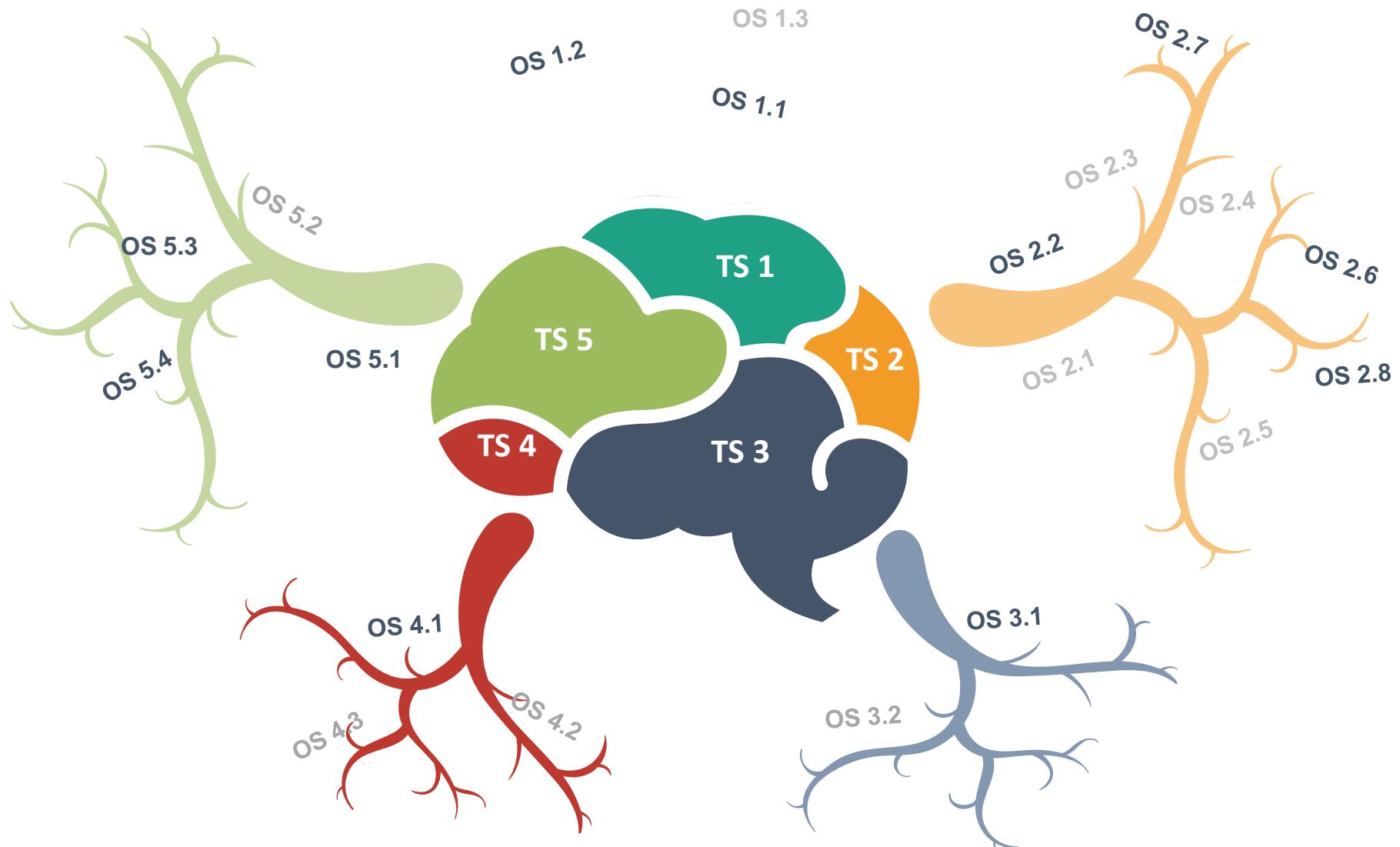


C4

Research & Development

JAJARAN TERAS STRATEGIK PUO

5 Teras Strategik(TS) dan 11 Objektif Strategik(OS)



11 OBJEKTIF STRATEGI

TS1	01	1.1 Melahirkan graduan yang boleh bekerja, berciri keusahawanan dan seimbang melalui pembelajaran formal, bukan formal dan tidak formal.	KPI 1, 2
	02	1.2 Memperkasakan pelajar melalui pembudayaan pembelajaran sepanjang hayat.	KPI 3
TS2	03	2.2 Menjenamakan semula imej TVET	KPI 4, 5
	04	2.6 Meningkatkan dan mempelbagaikan pendapatan ke arah kemapanan kewangan	KPI 6
	05	2.7 Mencapai matlamat organisasi yang digariskan melalui keberkesanan kos	KPI 7, 8
	06	2.8 Mengurus kewangan secara cekap dengan mematuhi peraturan dan prosedur	KPI 9
TS3	07	3.1 Melahirkan staf yang efektif melalui program pembangunan bakat jangka panjang yang komprehensif	KPI 10
TS4	08	4.2 Meningkatkan mekanisme penyampaian yang berkesan.	KPI 11, 12
TS5	09	5.1 Meningkatkan kerjasama dengan pihak industri	KPI 13
	10	5.3 Mengukuhkan sokongan alumni.	KPI 14
	11	5.4 Membangunkan ekosistem penyelidikan dan inovasi	KPI 15, 16, 17

1. MEMASTIKAN GRADUAN TVET BERKUALITI

1.2 Memperkasakan pelajar melalui pembudayaan pembelajaran sepanjang hayat

KPI 3:

Bilangan peserta PSH bagi setiap Institusi
Sasaran: PREMIER & APACC: 850



1.1 Melahirkan graduan yang boleh bekerja, berciri keusahawanan dan seimbang melalui pembelajaran formal, bukan formal dan tidak formal.

KPI 1:

Tahap kepuasan majikan terhadap graduan yang bekerja

Sasaran: PREMIER & APACC: 3.80

KPI 2:

Peratus kebolehpasaran graduan semasa konvokesyen

Sasaran: PREMIER & APACC: 90%

2.0 MELESTARI INSTITUSI KONDUSIF

2.2 Menjenamakan semula imej TVET.

KPI 4:

Peratus program yang memenuhi norma di setiap institusi bagi pengambilan perdana pada tahun semasa

Sasaran: PREMIER & APACC: 70%

KPI 5:

Bilangan hebahan jabatan dan institusi di media sosial

Sasaran: PREMIER & APACC: 30

2.6 Meningkatkan dan mempelbagaikan pendapatan ke arah kemapanan kewangan.

KPI 6:

Jumlah pendapatan daripada program PSH yang berkaitan menyumbang kepada akaun amanah

Sasaran: PREMIER & APACC: 140,000



2.7 Mencapai matlamat organisasi yang digariskan melalui keberkesanan kos.

KPI 7:

Peratus institusi mencapai penjimatan minimum sebanyak 5% bayaran bil elektrik

Sasaran: PREMIER & APACC: 5%

KPI 8:

Peratus prestasi perbelanjaan mengurus pada tahap tinggi yang dicapai oleh institusi

Sasaran: PREMIER & APACC: 99%

2.8 Mengurus kewangan secara cekap dengan mematuhi peraturan dan prosedur

KPI 9:

Peratus pematuhan tatacara kewangan dalam audit kewangan tahunan

Sasaran: PREMIER & APACC: 85%

1. MEMASTIKAN GRADUAN TVET BERKUALITI



3.1 Melahirkan staf yang efektif melalui program pembangunan bakat jangka panjang yang komprehensif.

KPI 10:
Peratus PPPT yang mengikuti program pembangunan bakat bersama industri



Sasaran:

PREMIER & APACC: 5%



4.0 MENGOLAH REKA BENTUK SISTEM PENDIDIKAN

4.2 Meningkatkan mekanisme penyampaian yang berkesan

KPI 11:

Kadar tamat pengajian dalam tempoh (iGOT)
Sasaran: PREMIER & APACC: 75%

KPI 12:

Peratus pelaksanaan pembelajaran teradun dan pembangunan bahan pembelajaran digital
Sasaran: PREMIER & APACC: 100%



Blended Learning Index (BLX)
Massive Open Online Course (MOOC)
Bahan Pembelajaran dan Pengajaran (PdP) berbentuk Video/Virtual Reality (VR)/Augmented Reality (AR) Experience

5.0 PERKONGSIAN INDUSTRI DAN KOMUNITI



5.1 Meningkatkan kerjasama dengan pihak industri.

KPI 13:

Bilangan industri / agensi yang mempunyai kolaborasi aktif dengan institusi

Sasaran: PREMIER & APACC: 8



5.3 Mengukuhkan sokongan alumni

KPI 14:

Bilangan program / aktiviti yang melibatkan alumni



Sasaran: PREMIER & APACC: 5



5.4 Membangunkan ekosistem penyelidikan dan inovasi

KPI 15:

Bilangan produk inovasi yang diaplikasikan

Sasaran: PREMIER & APACC: 8

KPI 16:

Peratus kertas penyelidikan/kertas konsep penyelidikan yang diterbitkan di peringkat zon/ kebangsaan/ antarabangsa melalui pemerkasaan penyelidikan

Sasaran: PREMIER & APACC: 10%

KPI 17:

Bilangan CoT yang diiktiraf

Sasaran: PREMIER & APACC: 80%

BAB 2

S

W

O

T

KEKUATAN

KELEMAHAN

PELUANG

ANCAMAN

Analisis SWOT

Kekuatan

- 1. Tadbir Urus dan Pengurusan yang cekap
- 2. Pengajaran dan Pembelajaran Inovatif
- 3. Sumber Manusia yang Kompeten
- 4. Pembudayaan Penyelidikan dan Pembangunan
- 5. Imej dan Kemampuan yang Baik
- 6. Sumber yang mencukupi
- 7. Sokongan yang baik kepada Pelajar



Peluang

- 1. Dasar Kerajaan & Inisiatif Ekonomi
- 2. Peluang Pembiayaan
- 3. Pengiktirafan Antarabangsa



Kelemahan

- 1. Sumber yang Terhad untuk Penyelidikan & Pembangunan (R&D)
- 2. Beban Tugas Sampingan Staf Akademik



Ancaman

- 1. Ketidakpastian dalam Ekonomi Dunia
- 2. Persaingan
- 3. Perubahan Teknologi



POLITEKNIK UNGKU OMAR AKREDITASI APACC- Melangkau Anugerah Emas

ANALISIS SWOT

KEKUATAN	KELEMAHAN
1.0 Tadbir Urus dan Pengurusan yang cekap	1.0 Sumber yang Terhad untuk Penyelidikan & Pembangunan (R & D)
1.1 Sokongan yang kuat dari pihak pengurusan dalaman dan dari Jabatan Pendidikan Politeknik untuk meningkatkan status PUO menjadi pemain serantau dalam Pendidikan & Latihan Teknikal & Vokasional (TVET)	1.1 Pengkomersialan produk untuk dipatenkan terhalang oleh kekurangan dana
1.2 Disokong dan dibiayai sepenuhnya oleh kerajaan Malaysia	2.0 Beban Tugas Sampingan Staf Akademik
1.3 Yuran pengajian yang paling rendah untuk program di tahap yang sama di Malaysia	2.1 Pensyarah mempunyai terlalu banyak tugas bukan akademik
1.4 Lembaga Penasihat terdiri dari personaliti utama dalam industri dan akademik	
1.5 Mematuhi Sistem Pengurusan Kualiti MS ISO 9001: 2015 dan melaksanakan Pelan Pengurusan Risiko dan Peluang untuk semua proses utama	
1.6 Kampus bersekutu – komunikasi tanpa kertas bertahap tinggi	

