

**INSTITUTO FEDERAL DE
EDUCAÇÃO, CIÊNCIA E TECNOLOGIA**
RIO DE JANEIRO

Levantamento de Necessidade de Capacitação

RIO DE JANEIRO

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Levantamento de Necessidade de Capacitação

O levantamento de necessidade de capacitação (LNC) é um instrumento metodológico que visa contribuir para o planejamento organizacional no que compete ao treinamento, a capacitação e a qualificação de seus servidores, de forma a desenvolver as competências técnicas e comportamentais necessárias ao pleno desempenho das atividades laborativas.

Por capacitação entende-se o processo permanente e deliberado de aprendizagem, que utiliza ações de aperfeiçoamento e qualificação, com o propósito de contribuir para o desenvolvimento de competências institucionais, por meio do desenvolvimento de competências individuais. Já a qualificação é caracterizada como processo de aprendizagem baseado em ações de educação formal, por meio do qual o servidor adquire conhecimentos e habilidades, tendo em vista o planejamento institucional e o desenvolvimento do servidor na carreira.

O LNC foi conduzido no IFRJ utilizando o Sistema de Recursos Humanos (SIGRH), vinculado a SIG. Formulários anteriores e a metodologia foram discutidos com as comissões CIS, CPPD e apresentados no Colégio de Dirigentes do IFRJ. Foi realizada sensibilização junto aos servidores por meio do e-mail institucional e do site do IFRJ. Foram inclusos dois vídeos, um no próprio SIGRH, orientando os servidores quanto ao preenchimento do LNC. Um outro foi enviado, anteriormente, no e-mail de todos os servidores, falando o que era o LNC e de forma pretendemos utilizar o mesmo.

Foi por meio do SIGRH que os servidores puderem preencher os dados de competência e demanda de capacitação. O LNC foi dividido em três etapas, a saber:

1. Preenchimento da importância das competências apontadas e o domínio das mesmas pelo servidor;
2. Preenchimento das atitudes (importância e domínio) apontadas e o domínio das mesmas pelo servidor;
3. Preenchimento das capacitações e qualificações de interesse do servidor para 2019.

O número total de respondentes do LNC foi de 245 (11,8 % dos servidores).

Gráficos de Competência/Habilidade

Gráfico 1.

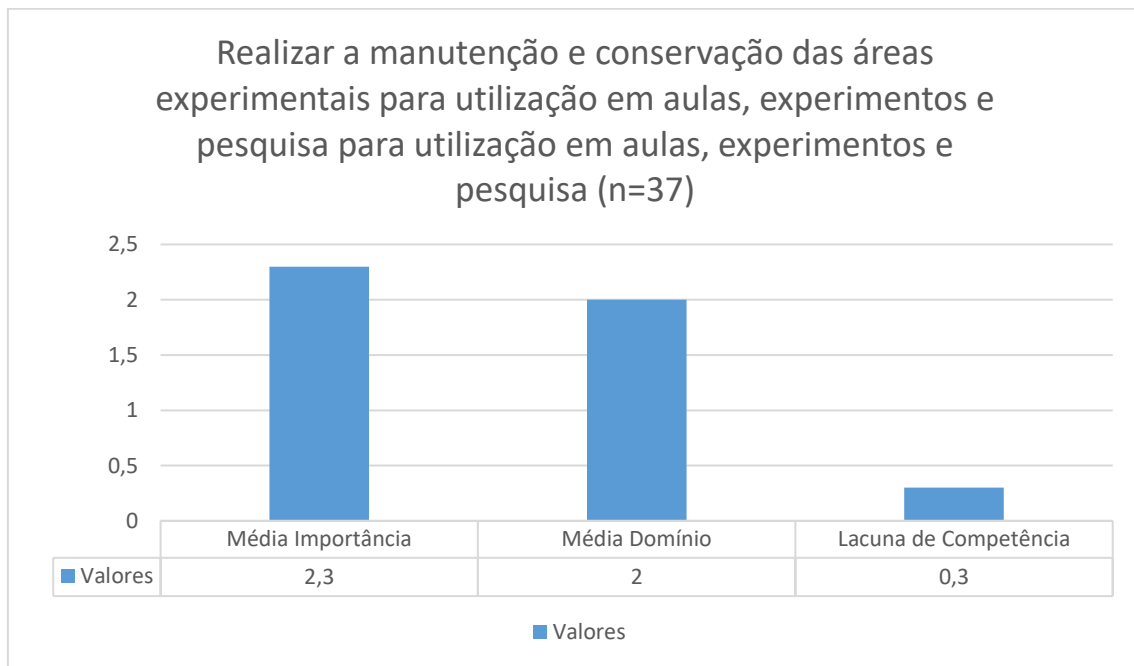


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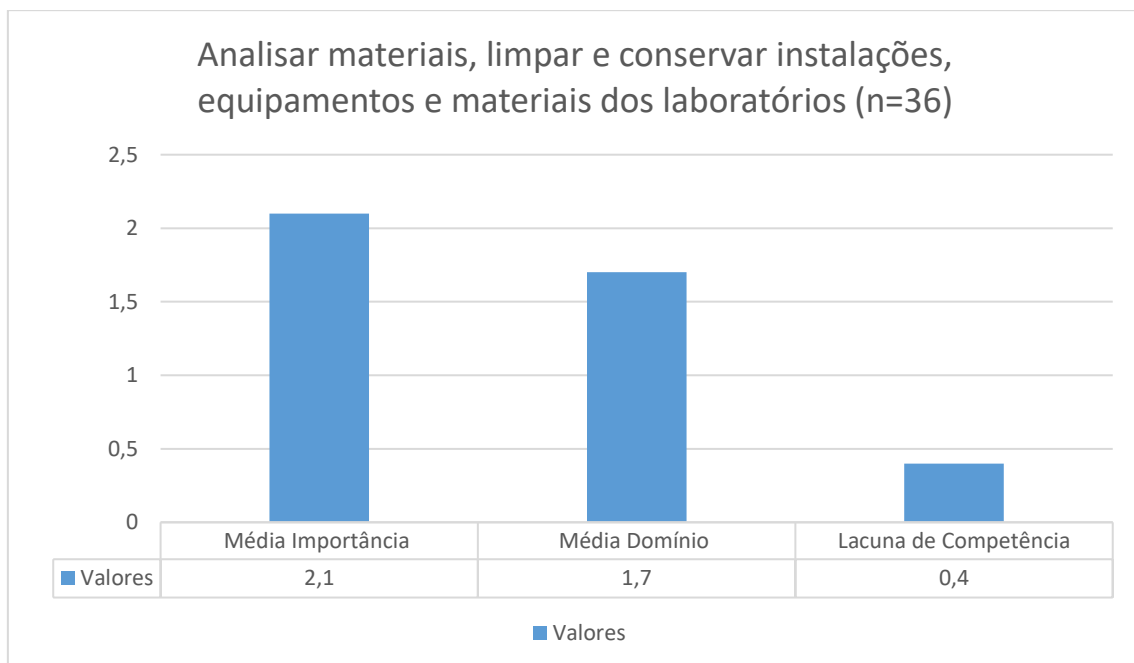