KEKUATAN	KELEMAHAN
2.0 Pengajaran dan Pembelajaran Inovatif	
2.1 26 program pelbagai peringkat - Sijil, Diploma, Diploma Lanjutan dan Ijazah yang ditawarkan. Semua program diakreditasi oleh lembaga akreditasi negara - Agensi Kelayakan Malaysia (MQA) dan diiktiraf oleh Jabatan Perkhidmatan Awam Malaysia	
2.2 Program Pengiktirafan antarabangsa - Standard Accord Dublin dan Sijil Akreditasi Kursus Latihan Institusi Maritim	
2.3 Inovasi dalam Pengajaran & Pembelajaran dilaksanakan sejak 2014: <ul style="list-style-type: none"> a) Mengguna pakai rangka kerja pendidikan CDIO (Mewujudkan, Merekabentuk, Melaksanakan & Beroperasi) yang digunakan dalam program kejuruteraan yang mendedahkan pelajar kepada sistem dan produk sebenar. PUO merupakan politeknik pertama di Malaysia diterima sebagai Institusi Penyokong Anggota CDIO Wilayah b) Melaksanakan Kursus Online Terbuka Secara Massive (MOOCs) dengan menggunakan platform Openlearning.com untuk meningkatkan pembelajaran teradun c) Pusat pengajaran 	
2.4 Keperluan kepada Pendidikan Khas <ul style="list-style-type: none"> a) Menawarkan kursus dalam Teknologi Kejuruteraan Awam kepada pelajar-pelajar pendidikan khas b) Fakulti yang telah terlatih dan mahir untuk menampung keperluan pengajaran dan pembelajaran pendidikan khas 	

KEKUATAN	KELEMAHAN
3.0 Sumber Manusia yang Kompeten	
3.1 Fakulti pengajaran yang berpengalaman dan berkemahiran tinggi	
3.2 Peratusan tertinggi bagi pemegang Sarjana, Ijazah, PhD dan pensijilan profesional di kalangan politeknik di Malaysia	
4.0 Pembudayaan Penyelidikan dan Pembangunan	
4.1 Kerjasama aktif dengan industri	
4.2 Pelajar dan kakitangan telah memenangi pelbagai anugerah dan pingat melalui penglibatan aktif dalam pertandingan dan R & D	
5.0 Imej dan Kemampanan yang Baik	
5.1 Politeknik pertama di Malaysia; ditubuhkan pada tahun 1969 - penjenamaan cemerlang dan asas alumni yang kukuh	
5.2 Penganugerahan status Politeknik Premier oleh Menteri Pengajian Tinggi setelah semua syarat dipenuhi	
5.3 Berkemampuan memberi khidmat nasihat dan latihan kepada industri, institusi pendidikan dan orang awam	
5.4 Pusat Teknologi (COT) untuk Kejuruteraan Marin dan Penyamanan Udara & Penyejukan dan semua jabatan akademik – sebagai pusat penanda aras dan perundingan	
5.5 Kolaborasi aktif dengan industri yang melibatkan kakitangan dan pelajar	
5.6 Jalinan rangkaian dengan Jawatankuasa Penasihat dan hubungan perindustrian	
5.7 Aktif dalam program Tanggungjawab Sosial Korporat (CSR) dengan masyarakat setempat	
5.8 Memenuhi keperluan pembelajaran sepanjang hayat untuk komuniti setempat	

KEKUATAN	KELEMAHAN
6.0 Sumber yang mencukupi	
6.1 Infrastruktur ICT yang baik – sediaada Bandwidth Internet 500MBPs, dengan rancangan untuk berkembang ke 1GP	
6.2 Kemudahan pengajaran dan pembelajaran yang cemerlang <ul style="list-style-type: none"> a) Kemudahan pengajaran dan pembelajaran yang cemerlang: Dilengkapi dengan 6 komputer dan Smartboard untuk konsep Pembelajaran Kolaboratif. b) Makmal Pembangunan e-Pembelajaran (e-Lab). Terdapat 25 komputer bermutu tinggi yang disediakan untuk memudahkan reka bentuk dan pembangunan bahan pengajaran oleh pensyarah c) Bilik Kuliah Mini (Capture & Rewind) Ciri-ciri Sistem Capture & Rewind, di mana sesi pengajaran pensyarah akan dirakam dan dimuat naik ke portal web TV PUO. Ini meningkatkan kefahaman pelajar tentang kuliah melalui tontonan berulang, menjadikannya sesuai untuk pelajar yang belajar secara perlahan 	
6.3 Kemudahan ruang sukan baharu - Gelanggang futsal dan bola jaring, mini astaka untuk acara trek dan padang	
7.0 Sokongan yang baik kepada Pelajar	
7.1 Graduan PUO diterima secara meluas di peringkat tempatan dan antarabangsa - 91% kebolehpasaran siswazah pada tahun 2017	
7.2 Program Revolusi Industri 4.0 – Penubuhan pusat latihan pensijilan profesional untuk pelajar	
7.3 Asrama baharu - Kapasiti 2500	
7.4 Pusat Kegiatan Pelajar Baharu	
7.5 Panduan kerjaya dan program keusahawanan	

PELUANG	ANCAMAN
1.0 Dasar Kerajaan & Inisiatif Ekonomi	1.0 Ketidakpastian dalam Ekonomi Dunia
1.1 Peluang kepada kakitangan untuk menjalani program sangkutan perindustrian dan bagi graduan untuk mendapatkan pekerjaan dalam industri di Bidang Ekonomi Utama Negara (NKEA) yang dikenalpasti oleh kerajaan	1.1 Ketidakpastian dalam kuasa utama ekonomi seperti Amerika Syarikat, Eropah dan China yang boleh menjelaskan eksport Malaysia dan dengan itu menjelaskan peluang pekerjaan siswazah PUO
1.2 Permintaan untuk modal insan yang berkemahiran dan berpengetahuan berasaskan pelan transformasi kerajaan untuk mengubah negara menjadi negara berpendapatan tinggi	2.0 Persaingan
1.3 Pelan Tindakan Pendidikan Tinggi Negara - salah satu teras utama yang didedikasikan untuk TVET	2.1 Persaingan dari negara-negara yang berkos lebih rendah dalam menjalankan perniagaan akibat globalisasi
1.4 Dasar kerajaan menjadikan Malaysia sebagai hab pendidikan serantau	2.2 Persaingan dari institusi awam dan swasta yang menawarkan program TVET
1.5 Dasar Kerajaan untuk meningkatkan keupayaan jalur lebar institusi pendidikan	3.0 Perubahan Teknologi
1.6 Jumlah lepasan sekolah yang ramai merupakan pelanggan berpotensi	3.1 Keperluan untuk mengimbangi perkembangan pesat dalam perkembangan teknologi
2.0 Peluang Pembiayaan	3.2 Perubahan kerap dalam permintaan dan keperluan pelanggan atau pemegang kepentingan
2.1 Peluang untuk mendapatkan bantuan dana / penyelidikan luar	
2.2 Peluang untuk menyertai pertandingan dan persidangan dalam bidang TVET	
3.0 Pengiktirafan Antarabangsa	
3.1 Peluang untuk memperkuuh penjenamaan politeknik melalui akreditasi antarabangsa	

BAB 3



ANCAMAN



PELUANG



KELEMAHAN



KEKUATAN

ANALISIS SWOT

	KEKUATAN	KELEMAHAN
	1.0 Tadbir Urus dan Pengurusan yang Baik 2.0 Pengajaran dan Pembelajaran Inovatif 3.0 Sumber Manusia yang Kompeten 4.0 Budaya Penyelidikan dan Pembangunan 5.0 Imej dan Kemampanan yang Baik 6.0 Sumber yang Mencukupi 7.0 Sokongan Baik kepada Pelajar	1.0 Sumber Terhad untuk Penyelidikan & Pembangunan(R&D) – Pengkomersialan 2.0 Beban Tugas Sampingan Staf Akademik
PELUANG	S-O STRATEGI	W-O STRATEGI
1.0 Dasar Kerajaan & Inisiatif Ekonomi 2.0 Peluang Pembiayaan 3.0 Pengiktirafan Antarabangsa	Sokongan & Pengiktirafan <ul style="list-style-type: none"> 1. Bantuan dari alumni dan industri untuk memberikan pandangan dan pendedahan kepada industri dan keusahawanan 2. Memberi pengiktirafan dan insentif kepada mereka yang cemerlang dalam penyelidikan & pembangunan, penerbitan dan inovasi dalam pengajaran dan pembelajaran 3. Menggalakkan dan memudahkan penyelidikan kualiti oleh kakitangan yang akan dibentangkan kepada badan-badan berkaitan untuk pembiayaan dan pengkomersialan 4. Meningkatkan penyertaan pelajar dalam aktiviti nasional, antarabangsa, pertandingan dan program. 	Latihan <ul style="list-style-type: none"> 1. Memberi latihan berstruktur kepada kakitangan bagi memperkuatkan cadangan penyelidikan untuk pembiayaan Rangkaian & Kerjasama <ul style="list-style-type: none"> 2. Rangkaian dengan badan pembiayaan untuk memudahkan permohonan untuk pembiayaan penyelidikan 3. Meningkatkan kerjasama dengan industri dan institusi pengajian tinggi tempatan dan asing untuk pengkomersialan produk Teknologi <ul style="list-style-type: none"> 4. Meningkatkan penggunaan teknologi dan automasi dalam kerja bukan akademik

ANCAMAN	S-T STRATEGI	W-T STRATEGI
<p>1.0 Ketidakpastian dalam Ekonomi Dunia</p> <p>2.0 Persaingan</p> <p>3.0 Perubahan Teknologi</p>	<p>Kebolehpasaran Graduan</p> <ol style="list-style-type: none"> 1. Menawarkan kursus yang memberi nilai tambah , latihan dan pendedahan kepada pelajar untuk meningkatkan kebolehpasaran pelajar 2. Menggalakkan industri untuk melakukan pengambilan pekerja dari kampus 3. Menjalinkan rangkaian dengan alumni untuk membantu dalam mencari pekerjaan di kalangan siswazah 4. Meningkatkan pelaksanaan Pendidikan Berasaskan Hasil (OBE) untuk memastikan graduan mempunyai kompetensi untuk berfungsi dengan berkesan di tempat kerja 5. Meningkatkan bilangan pelajar yang terlibat dalam aktiviti keusahawanan 6. Menyediakan peningkatan kemahiran, terutamanya dalam penggunaan teknologi dalam pengajaran dan pembelajaran, kepada tenaga pengajar 	<p>Sumber</p> <ol style="list-style-type: none"> 1. Meningkatkan program Penswastaan Sektor Masa untuk meningkatkan sumber pendapatan 2. Menanda aras institusi yang ditubuhkan di bawah TVET untuk memperoleh amalan terbaik dan untuk penambahbaikan

BAB 4

PELAN STRATEGIK 5 TERAS STRATEGIK DAN INISIATIF STRATEGIK

TERAS STRATEGIK 1-MEMASTIKAN GRADUAN TVET BERKUALITI					
NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB
1.	Melahirkan graduan yang boleh bekerja, berciri keusahawanan dan seimbang melalui pembelajaran formal, bukan formal dan tidak formal.	<ul style="list-style-type: none"> ■ Memperkuuh sistem penyampaian pengajaran & pembelajaran untuk memastikan para siswazah bersikap holistik, berteknologi dan berwibawa ■ Meningkatkan kurikulum secara berterusan melalui input dari industri ■ Meningkatkan pelaksanaan Pendidikan Berasaskan Hasil (OBE) untuk memastikan graduan mempunyai kompetensi untuk berfungsi dengan berkesan di tempat kerja ■ Menumpukan audit dalaman untuk memastikan bahawa Hasil Pembelajaran berkesan diukur dalam penilaian ■ Penanda aras institusi yang ditubuhkan di TVET untuk memperoleh amalan terbaik dan untuk penambahbaikan ■ Meningkatkan bilangan pelajar yang terlibat dalam aktiviti keusahawanan 	<ol style="list-style-type: none"> 1. Tahap kepuasan majikan terhadap graduan yang bekerja 2. Peratus kebolehpasaran graduan semasa konvokeye 	3.80 90%	Jabatan Akademik dan Pusat Perhubungan Korporat dan Industri dan Kebolehpasaran (CISEC)

TERAS STRATEGIK 1-MEMASTIKAN GRADUAN TVET BERKUALITI

NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB
		<ul style="list-style-type: none"> ■ Mengadakan perjumpaan kerjaya untuk menggalakkan industri menjalankan temuduga dan pengambilan kerja di kampus ■ Meningkatkan rangkaian dalam talian untuk permohonan kerja 			
2.	Memperkasakan pembudayaan pelajar melalui pembelajaran sepanjang hayat	<ul style="list-style-type: none"> ■ Meningkatkan infrastruktur ICT untuk pembelajaran tanpa sempadan ■ Menawarkan kursus yang memberikan nilai tambah, latihan dan pendedahan untuk meningkatkan kebolehpasaran pelajar 	1) Bilangan peserta PSH bagi setiap Institusi	1) 850	Unit Latihan & Pendidikan Lanjutan dan Jabatan Akademik

TERAS STRATEGIK 2-MELESTARI INSTITUSI KONDUSIF

NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB
1.	Menjenamakan semula imej TVET	<ul style="list-style-type: none"> ■ Meningkatkan pendedahan & liputan media tradisional melalui rangkaian dengan akhbar tempatan, stesen radio & TV dan wartawan untuk mempromosikan jenama dan imej institusi ■ Meningkatkan pendedahan & liputan media baru melalui penggunaan media sosial yang aktif untuk mempromosikan jenama dan imej institusi tersebut 	<ol style="list-style-type: none"> 1. Peratus program yang memenuhi norma di setiap institusi bagi pengambilan perdana pada tahun semasa 2. Bilangan hebatan jabatan dan institusi di media sosial 	1) 70% 2) 30	Jabatan Hal Ehwal Pelajar / Unit Unit Perhubungan Awam
2.	Mencapai matlamat organisasi yang digariskan melalui keberkesanan kos.	<ul style="list-style-type: none"> ■ Memastikan penggunaan elektrik dengan cekap melalui pemantauan di setiap jabatan dan unit ■ Memantau perbelanjaan setiap suku tahun untuk memastikan penggunaan belanjawan operasi yang optimum ■ Memperkasakan program Penswastaan Sektor Masa untuk meningkatkan sumber pendapatan 	<ol style="list-style-type: none"> 1. Peratus institusi mencapai penjimatan minimum bayaran bil elektrik 2. Peratus prestasi perbelanjaan mengurus pada tahap tinggi yang dicapai oleh institus 	1) 5% 2) 99%	Unit Pengurusan dan Pentadbiran
3.	Mengurus kewangan secara cekap dengan mematuhi peraturan dan prosedur	<ul style="list-style-type: none"> ■ Mengatur kursus / perbincangan dalam pengurusan kewangan yang berkesan ■ Meningkatkan sistem pemantauan dalaman 	<ol style="list-style-type: none"> 1. Peratus pematuhan tatacara kewangan dalam audit kewangan tahunan 	1. 85%	Unit Pengurusan dan Pentadbiran

TERAS STRATEGIK 3-MEMPERKAYA BAKAT

NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB
1.	Melahirkan staf yang efektif melalui program pembangunan bakat jangka panjang yang komprehensif.	<ul style="list-style-type: none"> ■ Memastikan program pembangunan kakitangan direka untuk meningkatkan keberkesan pengajaran dan pembelajaran ■ Memperkasakan latihan dalam penggunaan teknologi dan automasi untuk kerja bukan akademik 	<ul style="list-style-type: none"> 1. Peratus PPPT yang mengikuti program pembangunan bakat bersama industri 	<ul style="list-style-type: none"> 1. 5% 	Unit Latihan & Pendidikan Lanjutan dan Jabatan Akademik

TERAS STRATEGIK 4- MENGOLAH REKA BENTUK SISTEM PENDIDIKAN

NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB
1.	Meningkatkan mekanisme penyampaian yang berkesan	<p>Meningkatkan e-pembelajaran melalui:</p> <ul style="list-style-type: none"> a) Indeks Pembelajaran Teradun b) Kursus Online Terbuka Secara Massive c) Bahan Pembelajaran dan Pengajaran (PdP) berbentuk Video/Virtual Realiti(VR) Maya (AR) Pengalaman 	<ul style="list-style-type: none"> 1. Kadar tamat pengajian dalam tempoh (iGOT) 2. Peratus pelaksanaan pembelajaran teradun dan pembangunan bahan pembelajaran digital 	<ul style="list-style-type: none"> 1. 75% 2. 100% 	Jabatan Akademik, Jawatankuasa e-Pembelajaran dan Unit ICT

TERAS STRATEGIK 5- PERKONGSIAN INDUSTRI DAN KOMUNITI						
NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB	
1.	Meningkatkan kerjasama dengan pihak industri.	<ul style="list-style-type: none"> ■ Kolaborasi bersama industri bagi pembangunan kurikulum/penambahbaikan ■ Kolaborasi bersama industri dalam program CSR 	1. Bilangan industri/ agensi yang mempunyai kolaborasi aktif dengan institusi	1. 5	Pusat Perhubungan Korporat dan Industri dan Kebolehpasaran (CISEC)	
2.	Mengukuhkan sokongan alumni	<ul style="list-style-type: none"> ■ Kolaborasi bersama industri yang cemerlang dalam aktiviti yang berimpak tinggi ■ Menjemput alumni yang berjaya sebagai penceramah jemputan dalam bidang keusahawanan dan kemahiran insaniah ■ Menjalinkan rangkaian bersama alumni untuk mendapatkan bantuan mereka dalam mendapatkan pekerjaan bagi siswazah 	1. Bilangan program / aktiviti yang melibatkan alumni	1. 5	Jabatan Akademik, Alumni, Pegawai Liason dan Pusat Perhubungan Korporat dan Industri dan Kebolehpasaran (CISEC)	
3.	Membangunkan penyelidikan dan inovasi ekosistem	<ul style="list-style-type: none"> ■ Menyediakan latihan berstruktur kepada kakitangan bagi mengukuhkan cadangan penyelidikan untuk mendapatkan dana pembiayaan 	1. Bilangan produk inovasi yang dibangunkan	1. 8	Jabatan Akademik dan Unit Penyelidikan dan Pembangunan	

TERAS STRATEGIK 5- PERKONGSIAN INDUSTRI DAN KOMUNITI

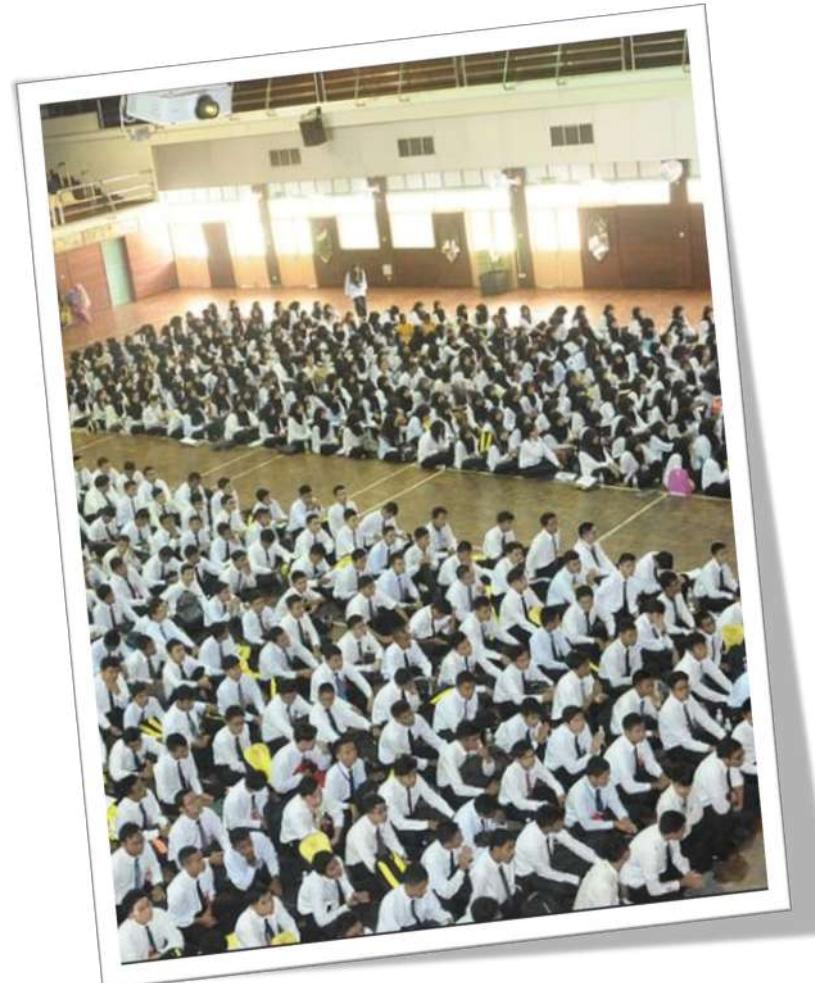
NO	OBJEKTIF STRATEGIK	INISIATIF	KPI	SASARAN	TANGGUNGJAWAB
		<ul style="list-style-type: none"> ■ Memberi pengiktirafan dan insentif kepada mereka yang cemerlang dalam penyelidikan & pembangunan, penerbitan dan inovasi dalam pengajaran dan pembelajaran ■ Rangkaian dengan badan yang memberikan dana untuk memudahkan permohonan untuk pembiayaan penyelidikan ■ Memperkasakan kolaborasi bersama industri dan institusi pengajian tinggi tempatan dan asing untuk pengkomersilan produk 	<p>2. Peratus kertas penyelidikan/ kertas konsep penyelidikan yang diterbitkan di peringkat zon/ kebangsaan/ antarabangsa melalui permerkasaan penyelidikan:</p> <p>3. Bilangan CoT yang diiktiraf:</p>	<p>2. 10%</p> <p>3. 80%</p>	

KESIMPULAN

Pelan Strategik Politeknik Ungku Omar 2018-2025 merupakan sebuah wacana yang terhasil dari pengembangan pemikiran dan usaha warga PUO secara keseluruhan. Pelan yang digubal ini mengambil kira Lima Teras Strategik (TS) yang perlu diberi perhatian oleh PUO iaitu TS1: Memastikan graduan TVET berkualiti, TS2: Melestari institusi kondusif, TS3: Memperkaya Bakat, TS4: Mengolah rekabentuk sistem pendidikan dan TS5: Memantapkan perkongsian industri dan komuniti.

Perancangan yang disediakan ini merupakan terjemahan hala tuju PUO yang memberi fokus kepada perkara penting yang boleh dicapai secara jangka panjang dan jangka pendek serta menggariskan dengan jelas tindakan yang perlu dilaksanakan melalui program dan projek yang telah dirancang.

Terhasilnya pelan strategik ini bukanlah bererti perancangan PUO terhenti setakat ini kerana fasa pelaksanaan menuntut komitmen yang lebih tinggi dan menyeluruh daripada setiap lapisan warga PUO. Seluruh warga PUO kini akan bersama-sama menterjemahkan pelan strategik ini melalui pelaksanaan dan pemantauan berterusan ke arah memacu PUO menjadi sebuah institusi TVET tersohor di rantau ini bagi pelaksanaan program pendidikan dan latihan yang diperlukan industri dan komuniti.