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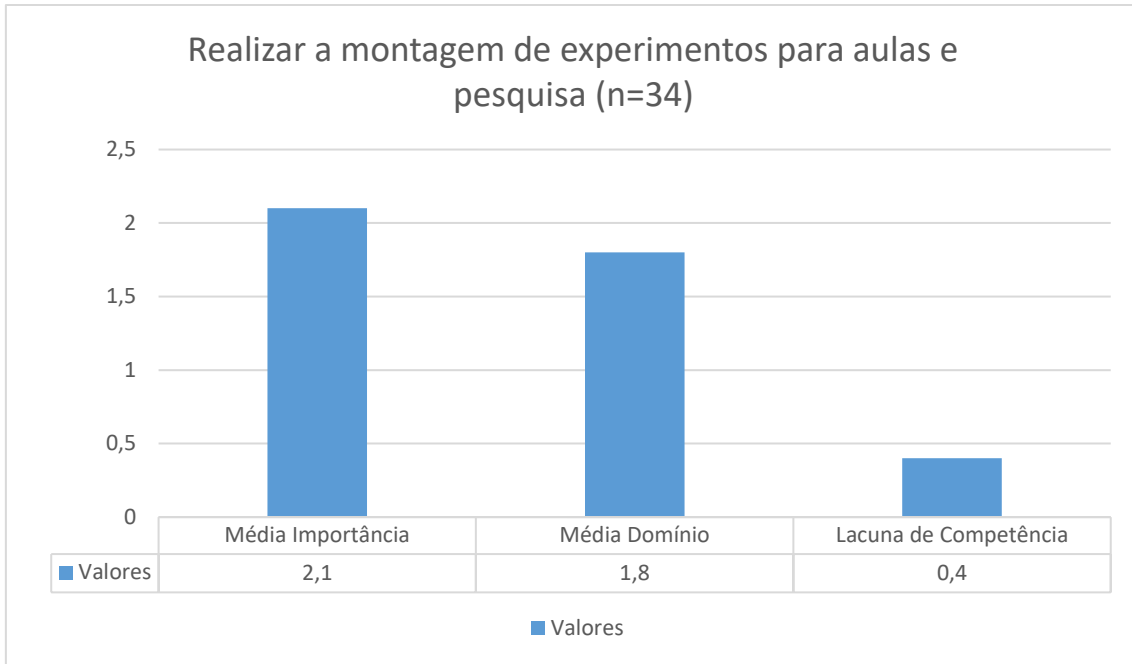


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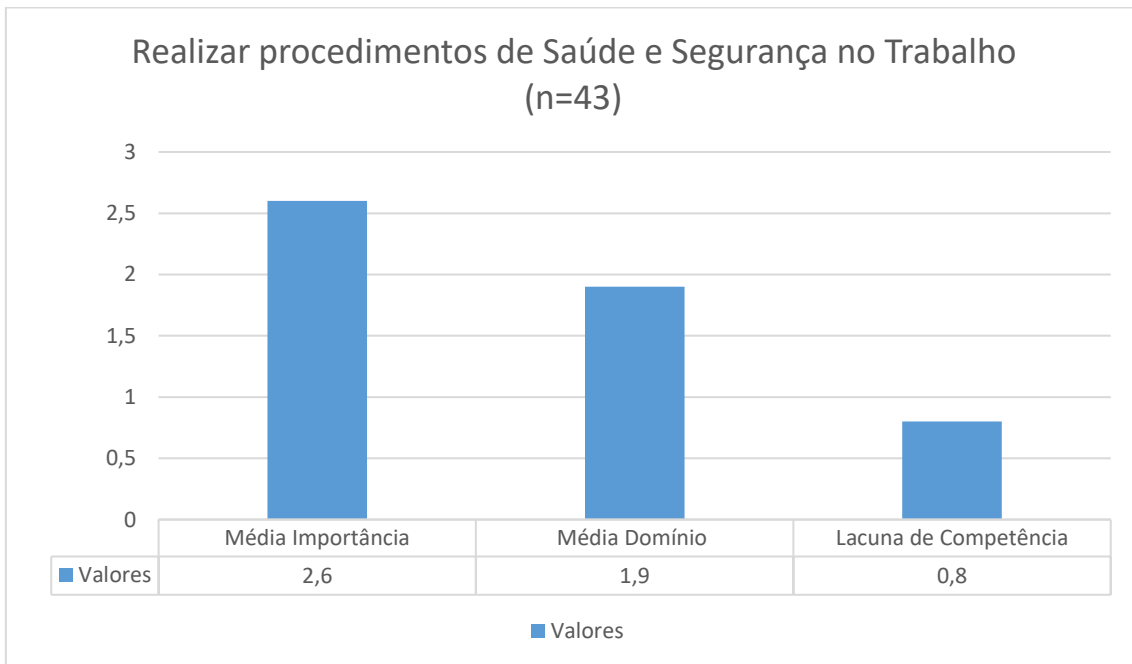


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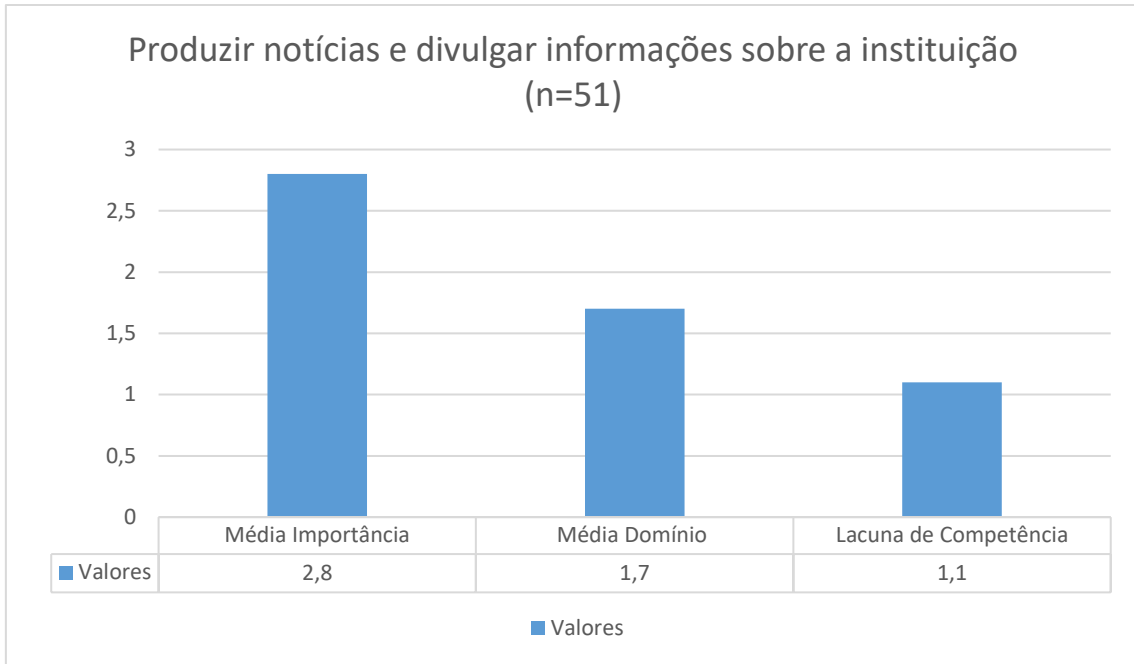


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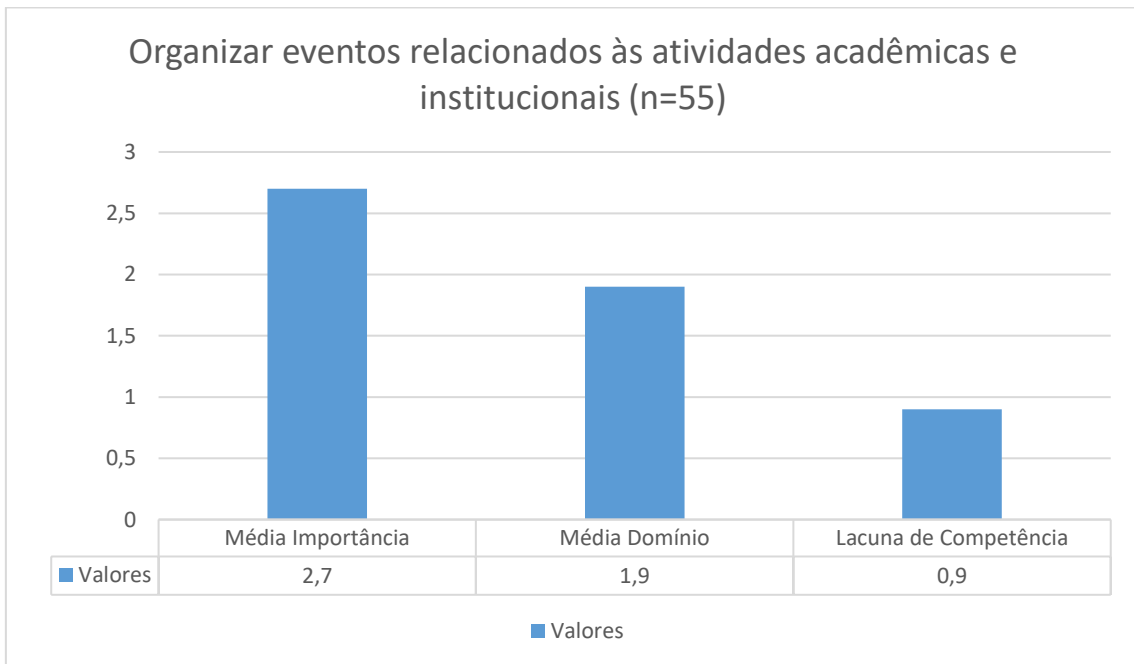


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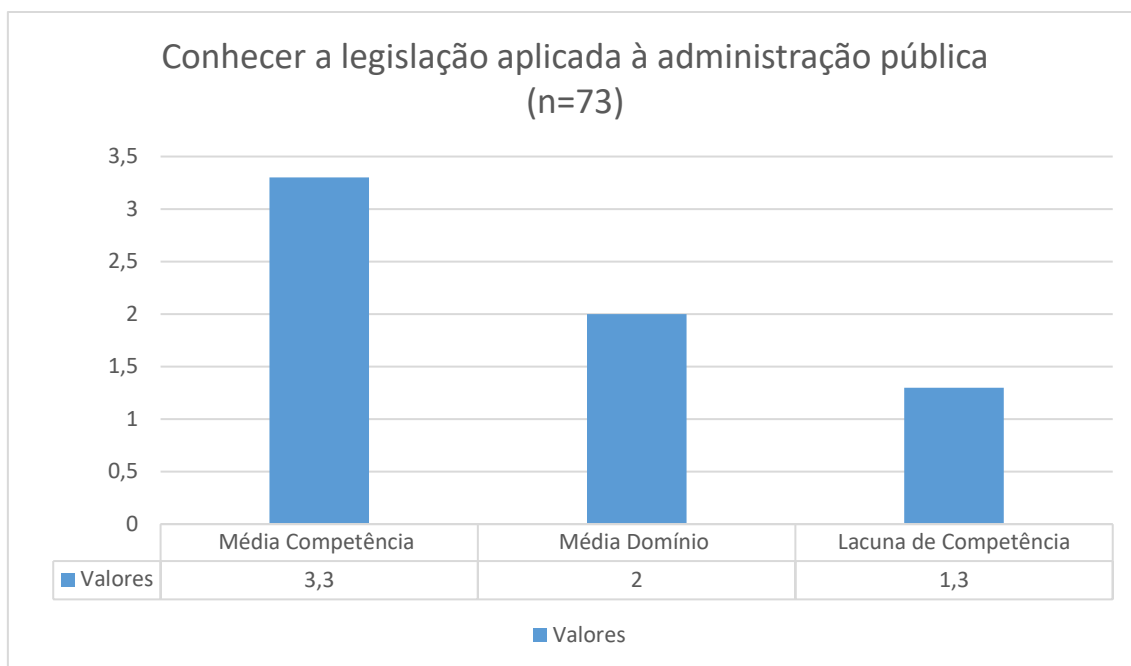


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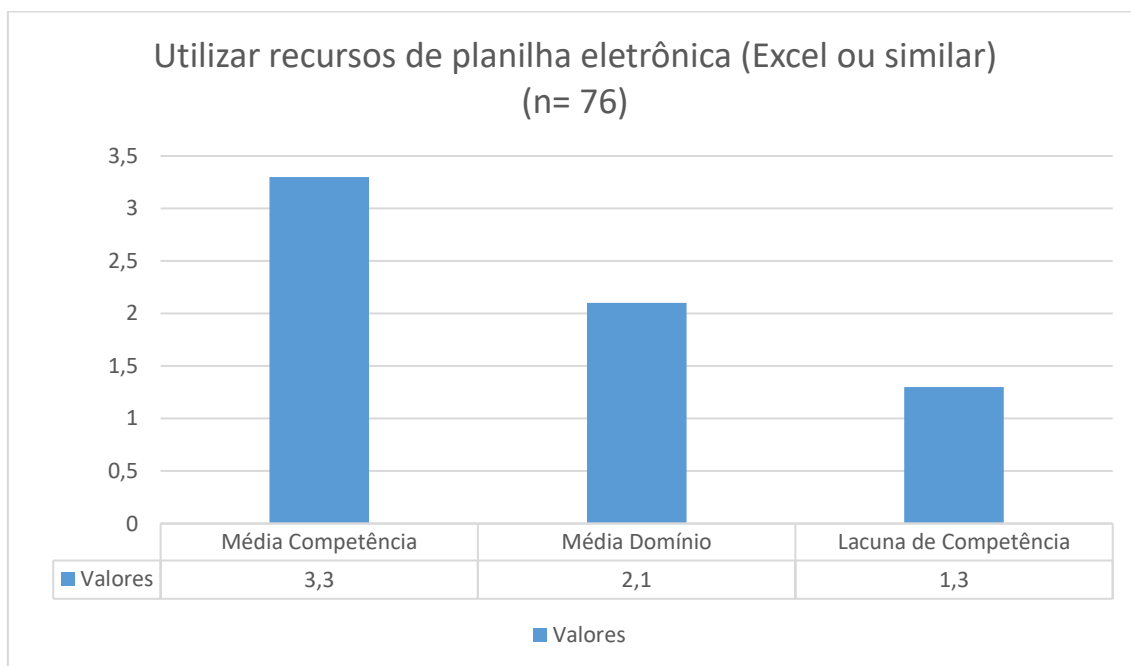