RUJUKAN

1. Kamus KPI 2018
2. Pelan Strategik Politeknik Ungku Omar 2016-2020
3. Pelan Strategik 2018-2025 Jabatan Pendidikan Politeknik dan Kolej Komuniti
4. Pelan Pembangunan Pendidikan Malaysia (Pendidikan Tinggi) (2015-2025)
5. Taklimat KPI JPP& Politeknik 2016, Disediakan oleh UPPP, BD, JPP

GLOSARI

RINGKASAN	PENERANGAN
APACC	Asia Pacific & Certification Commission
BLX	Indeks Pembelajaran Teradun
COT	Pusat Kecemerlangan Teknologi
CPCM	Matrik Kompetensi Laluan Kerjaya
CSR	Tanggungjawab Sosial Korporat
IGOT	Kadar tamat pengajian dalam tempoh
JPPKK	Jabatan Pengajian Politeknik dan Kolej Komuniti
KPI	Indeks Petunjuk Prestasi
KUDAP	Kursus dalam perkhidmatan
MQA	Badan Akreditasi Kelayakan Malaysia
OBE	Pendidikan berasaskan hasil
OS	Objektif strategik
PPK	Program Peningkatan Kemahiran
P&P	Bahan Pembelajaran dan Pengajaran
PPRN	Mekanisme Pembiayaan Projek
SHLP	Skim Hadiah Latihan Persekutuan
SIP	Sangkutan Industri Pensyarah
SWOT	Kekuatan Kelemahan Peluang Ancaman
TECC	Bilik Kuliah Kolaboratif Berteknologi
TOWS	Ancaman Peluang Kelemahan Kekuatan
TS	Teras Strategik
TVET	Pendidikan dan Latihan Teknikal dan Vokasional



Versi Bahasa Inggeris

English Version



STRATEGIC PLAN POLITEKNIK UNGKU OMAR 2018-2025

Quality TVET Graduates

Effective : 1 April 2018

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VISION

To be a premier
industry-driven
TVET institution

MISSION

To produce
graduates who are
holistic,
technologically
competent and
entrepreneurial

SLOGAN

dreamBIG@PUO

dreamBIG@PUO

“dreamBIG@PUO” reflects the aspiration to achieve the extraordinary.
“dreamBIG@PUO” declares that PUO’s staff and students are ambitious;
and at PUO, they are able to realize their full potential.

CLIENTS' CHARTER

- 1** Students' registration process is completed on the registration day itself.
- 2** The process of teaching and learning is systematic, well-planned and effective.
- 3** The status of action taken towards clients' complaints is notified to the clients within ten (10) working days after the acceptance of the complaints.
- 4** Results of the final semester exam are processed within two (2) weeks after the end of the semester.

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QUALITY POLICY

To develop students' potential towards excellence in the fields of engineering, commerce and information technology through comprehensive continual improvement. Politeknik Ungku Omar is committed to ensuring the needs of her customers are fulfilled through the achievement of quality objectives that are reviewed periodically to maintain effectiveness of the system. This policy is disseminated to be understood by all levels of staff.

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بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِيْمِ

"Dengan Nama ALLAH Yang Maha Pemurah Lagi Maha Penyayang"
"In The Name Of ALLAH, Most Gracious, Most Merciful"

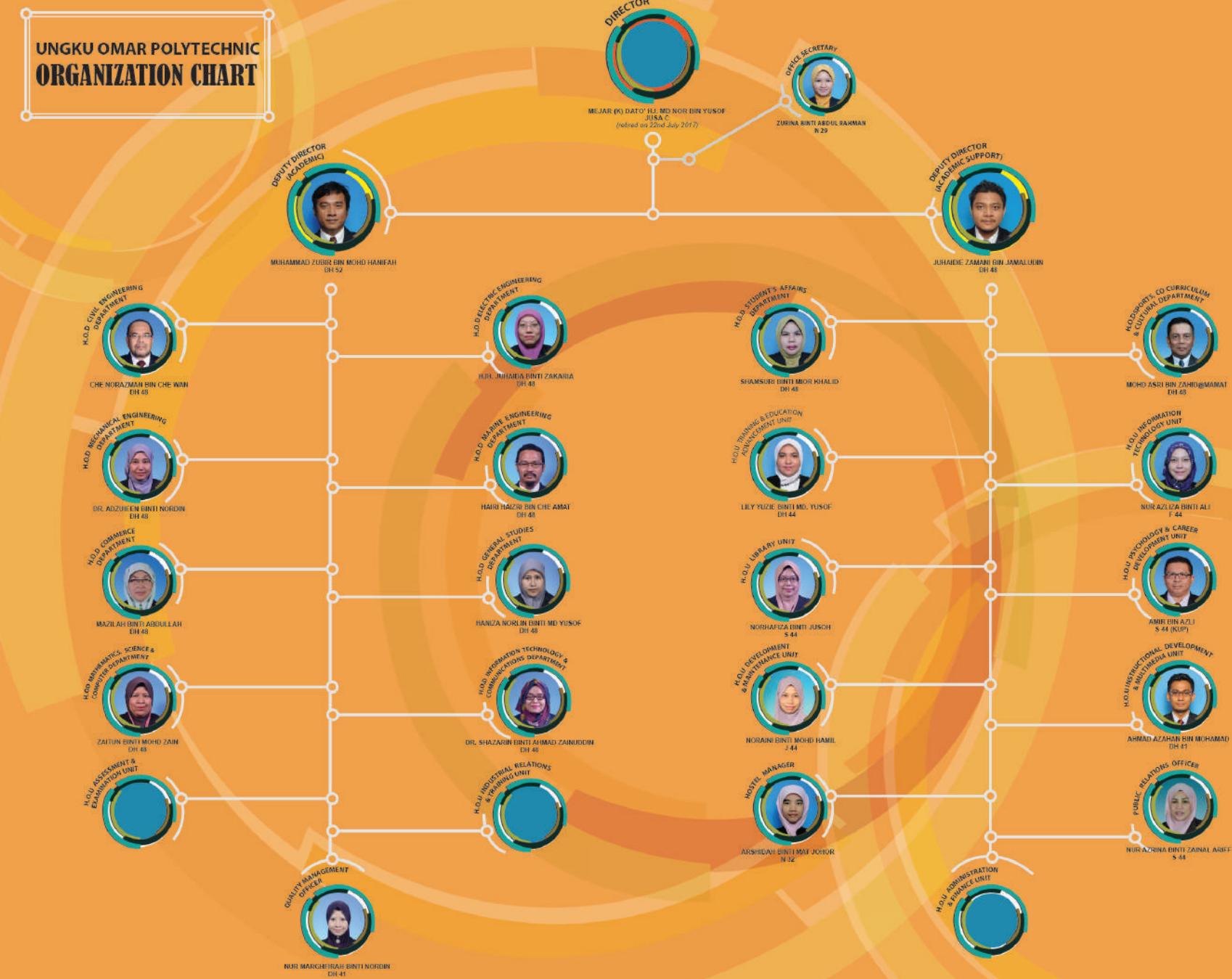
FOREWORD

Assalamualaikum.

"Alhamdulillah" glad that PUO Strategic Plan 2018-2025 book has been successfully completed. Through this strategic plan, PUO is committed in attaining the vision of becoming an industry-led Premier TVET institution and achieving the mission to produce a holistic, competent, technologically-entrepreneurial graduates. The PUO Strategic Plan is created with a focus on ensuring that PUO attains the Five Core Strategies from the Department of Polytechnic & Community College Education Strategic Plan 2018-2025 which are to ensure quality TVET graduates, to sustain conducive institutions, to enrich quality human capital, to redesign the education system and to strengthen the partnership of industry and community. PUO Strategic Plan 2018-2025 has also been developed based on the Malaysia Educational Blueprint 2015-2025 (Higher Education) and the Asia Pacific Accreditation & Certification Commission (APACC) Criteria where PUO obtained the Gold Award certification.

The slogan "dreamBIG@PUO" was introduced in the hope that it would be a catalyst for PUO to move quickly to achieve the dream of becoming an institution that could produce quality TVET graduates. In 2016 and 2017, PUO has involved in national and international level events and obtained recognition in various fields such as academic, research and innovation and quality human resource development as outlined in this strategic plan. Through the establishment of Technology Enabled Classroom (TECC), PUO also involved in the innovation-based education system. The involvement of PUO in the innovation of the creation of two machines under the PPRN Program, the Solid Fertilizer Dispensing Machine and the Electronic Battering Tool can indirectly help the SME industry and strengthen the relationship between the industry and the community. I hope that all PUO staff, students and stakeholders will work together and mobilize the energy to make this strategic plan a reality.

Thank you.



EXECUTIVE SUMMARY

PUO Strategic Plan 2018 - 2025 is developed based on the Department of Polytechnic and Community College Education (DPCCE) Strategic Plan 2018-2025, Ministry of Higher Education. It is also in line with the KPI Dictionary 2018 published by DPCCE. In addition, PUO Strategic Plan 2018-2025 has also been developed based on the Malaysia Educational Blueprint 2015-2025 (Higher Education) and the Asia Pacific Accreditation & Certification Commission (APACC) Criteria where PUO obtained the Gold Award certification.

The PUO Strategic Plan 2018-2025 also focuses on the Five Core Strategies which are expected outcomes derived from the Department of Polytechnic and Community College Education Strategic Plan 2018-2025. The Five Core Strategies are as follows:

- Ensuring the quality of TVET graduates
- Sustaining conducive institution
- Enriching quality human capitals
- Redesigning the education system and
- Strengthening the industry and community partnership

The PUO Strategic Plan 2018-2025 is also developed based on the Twenty Strategic Objectives which have been put forward by the Department of Polytechnic and Community College Education 2018-2025. Based on these twenty Strategic Objectives, PUO has focused on eleven Strategic Objectives. This Strategic Plan is a product of mapping done based on the eleven Strategic Objectives and seventeen PUO KPIs.