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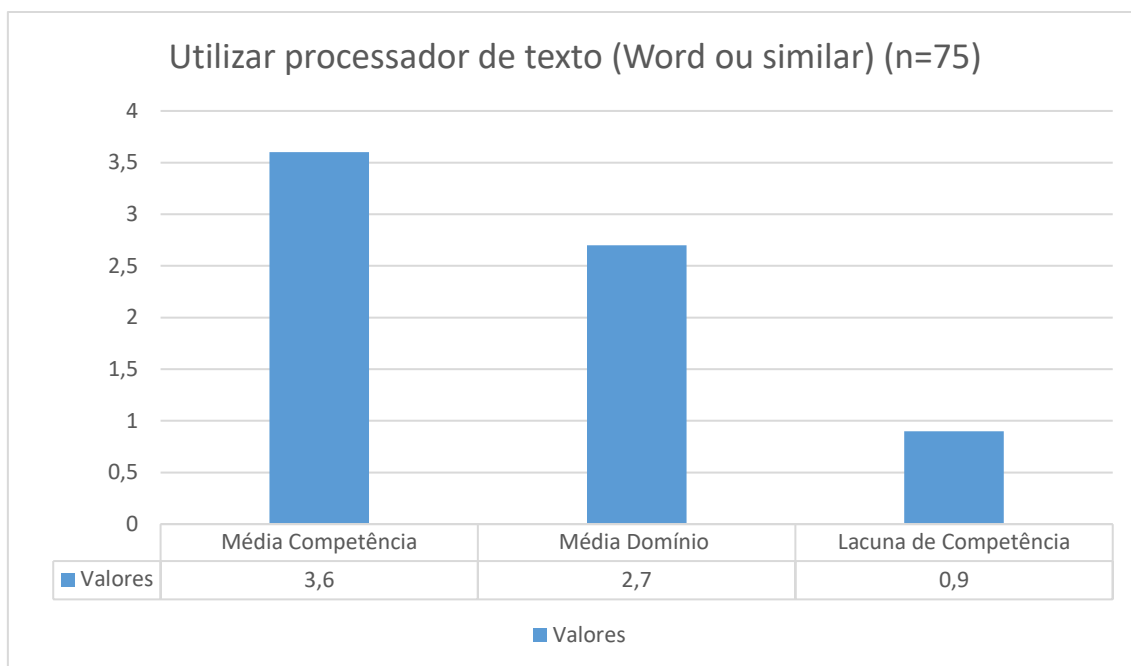


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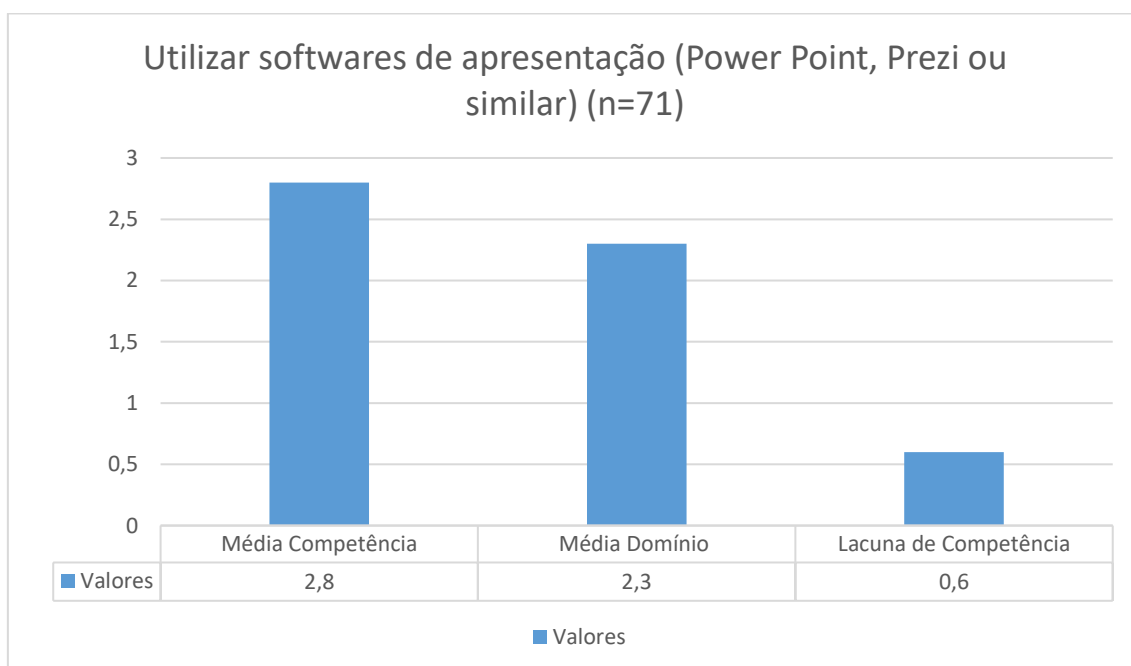


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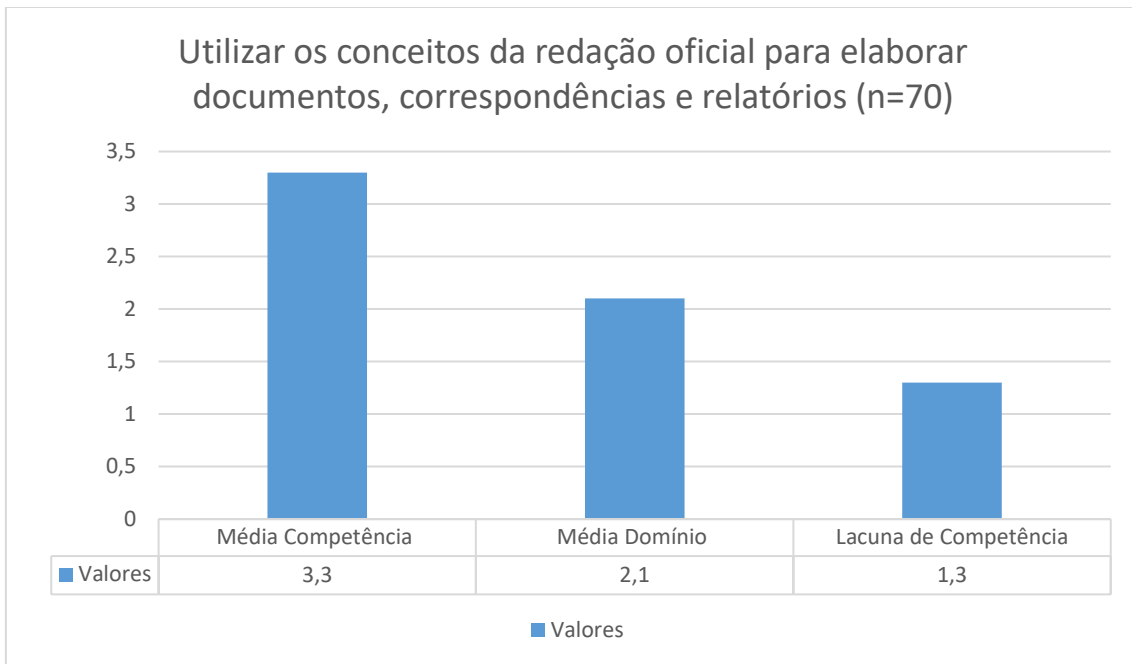