OBJECTIVE

Polytechnic and Community College Strategic Plan

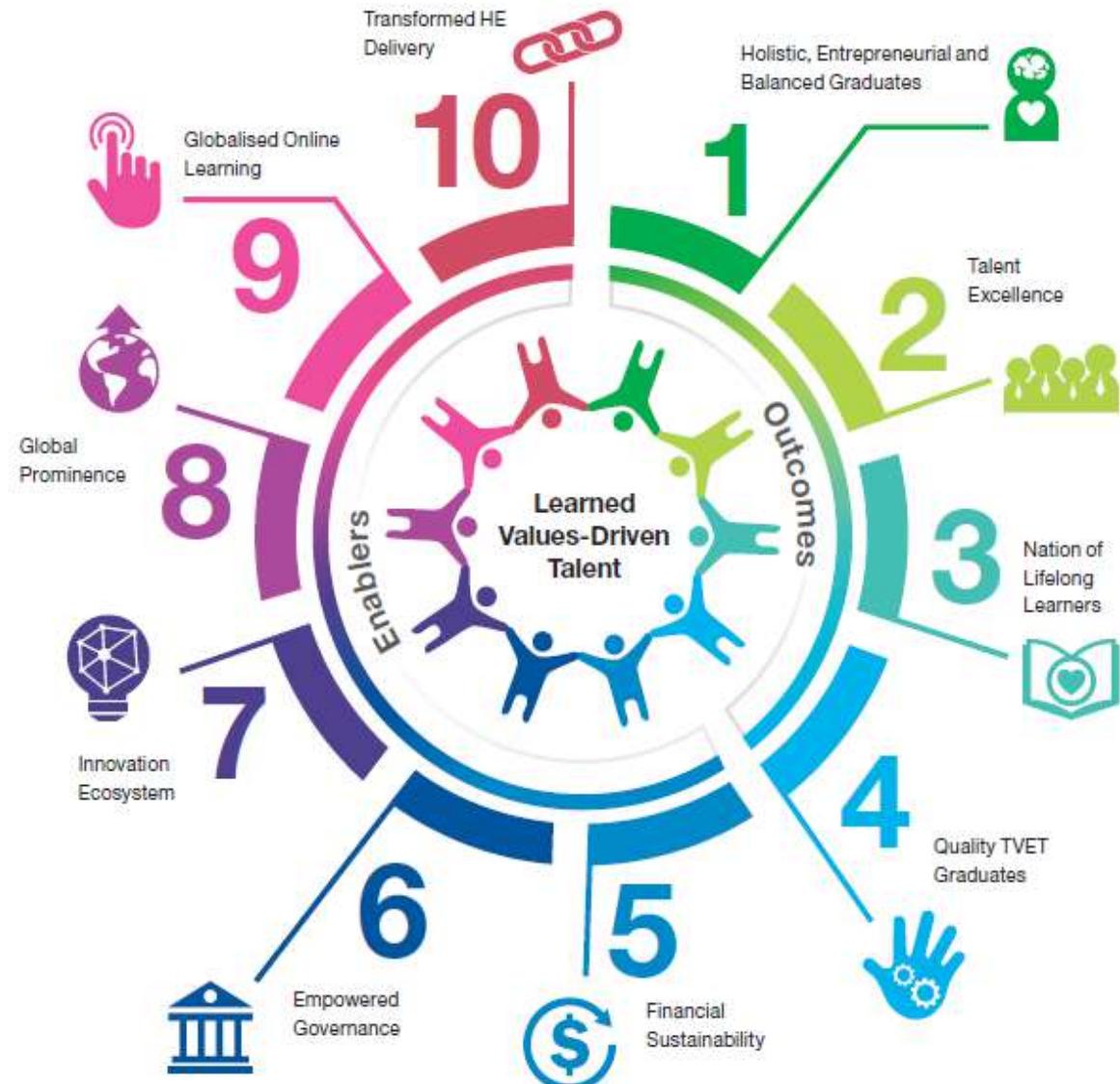
2018 - 2025



**ASIA PACIFIC ACCREDITATION
AND CERTIFICATION COMMISSION**

MALAYSIA EDUCATION BLUEPRINT (HIGHER EDUCATION)

The 10 Shifts



WAY FORWARD



1

Meet the needs of upper secondary school leavers' demands towards TVET programmes

2

Maintain high employability rate

3

Ensure the talent expertise according to fields of specialization is sufficient

4

Improve the efficiency of governance

5

Ensure that programmes offered are industry-led and in line with 4.0 industry

6

Expand the flexibility of the modes of offered programmes

STRATEGIC THRUSTS



1

ENSURING THE QUALITY OF TVET GRADUATES

2

SUSTAINING CONDUCIVE INSTITUTION

3

ENRICHING QUALITY HUMAN CAPITALS

4

REDESIGNING THE EDUCATION SYSTEM

5

STRENGTHENING THE INDUSTRY AND COMMUNITY PARTNERSHIP

CORE VALUES



- 1 Creativity & Innovativeness**
creative and innovative in the actions taken and decision making.
- 2 Integrity**
Superior quality is nurtured and sown among citizens based on the principle of honesty, integrity and trust in every action to achieve excellence in self and organization.
- 3 Agility**
Speed, speed, efficiency and proactive action and response to changes or reforms within the organization.
- 4 Professionalism**
Skilled and able to carry out entrusted tasks in accordance with procedures and work ethics.



Asia Pacific Accreditation and Certification Commission (APACC)

C1. Governance and Management

Maintaining a good system of governance and management that manages existing operations well, and responds effectively to development and change.

C2. Teaching and Learning

Continually improve the mechanism of delivery and testing to ensure success in meeting educational objectives and enabling students to achieve the intended learning outcomes.

C1. Governance and Management

Maintaining a good system of governance and management that manages existing operations well, and responds effectively to development and change.

C4. Research and Development

Providing an environment that firmly supports R&D and innovation.

C5. Image and Sustainability

Ensuring that the presence of the institution is recognized by the community by extending expertise through Extension and Community services, Consultancy and Income Generation, and sharing or getting support through Linkages and Networking.

C6. Other Resources

Providing a conducive environment for effective teaching and learning through effective management of resources.

C7. Support to Students

Providing support to develop not only the intellectual ability of the student but his total personality as well.

Chapter 1

INTRODUCTION TO PUO STRATEGIC PLAN 2018 -2025



CHRONOLOGY OF STRATEGIC PLAN DEVELOPMENT

2015:
INITIATION



DEC 2017:
REVISION
BASED ON THE
FOLLOWING
DOCUMENTS .