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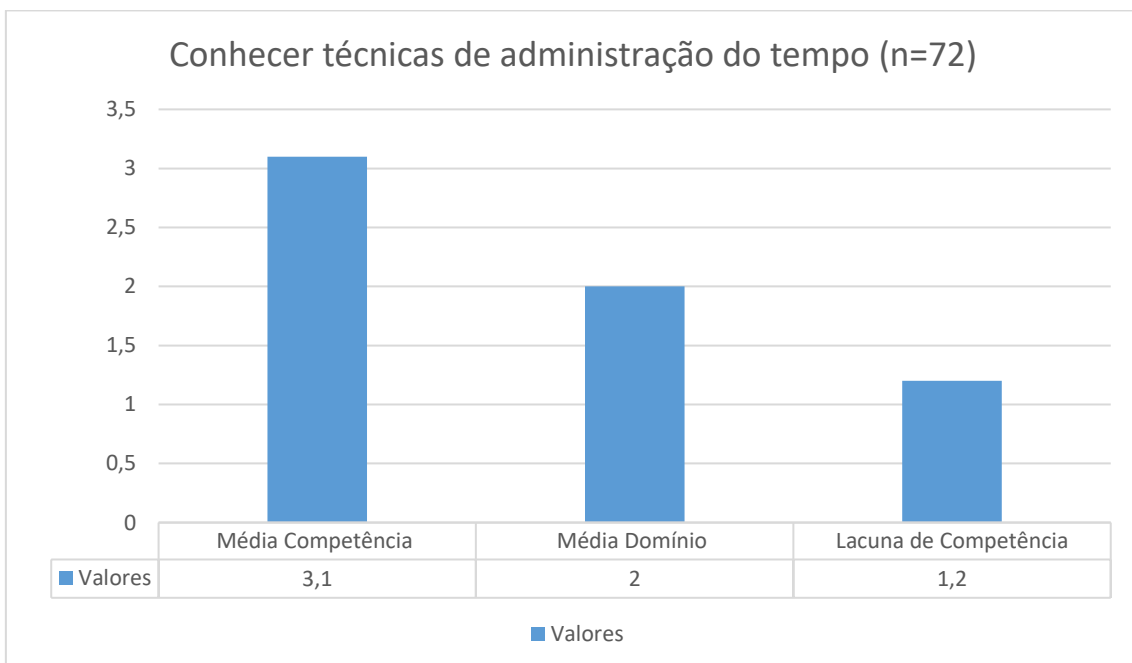


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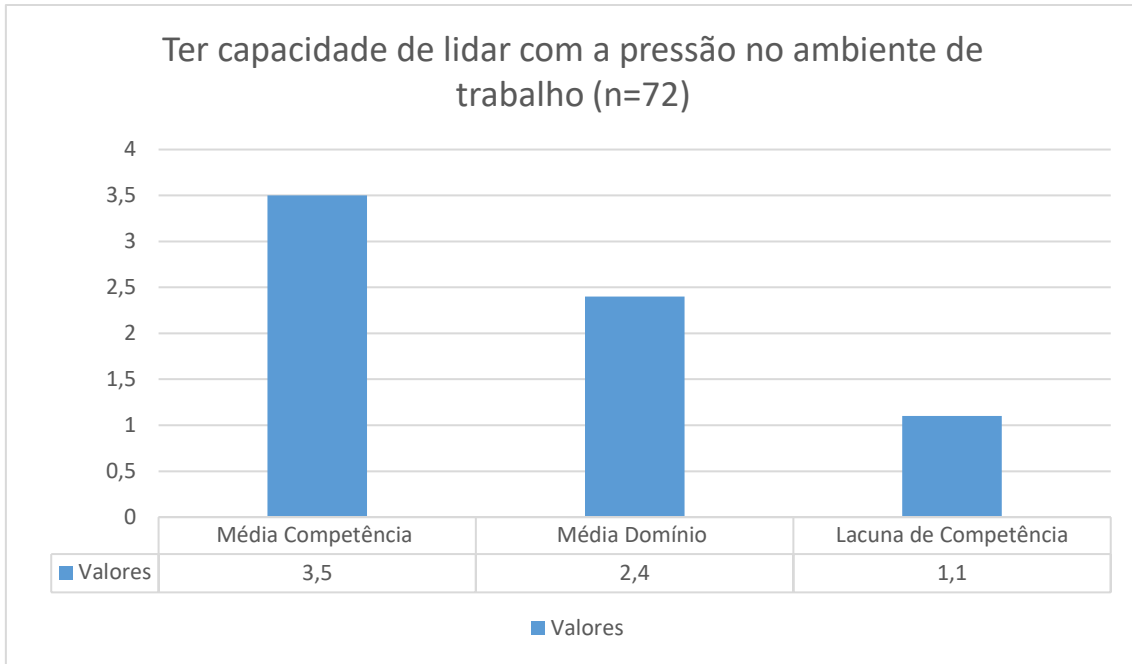


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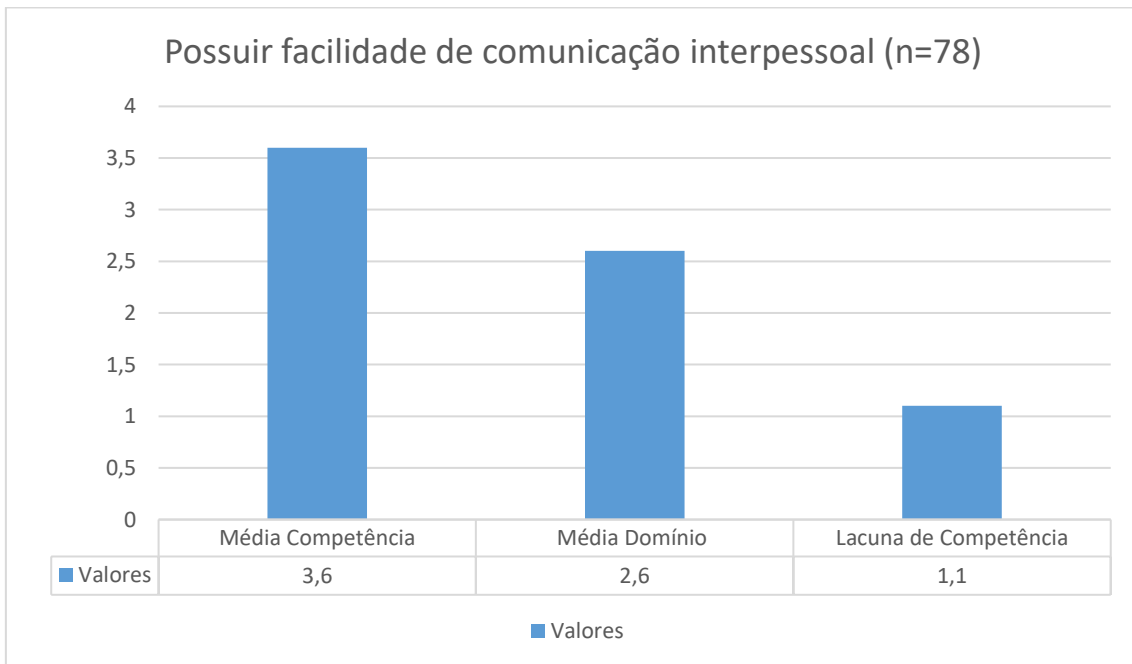


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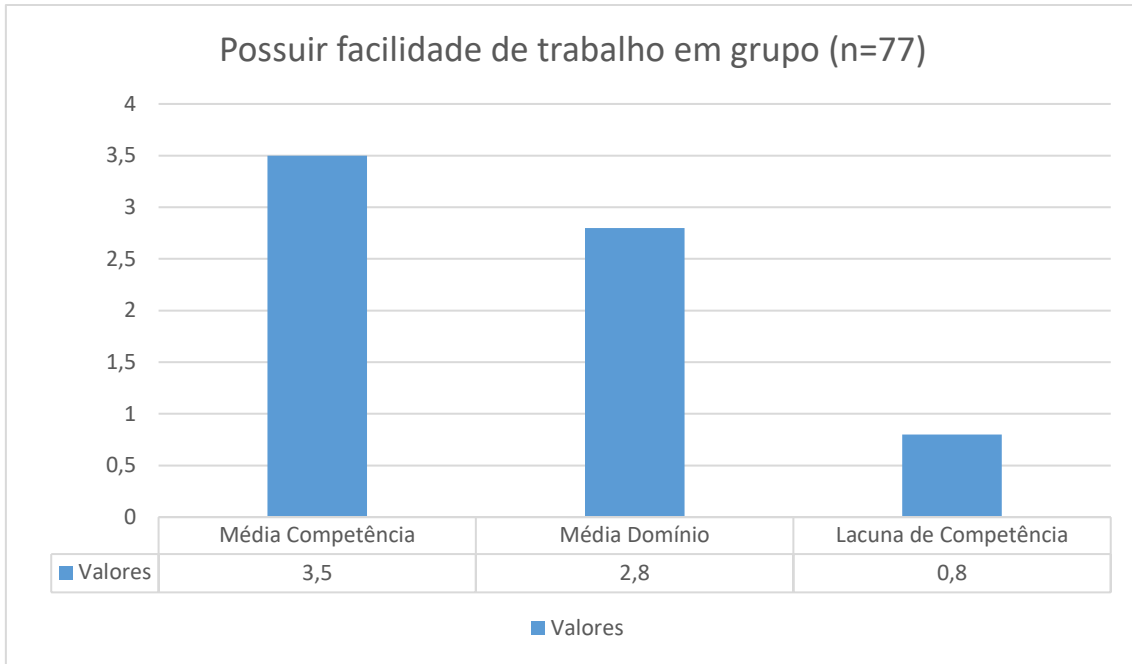


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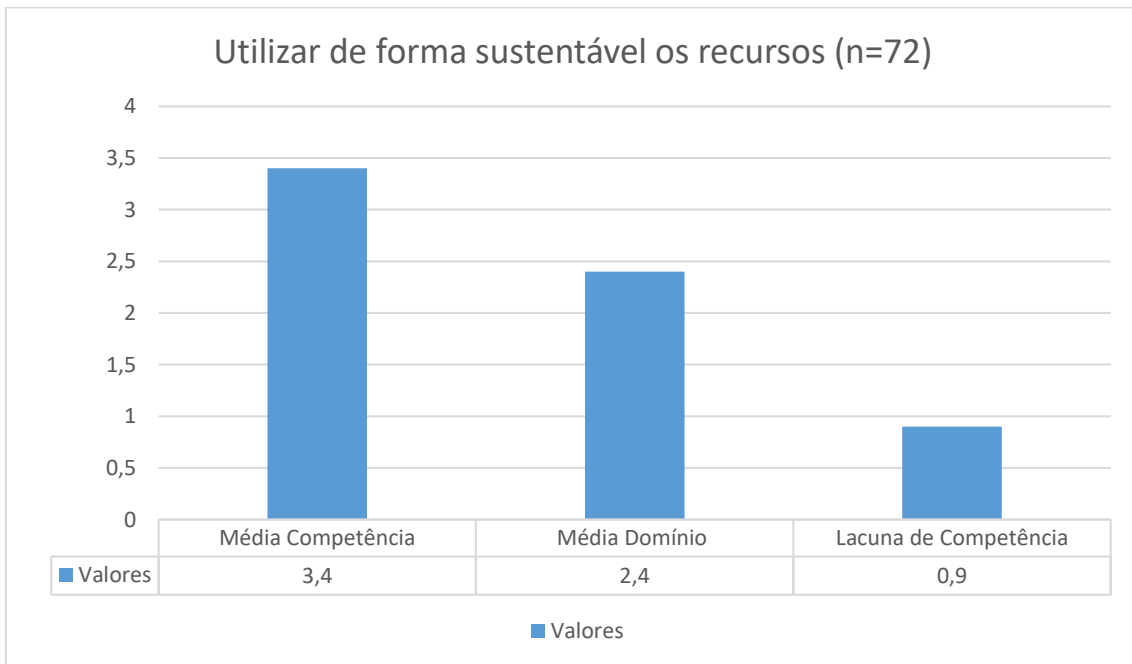