2016: PUBLICATION OF PUO
STRATEGIC PLAN 2016 – 2020

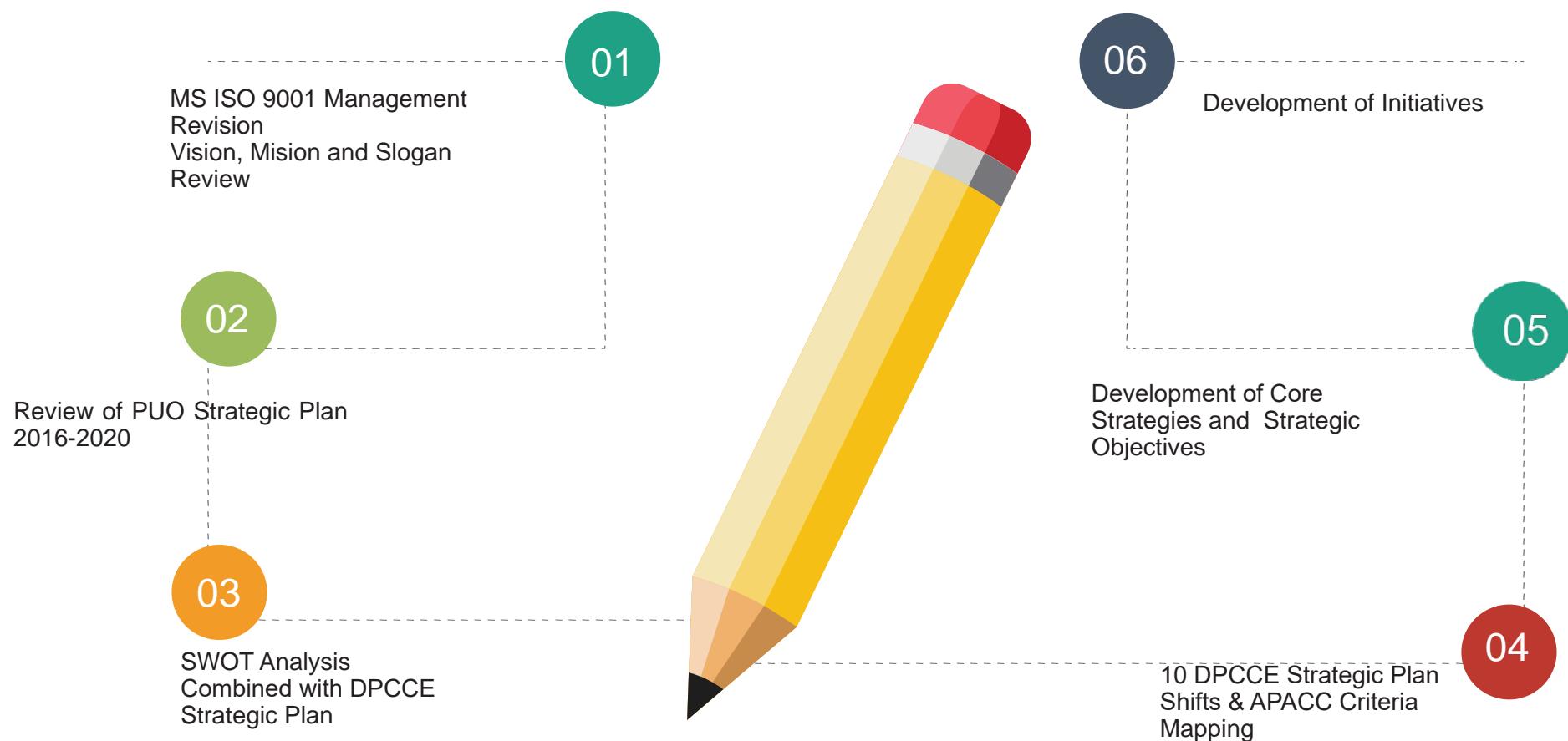


2018: PUBLICATION
OF PUO STRATEGIC
PLAN 2018 – 2025

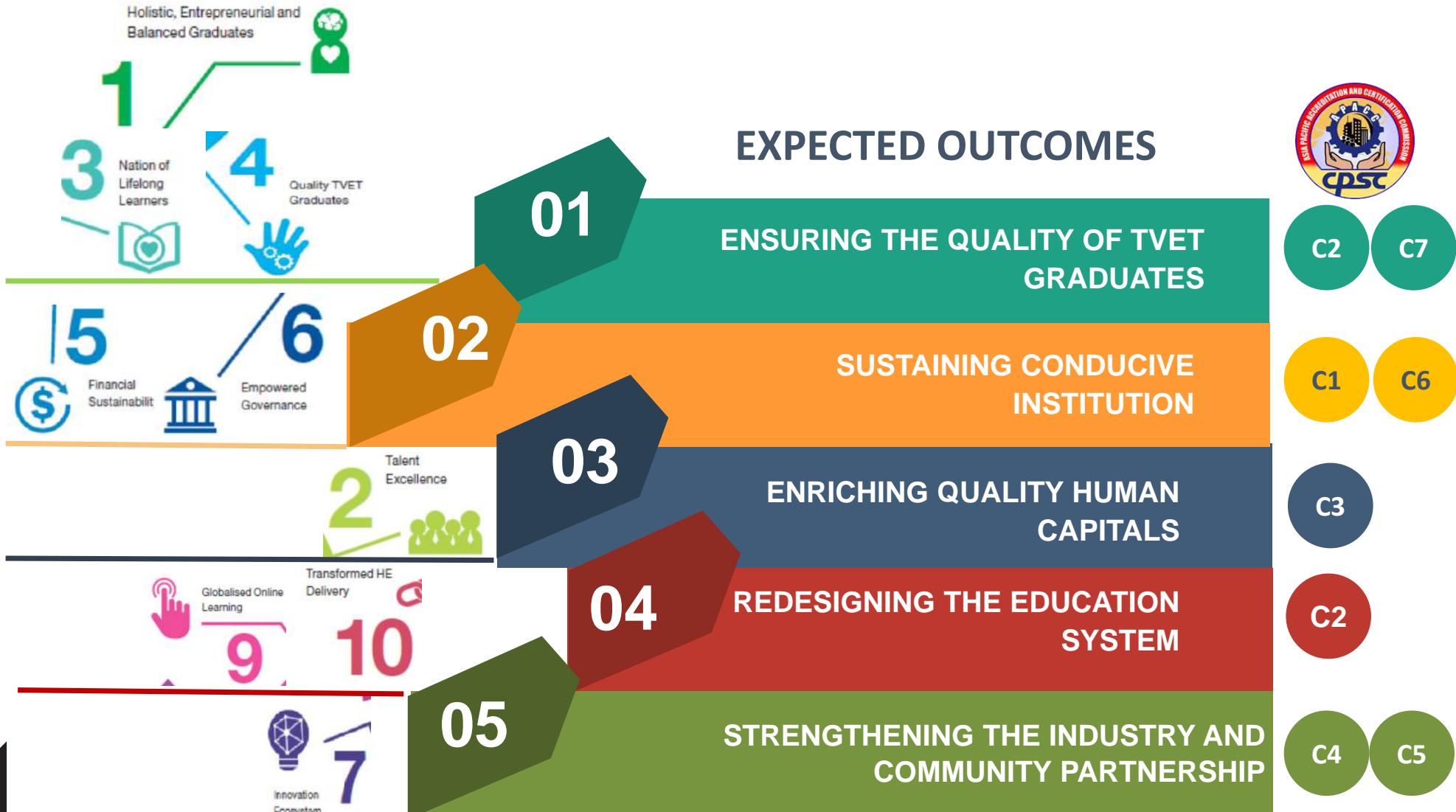
THE PUO STRATEGIC PLAN 2018-2025

DEVELOPMENT PROCESS

DreamBIG@PUO



5 CORE STRATEGIES

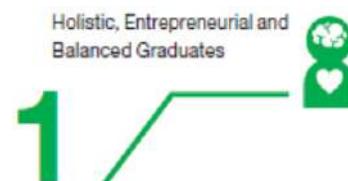


CORE STRATEGY 1

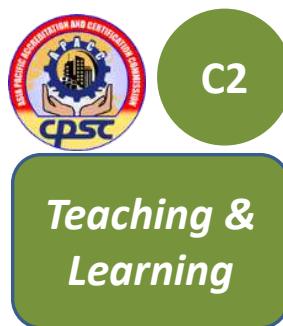
Ensuring the Quality of TVET Graduates

4 Quality TVET
Graduates

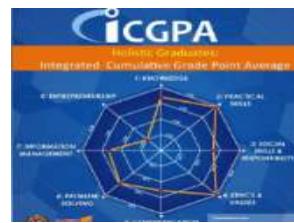
Producing Holistic, Entrepreneurial
and Balanced Graduates
(JSJPP OS 1.1)



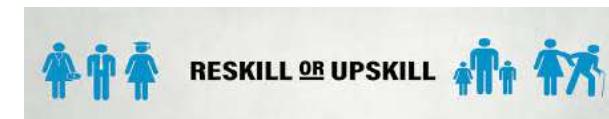
Empowering Students Through the
Lifelong Learning Culture (JSJPP
OS 1.2)



Dual Credit
Program



lifelong-learning
informal-learning
opportunity
extended
beyond
habit
self-motivated
practise
changing
technology
adapt
inquiry
limitless
future
creativity
attention
network



CORE STRATEGY 2

Maintaining Conducive Institution

Rebranding the image of TVET
(JSJPP OS2.2)

Increasing and diversifying revenue towards financial sustainability (JSJPP OS2.6)

Achieving organizational goals outlined through cost effectiveness (JSJPP OS2.7)

you will get through this
Strategic Communications
everybody is watching
get your organization in alignment
don't speculate
don't panic.

get control
don't hide
get the facts



lifelong-learning
opportunity independent
self-motivated, evolving, practicalities,
technology oriented, future
aligned-curriculum, a digital
learning



C1

Governance & Management

Managing financial matters efficiently by complying with rules and procedures (JSJPP OS2.8)



C6

Other Resources

CORE STRATEGY 3

Enriching Quality Human Capitals



*Human
Resources*

C3



Producing effective staff through
a comprehensive long-term
talent development programmes
(JSJPP OS3.1)

- Multiskilling
- Executive Management TVET
- Attachment Program (SIP)
- Skill Development Program
- Career Path Competency Matrix Course (CPCM)
- In- Service Course
- Federal Scholarship Scheme



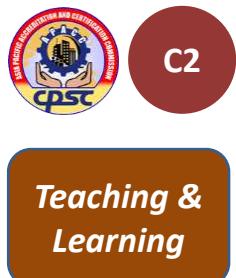
CORE STRATEGY 4

Redesigning the Education System

Improving effective delivery mechanisms (JSJPP OS4.2)



Transformed HE
Delivery
10



CORE STRATEGY 5

Strengthening The Industry And Community Partnership

Improving collaboration with industries
(JSJPP OS5.1)

- Cross-fertilisation
- CEO Faculty
- Industry Advisory Council
- Industry Advisory Committee
- Employability Advisory Committee
- Focus Group Dialogue
- CEO Faculty
- Academic Industry Centre
- Smart Factory

Strengthening alumni support
(JSJPP OS5.3)



Developing research and innovation ecosystems
(JSJPP OS5.4)



Fundamental Research Grant Scheme (FRGS)



C5

Image and Sustainability



Ekosistem Inovasi

7

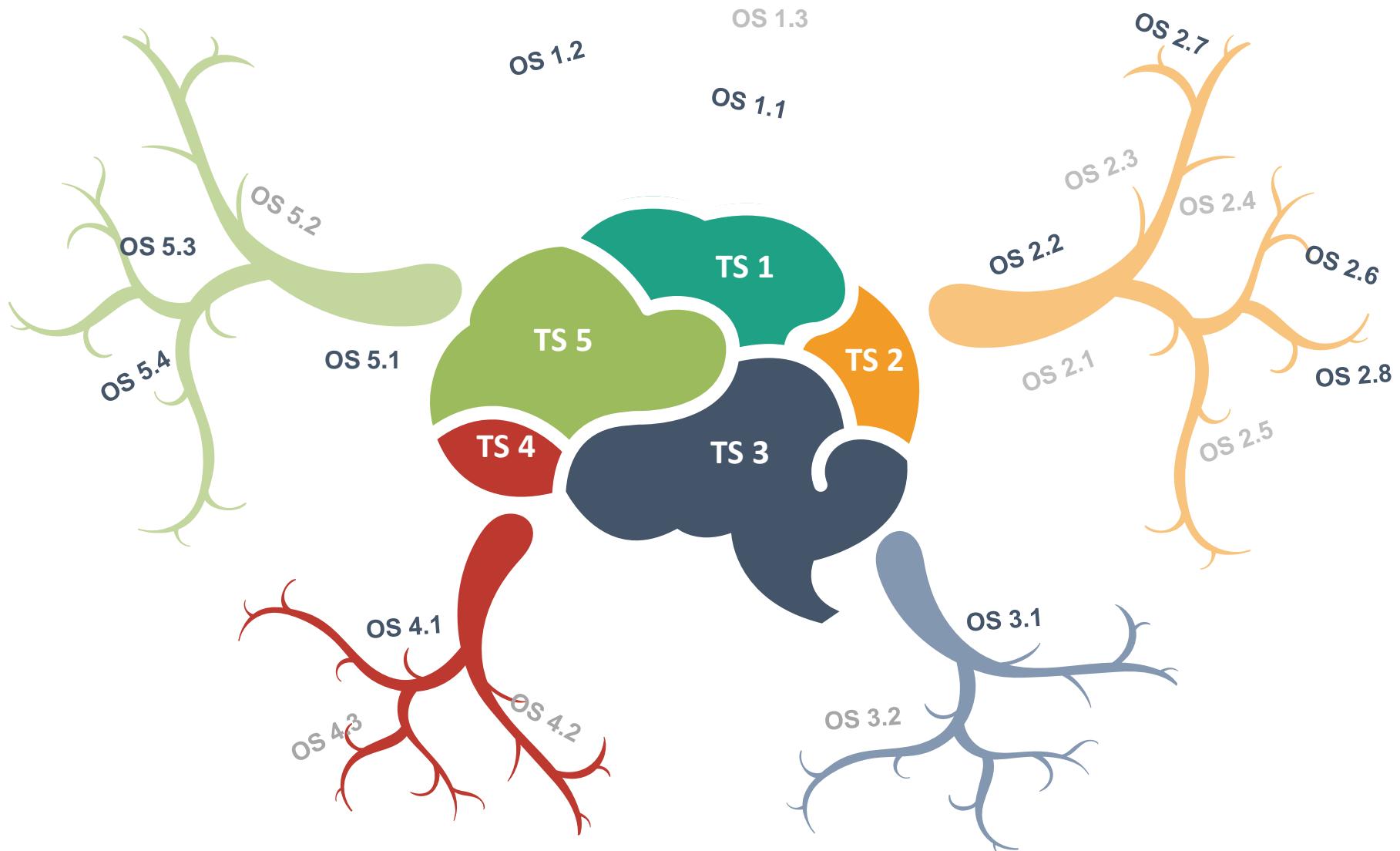


C4

Research & Development

LAYOUT OF PUO CORE STRATEGIES

5 Core Strategies (SC) and 11 Strategic Objectives (SO)



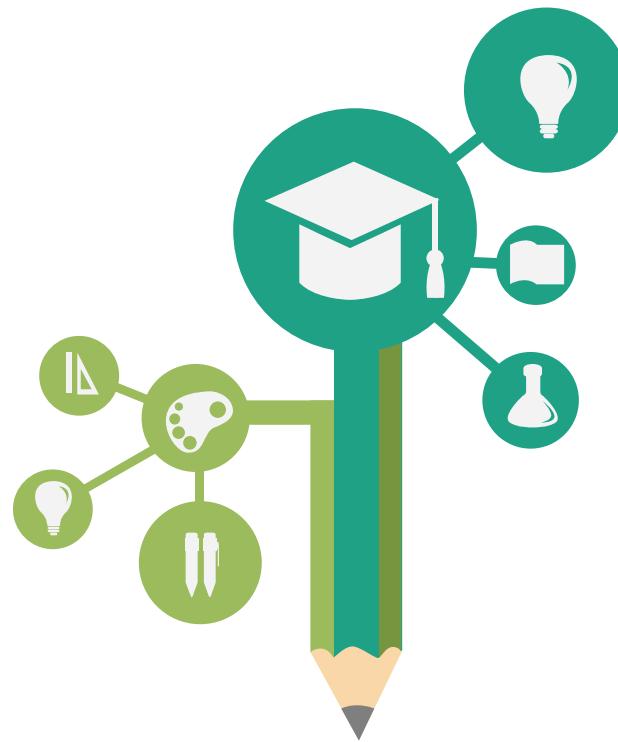
11 STRATEGIC OBJECTIVES



1.0 ENSURING THE QUALITY OF TVET GRADUATES

1.2 Empowering Students Through the Lifelong Learning Culture.

KPI 3:
Number of life-long learning participants for each Institution
TARGET: PREMIER & APACC: 850



1.1 Producing Holistic, Entrepreneurial and Balanced Graduates through formal and informal teaching & learning.

KPI 1:
Employee satisfaction level of working graduates
TARGET PREMIER & APACC: 3.80

KPI 2:
Percentage of graduate marketability during convocation
TARGET: PREMIER & APACC: 90%

2.0 MAINTAINING CONDUCIVE INSTITUTION

2.2 Rebranding TVET Image.

KPI 4:

Percentage of programs that meet the norms of each institution for prime intake in the current year

Target: PREMIER & APACC: 70%

KPI 5:

Number of departments and institutions publicized in social media

Target: PREMIER & APACC: 30

2.6 Increasing and diversifying revenue towards financial sustainability.

KPI 6:

Total amount of income from the life-long learning programmes that contributes to trust account

Target: PREMIER & APACC: 140,000



2.7 Achieving organizational goals outlined through cost effectiveness.

KPI 7:

Percentage of institution achieving a minimum of 5% electricity bill payment

Target: PREMIER & APACC: 5%

KPI 8:

Percentage of expenditure management Performance achieved at a high level by institution

Target: PREMIER & APACC: 99%

2.8 Managing financial matters efficiently by complying with rules and procedures.

KPI 9:

Percentage compliance of financial procedures in the annual financial audit

Target: PREMIER & APACC: 85%

3.0 ENRICHING QUALITY HUMAN CAPITALS



3.1 Producing effective staff through a comprehensive long-term talent development programmes.



KPI 10:
Percentage of PPPT participating in talent development programs with industries
Target:
PREMIER & APACC: 5%