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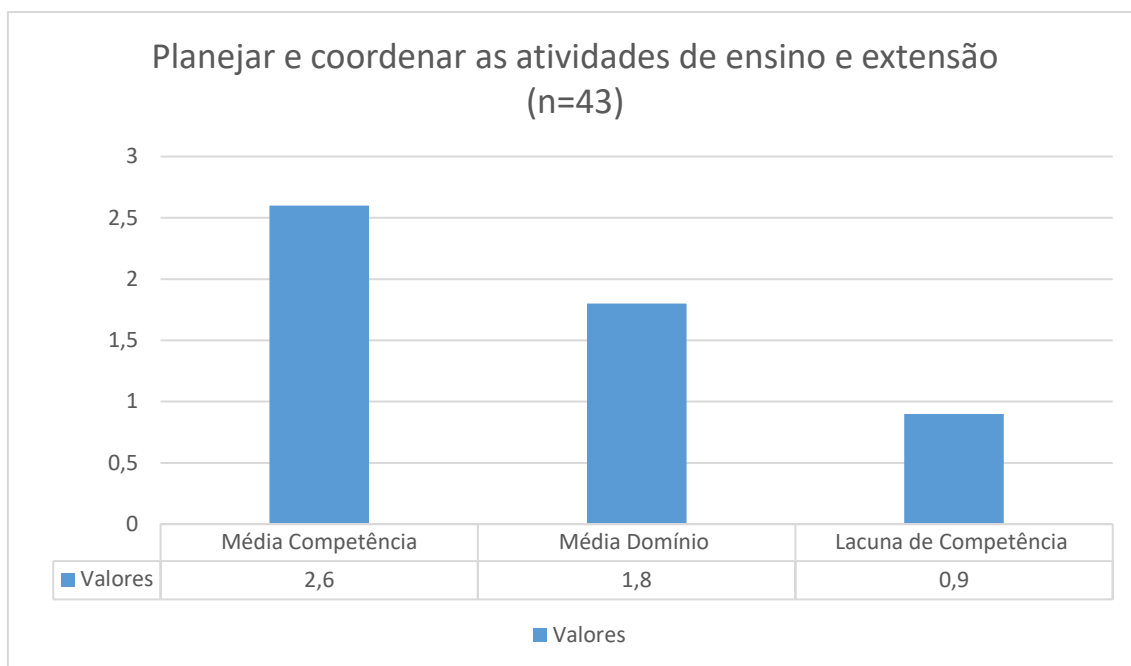


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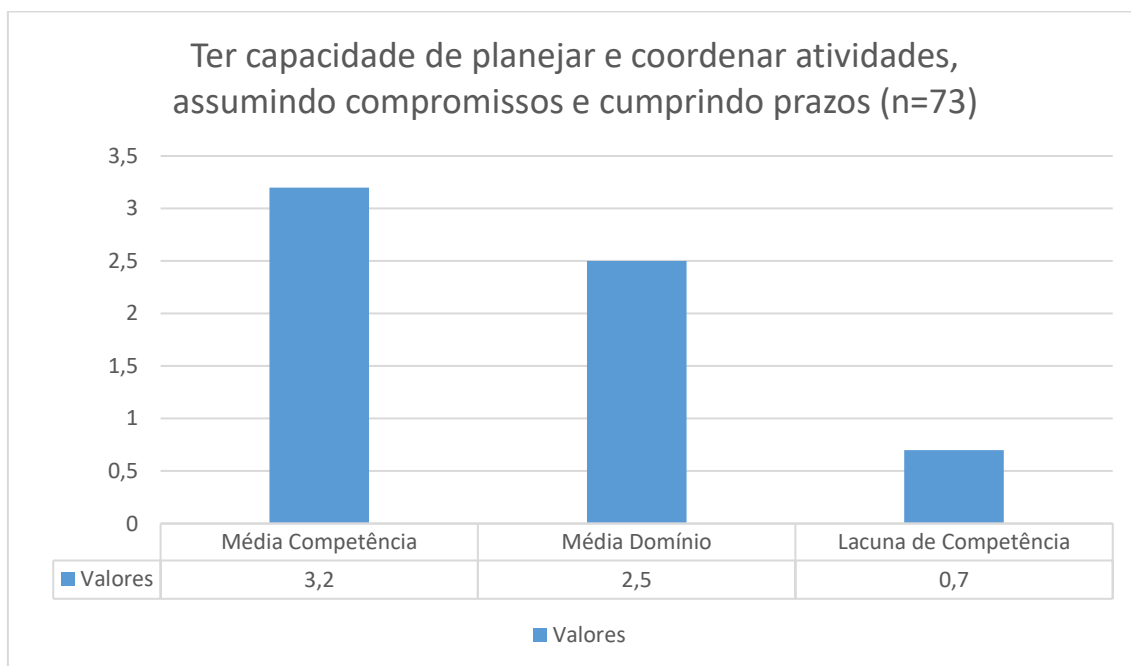


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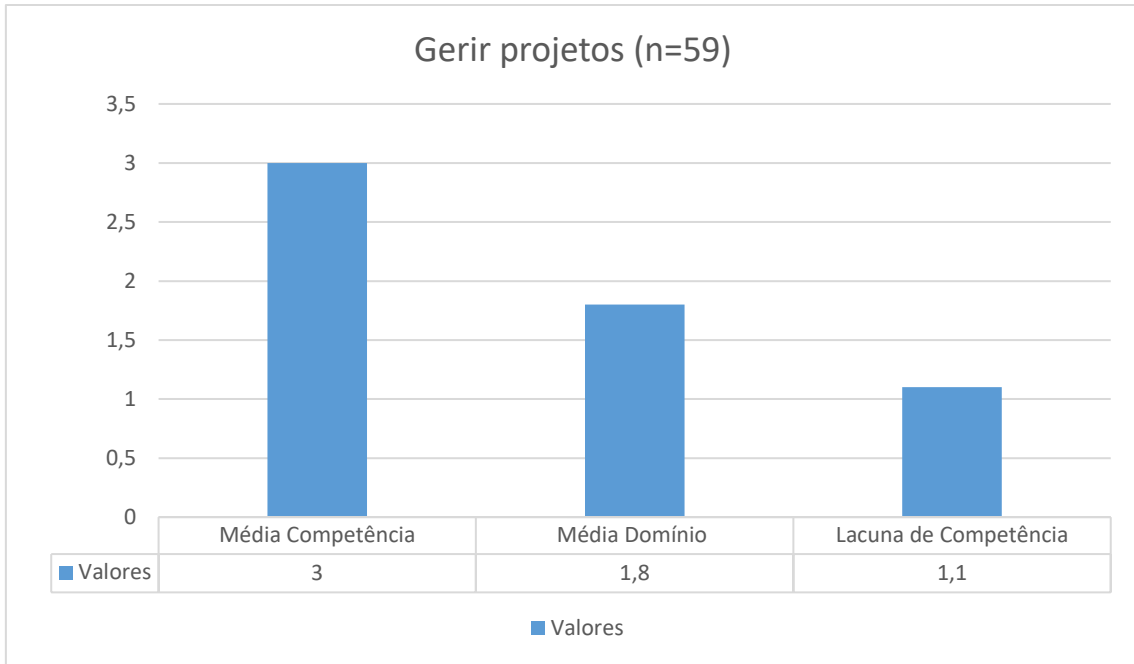