4.0 REDESIGNING EDUCATION SYSTEM

4.2 Improving effective delivery mechanisms.

KPI 11:

Number of students who graduated within the stipulated course duration (iGOT)

Target: PREMIER & APACC: 75%

KPI 12:

Percentage of learning of blended learning and the development of digital learning materials

Target: PREMIER & APACC: 100%

Blended Learning Index (BLX)

Massive Open Online Course (MOOC)

*Teaching & Learning Materials in the forms of
(Video/Virtual Reality (VR)/Augmented Reality (AR)
Experience*

5.0 THE INDUSTRY AND COMMUNITY PARTNERSHIP



5.1 Improving collaboration with industries.

KPI 13:

Number of industries / agencies with active collaboration with institutions

Target: PREMIER & APACC: 8

5.3 Strengthening alumni support.

KPI 14:

Number of programs / activities involving alumni

Target: PREMIER & APACC: 5

5.4 Developing research and innovation ecosystems.

KPI 15:

Number of innovated products application

Target: PREMIER & APACC: 8

KPI 16:

Percentage of research papers / research concept papers published at the zonal / national / international level through research empowerment

Target: PREMIER & APACC: 10%

KPI 17:

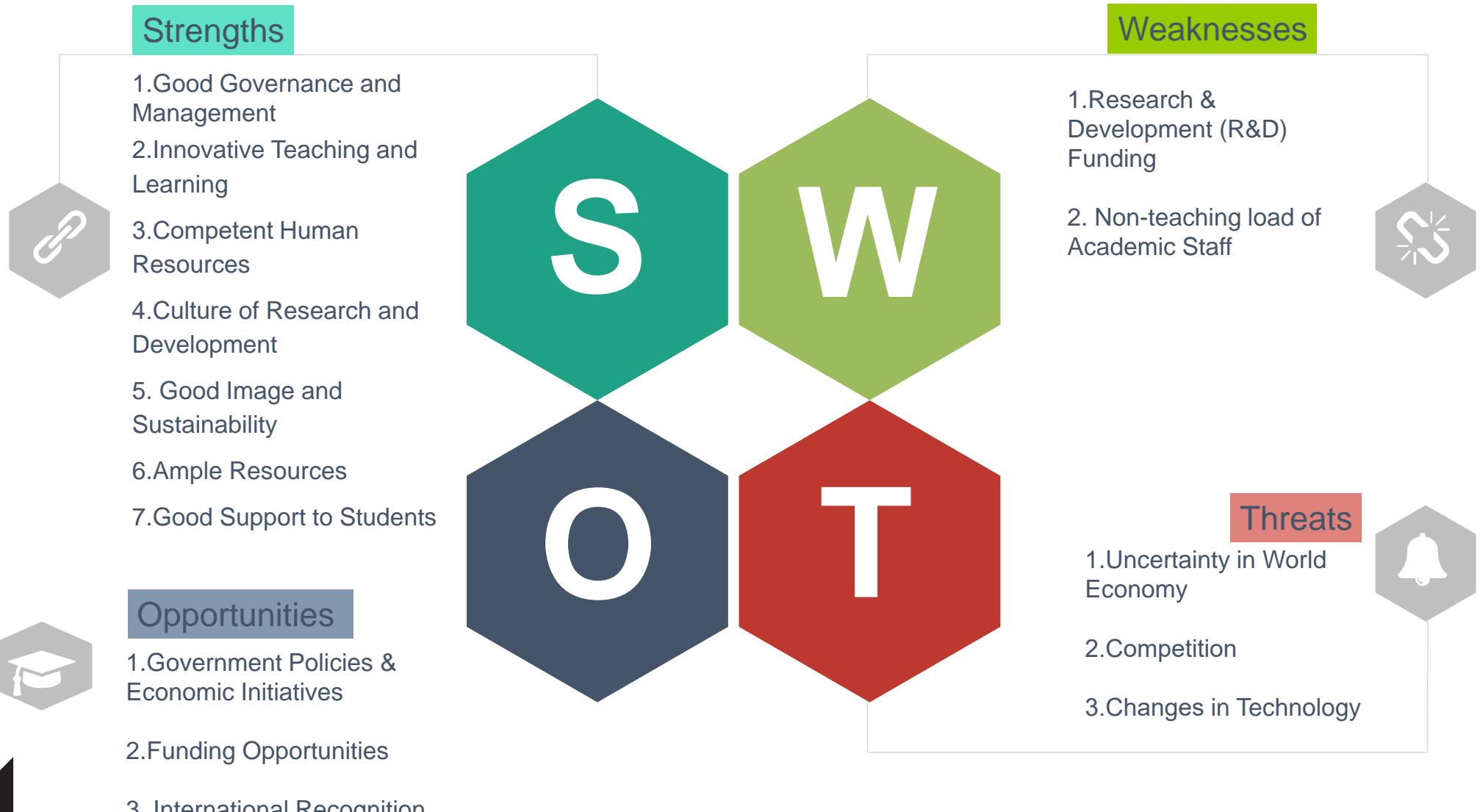
Number of accredited CoTs

Target: PREMIER & APACC: 80%

Chapter 2



SWOT Analysis



UNGKU OMAR POLYTECHNIC

SWOT ANALYSIS

STRENGTHS	WEAKNESSES
1.0 Good Governance and Management	1.0 Research & Development (R&D) Funding
1.1 Strong top management support internally and from the Department of Polytechnic Education to elevate PUO's status to be a regional player in Technical & Vocational Education & Training (TVET)	1.1 Commercialization of patented products is hampered by lack of funding
1.2 Fully supported and funded by the government of Malaysia	2.0 Non-teaching Load of Academic Staff
1.3 Lowest tuition fee structure for programs of similar levels in Malaysia	2.1 Some academic staff members have too many non-academic responsibilities
1.4 Board of Advisors including key personalities in the industries and academia	
1.5 Adopted MS ISO 9001: 2015 Quality Management System and implemented Risk and Opportunity Management Plans for all key processes	
1.6 Connected campus – high level of paperless communication	

STRENGTHS	WEAKNESSES
2.0 Innovative Teaching and Learning	
2.1 26 programs of different levels – Certificate, Diploma, Advanced Diploma and Degree –are offered. All programs accredited by the national accreditation board – Malaysian Qualifications Agency (MQA) and recognized by the Malaysian Civil Service Department	
2.2 International Recognition of programs – Dublin Accord Standard and Certificate of Course Accreditation for Maritime Training Institution	
<p>2.3 Innovations in Teaching & Learning implemented since 2014:</p> <ul style="list-style-type: none"> a) Adopted CDIO (Conceive, Design, Implement & Operate) educational framework applied in engineering programs that will expose students to real world systems and products. The first polytechnic in Malaysia accepted as a CDIO Regional member Collaborator Institution. b) Implemented Massive Open Online Courses (MOOCs) using Openlearning.com's platform to enhance blended learning. c) Teaching factory 	
<p>2.4 Special Needs Education</p> <ul style="list-style-type: none"> a) Offers courses in Civil Engineering Technology to special needs students b) Well-trained and skillful faculty to accommodate the teaching and learning needs of special education 	

STRENGTHS	WEAKNESSES
3.0 Competent Human Resources	
3.1 Experienced and highly competent teaching faculty	
3.2 Highest percentage of Masters, Degree, PhD holders and professional certification amongst polytechnics in Malaysia	
4.0 Culture of Research and Development	
4.1 Active collaboration with industries	
4.2 Students and staff have won numerous awards and medals through active involvement in competitions and R&D	
5.0 Good Image and Sustainability	
5.1 First polytechnic in Malaysia; established in 1969 – excellent branding and strong alumni base	
5.2 Accorded Premier Polytechnic status by the Minister of Higher Education after fulfilling the requirements	
5.3 Able to provide consultation and training to industries, educational institutions and the general public	
5.4 Centre of Technology (COT) for Marine Engineering and Air-Conditioning & Refrigeration and all academic departments – a centre for benchmark and consultancy	
5.5 Active collaboration with industries involving staff and students	
5.6 Networking with Advisory Committee and industrial links	
5.7 Active in Corporate Social Responsibility (CSR) programs with local community	
5.8 Cater to local community's lifelong learning needs	

STRENGTHS	WEAKNESSES
6.0 Ample Resources	
6.1 Good ICT infrastructure – currently 500MBPs Internet Bandwidth, with plans to expand to 1GPs	
<p>6.2 Excellent teaching and learning facilities:</p> <ul style="list-style-type: none"> a) Technology Enabled Collaborative Classroom (TECC)Equipped with 6 computers and a Smart board for the concept of Collaborative Learning. b) e-Learning Development Lab (e-Lab) There are 25 high-spec computers dedicated to facilitate the design and development of teaching materials by lecturers. c) Mini Lecturer Theater (Capture & Rewind)Features Capture & Rewind System, in which the lecturers' teaching sessions will be recorded and uploaded to PUO's TV web portal. This enhances students' understanding of a lecture through repeated viewing, making it ideal for students who learn at a slower pace. 	
6.3 New sports facilities – Futsal and netball courts, mini grandstand for track and field	
7.0 Good Support to Students	
7.1 Graduates are widely accepted locally and internationally – 91% graduate employability in 2017	
7.2 Industrial Revolution 4.0 Program – Established training center for professional certification for students	
7.3 New hostels – 2500 capacity	
7.4 New Student Centre	
7.5 Career guidance and entrepreneurial programs	

OPPORTUNITIES	THREATS
1.0 Government Policies & Economic Initiatives	1.0 Uncertainty in World Economy
1.1 Opportunities for staff to go on industrial attachment and graduates to seek employment in industries in the National Key Economic Areas (NKEA) identified by the government	1.1 Uncertainties in key economies like the USA, Europe and China that may affect Malaysia's exports and thus undermine PUO's graduate employability
1.2 Demand for skilled and knowledge-based human capital resulting from the government's transformation plan to turn the country into a high income nation	2.0 Competition
1.3 National Higher Education Blueprint – one of the main thrusts dedicated to TVET	2.1 Competition from countries with lower cost of doing business due to globalization
1.4 Government policy to make Malaysia a regional educational hub	2.2 Competition from other public and private institutions offering TVET programs
1.5 Government policy to improve broadband capability of educational institutions	3.0 Changes in Technology
1.6 High volume of school leavers to be potential clients	3.1 Keeping pace with rapidly changing trends and development in technology
2.0 Funding Opportunities	3.2 Changing demands and needs of clients or stake holders
2.1 Opportunities to get external funding/ research grants	
2.2 Opportunities to participate in competitions and conferences in the field of TVET	
3.0 International Recognition	
3.1 Opportunities to strengthen the polytechnic's branding through obtaining international accreditation	

Chapter 3

T

THREATS

O

OPPORTUNITIES

W

WEAKNESSES

S

STRENGTHS

TOWS ANALYSIS

	STRENGTHS	WEAKNESSES
	<p>1.0 Good Governance and Management 2.0 Innovative Teaching and Learning 3.0 Competent Human Resources 4.0 Culture of Research and Development 5.0 Good Image and Sustainability 6.0 Ample Resources 7.0 Good Support to Students</p>	<p>1.0 Research & Development (R&D) – Commercialization 2.0 Non-teaching Load of Academic Staff</p>
OPPORTUNITIES	S-O STRATEGIES	W-O STRATEGIES
<p>1.0 Government Policies & Economic Initiatives 2.0 Funding Opportunities 3.0 International Recognition</p>	<p>Support & Recognition</p> <ul style="list-style-type: none"> 1. Sourcing assistance from alumni and industries to provide insights and exposure to industries and entrepreneurship 2. Giving recognition and incentives to those who have excelled in research & development, publication and innovation in teaching and learning. 3. Encouraging and facilitating quality researches by the staff to be presented to relevant bodies for funding and commercialization. 4. Enhancing participation of students in national and international activities, competitions and programs. 	<p>Training</p> <ul style="list-style-type: none"> 1. Providing structured training to the staff in order to strengthen research proposals for funding <p>Networking & Collaboration</p> <ul style="list-style-type: none"> 2. facilitate application for research funding 3. Intensifying collaboration with industries and local and foreign institutions of higher learning for commercialization of products 4. Enhancing participation of students in national and international activities, competitions and programs.

THREATS	S-T STRATEGIES	W-T STRATEGIES
<p>1.0 Uncertainty in World Economy</p> <p>2.0 Competition</p> <p>3.0 Changes in Technology</p>	<p>Graduate Employability</p> <ol style="list-style-type: none"> 1. Offering value-added courses, training and exposure to improve students' employability 2. Encouraging industries to conduct on campus recruitment 3. Networking with alumni to provide assistance in graduate employment 4. Enhancing the implementation of Outcome-based Education (OBE) to ensure that graduates possess the competencies to function effectively in the workplace 5. Increasing the number of students involved in entrepreneurship activities 6. Providing skills upgrading, particularly in the use of technology in teaching and learning, to the teaching staff 	<p>Resources</p> <ol style="list-style-type: none"> 1. Intensifying Time-sector Privatization programs to increase sources of income 2. Benchmarking established institutions in TVET to acquire best practices and for improvement

Chapter 4

STRATEGIC PLAN 5 CORE STRATEGIES AND INITIATIVES

CORE STRATEGY 1- ENSURING QUALITY TVET GRADUATES					
NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITIES
1.	Produce graduates who are highly-employable, entrepreneurial and holistic through formal and informal learning	<ul style="list-style-type: none"> ■ Strengthen the delivery system of teaching & learning to ensure graduates are holistic, technologically competent and entrepreneurial ■ Continually improve of curriculum through input from the industry ■ Enhance the implementation of Outcome-based Education (OBE) to ensure that graduates possess the competencies to function effectively in the workplace ■ Focus internal audits on ensuring that Learning Outcomes are effectively measured in assessments ■ Benchmark established institutions in TVET to acquire best practices and for improvement 	1. Employer Satisfaction Level towards Employed Polytechnic Graduates 2. Percentage of Graduate Employability During Convocation	3.80 90%	Academic Departments Corporate and Industrial Services & Employment Centre (CISEC)

CORE STRATEGY 1- ENSURING QUALITY TVET GRADUATES

NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITIES
		<ul style="list-style-type: none"> ■ Increase the number of students involved in entrepreneurship activities. ■ Organize career fests to encourage industries to conduct on-campus job interviews and recruitment ■ Enhance online networking for job application 			
2.	Empower students through the inculcation of a lifelong learning culture	<ul style="list-style-type: none"> ■ Improve ICT infrastructure for borderless learning ■ Offer value-added courses, training and exposure to improve students' employability 	1) Number of participants in life-long learning programs	1) 850	Training & Education Advancement Unit and Academic Departments

CORE STRATEGY 2 – MAINTAINING A CONDUSIVE INSTITUTION					
NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITY
1.	Rebranding the TVET image	<ul style="list-style-type: none"> ■ Enhance traditional media exposure & coverage through networking with local press, radio & TV stations and journalists to promote the brand and image of the institution ■ Enhance new media exposure & coverage through active use of social media to promote the brand and image of the institution 	<ol style="list-style-type: none"> 1. Percentage of programs that meet the norm of the main student intake 2. Number of times the institution appears in social media news releases 	1) 70% 2) 30	Student Affairs Department / Public Relations Unit
2.	Achieving organizational goal through effective cost management	<ul style="list-style-type: none"> ■ Ensure efficient use of electricity through monitoring at each department and unit ■ Monitor expenditure quarterly to ensure optimal utilization of operating budget ■ Intensify Time-sector Privatization programs to increase sources of income 	<ol style="list-style-type: none"> 1. Percentage of savings in electricity bill 2. Percentage of achievement of operating expenditure at high level 	1) 5% 2) 99%	Management and Administrative Unit
3.	Managing finance efficiently by complying with regulations and procedures	<ul style="list-style-type: none"> ■ Organize courses / talks in effective financial management ■ Enhance internal monitoring system 	<ol style="list-style-type: none"> 1. Percentage of compliance with financial procedures in annual financial audit 	1. 85%	Management and Administrative Unit

CORE STRATEGY 3 – ENRICHING TALENT

NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITY
1.	Developing effective staff through comprehensive long term talent development programs	<ul style="list-style-type: none"> ■ Ensure that staff development programs are designed to upgrade effectiveness of teaching and learning ■ Intensify training in the use of technology and automation for non-academic work 	1. Percentage of academic staff (PPPT) who participate in talent development programs with the industry	1. 5%	Training & Education Advancement Unit and Academic Departments

CORE STRATEGY 4 – REVAMPING EDUCATION SYSTEM DESIGN

NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITY
1.	Improving the delivery mechanism	Enhance e-learning through <ul style="list-style-type: none"> a) Blended Learning Index (BLX) b) Massive Open Online Course (MOOC) c) Teaching and Learning (T&L) tools in terms of Video/Virtual Reality (VR)/ Augmented Reality (AR) Experience 	1. Rate of successful completion of studies within the stipulated time frame 2) Percentage of implementation of blended learning and development of digital learning materials	1. 75% 2. 100%	Academic Departments, e-Learning Committee and ICT Unit

CORE STRATEGY 5- SHARING WITH INDUSTRY AND COMMUNITY					
NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITY
1.	Enhancing collaboration with the industry	<ul style="list-style-type: none"> ■ Collaborate with the industry for curriculum development / improvement ■ Collaborate with the industry in CSR programs 	1. Number of industry/ agency having active collaboration with the institution	1. 5	Academic Departments and Corporate & Industrial Services & Employment Centre (CISEC)
2.	Reinforcing alumni support	<ul style="list-style-type: none"> ■ Collaborate with outstanding alumni in high impact activities ■ Invite successful alumni as guest speakers on entrepreneurship and soft skills ■ Network with alumni to obtain their assistance in graduate employment 	1. Number of programs / activities involving alumni	1. 5	Academic Departments, Alumni Liaison Officer and Corporate & Industrial Services & Employment Centre (CISEC)
3.	Developing an ecosystem of research and innovation	<ul style="list-style-type: none"> ■ Provide structured training to the staff in order to strengthen research proposals for funding 	1. Number of products of innovation applied	1. 8	Academic Departments and Research & Development Unit

CORE STRATEGY 5- SHARING WITH INDUSTRY AND COMMUNITY

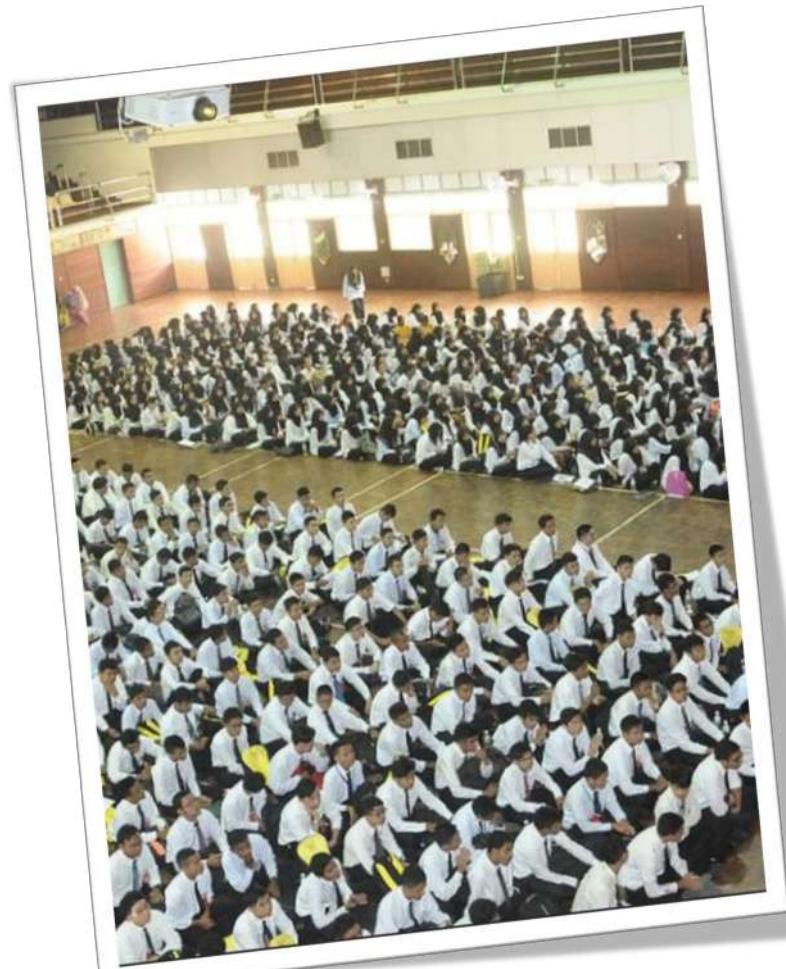
NO	STRATEGIC OBJECTIVE	INITIATIVE	KPI	TARGET	RESPONSIBILITY
		<ul style="list-style-type: none"> ■ Give recognition and incentives to those who have excelled in research & development, publication and innovation in teaching and learning ■ Network with funding bodies to facilitate application for research funding ■ Intensify collaboration with industries and local and foreign institutions of higher learning for commercialization of products 	<p>2. Percentage of research/concept papers published at zone/national/international through empowerment of research</p> <p>3. Percentage of Centre of Technology (COT) achieved and functioning</p>	<p>2. 10%</p> <p>3. 80%</p>	

CONCLUSION

PUO Strategic Plan 2018-2025 is a discourse derived from the mobilization of the thinking and efforts of the entire PUO members as a whole. The proposed plan takes into consideration the Five Strategic Cores (SC) to be addressed by PUO i.e. SC1: Ensuring the quality of TVET graduate, SC2: Sustaining conducive institution, SC3: Enriching quality human capitals, SC4: Redesigning the education system and SC5: Strengthening the industry and community partnership.

This plan is a redirection of focus on the important things that can be achieved in the short term and clearly outline the actions to be taken through planned programs and projects.

The development of PUO strategic plan does not stop at the planning phase but the execution phase demands a continual commitment from every layer of PUO members. The entire PUO members will now execute this strategic plan through ongoing implementation and monitoring towards driving PUO into a renowned TVET institution in the region for carrying out trainings and educational programmes to cater industry and community demand.





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GLOSARY

ABBREVIATION	EXPLANATION
APACC	Asia Pacific & Certification Commission
BLX	Blended Learning Index
COT	Center of Technology
CPCM	Career Path Competency Matrix Course
CSR	Corporate Service Responsibility
IGOT	Number of students who graduated within the stipulated course duration
DPCCE	Department of Polytechnic & Community Collage Education
KPI	Key Performance Indicator
KUDAP	In-Service Training
MQA	Malaysian Qualification Accreditation
OBE	Outcome Based Education
SO	Strategic Objectives
SDP	Skill Development Programmes
T&L	Teaching & Learning
PPRN	Project Funding Mechanism
FSS	Federal Scholarship Scheme
SIP	Lecturer Industrial Attachment
SWOT	Strengths, Weaknesses, Opportunities & Threats
TECC	Technology Enabled Collaborative Classroom
TOWS	Threats, Opportunities, Weaknesses & Strengths
SC	Strategic Cores
TVET	Technical & Vocational Education and Training



**PELAN STARTEGIK
POLITEKNIK UNGKU OMAR
2018 - 2025**