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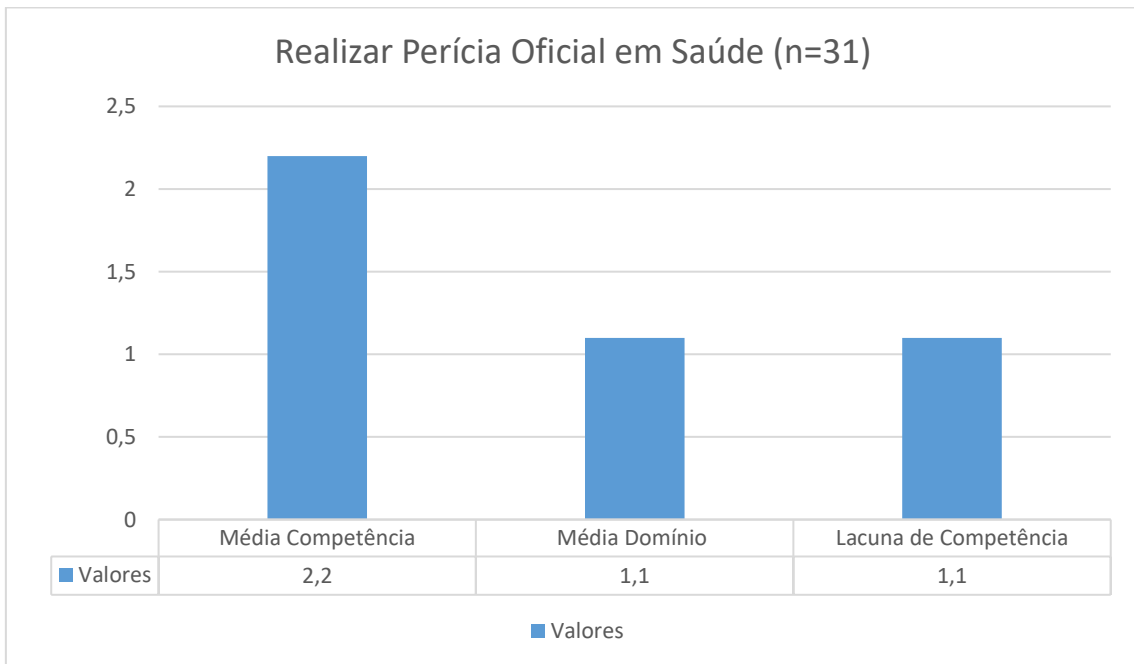


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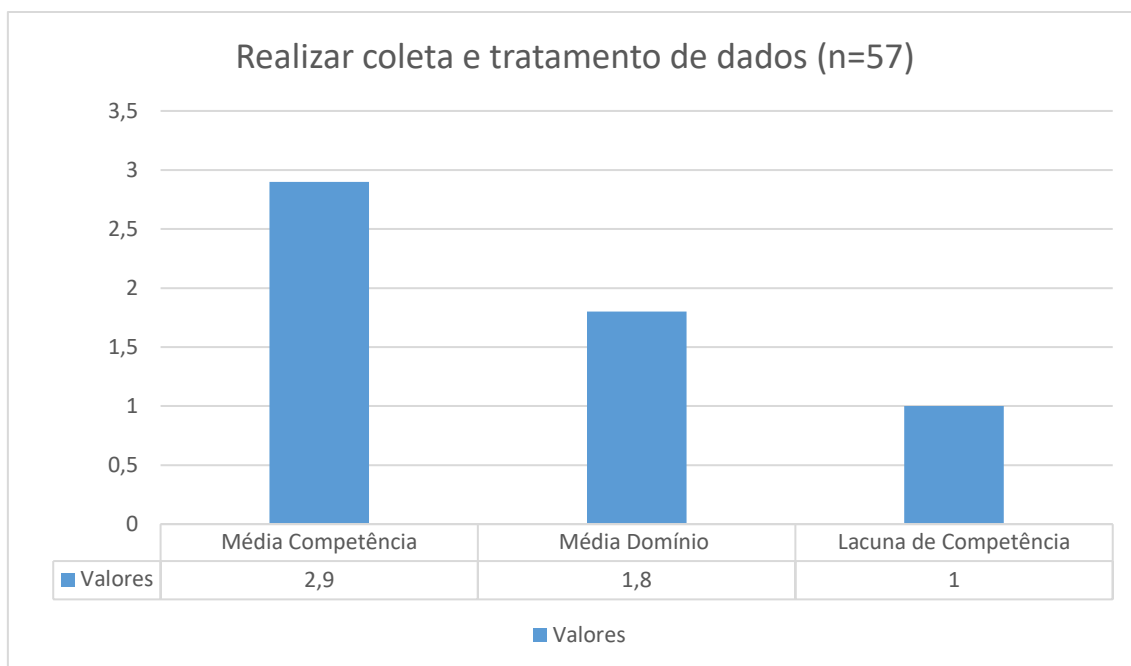


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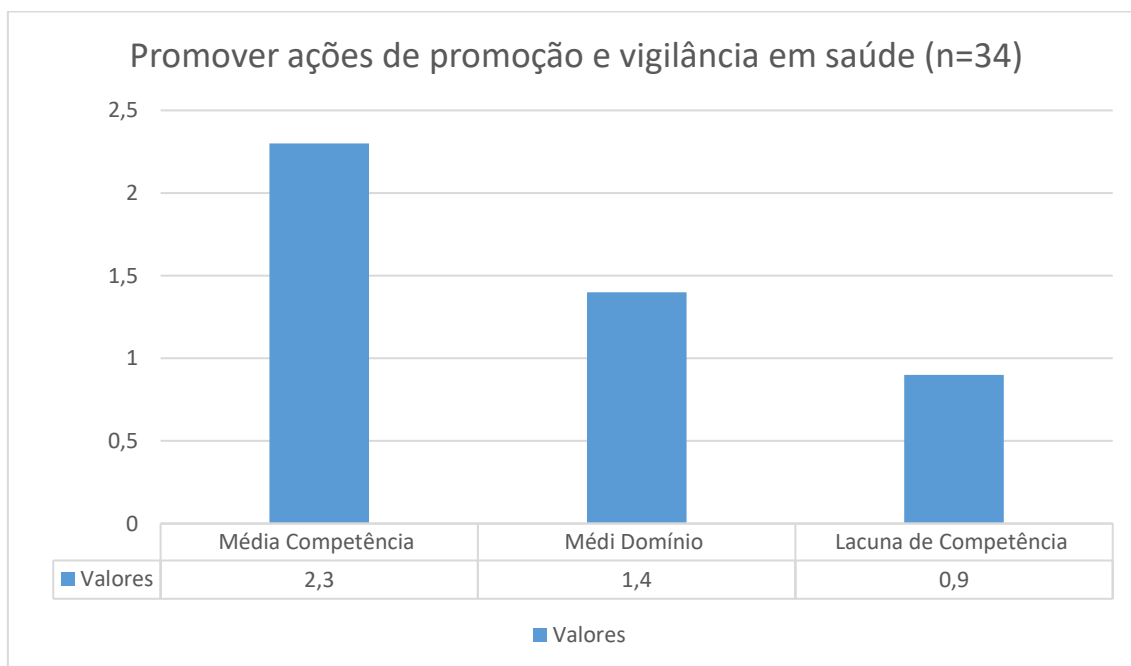


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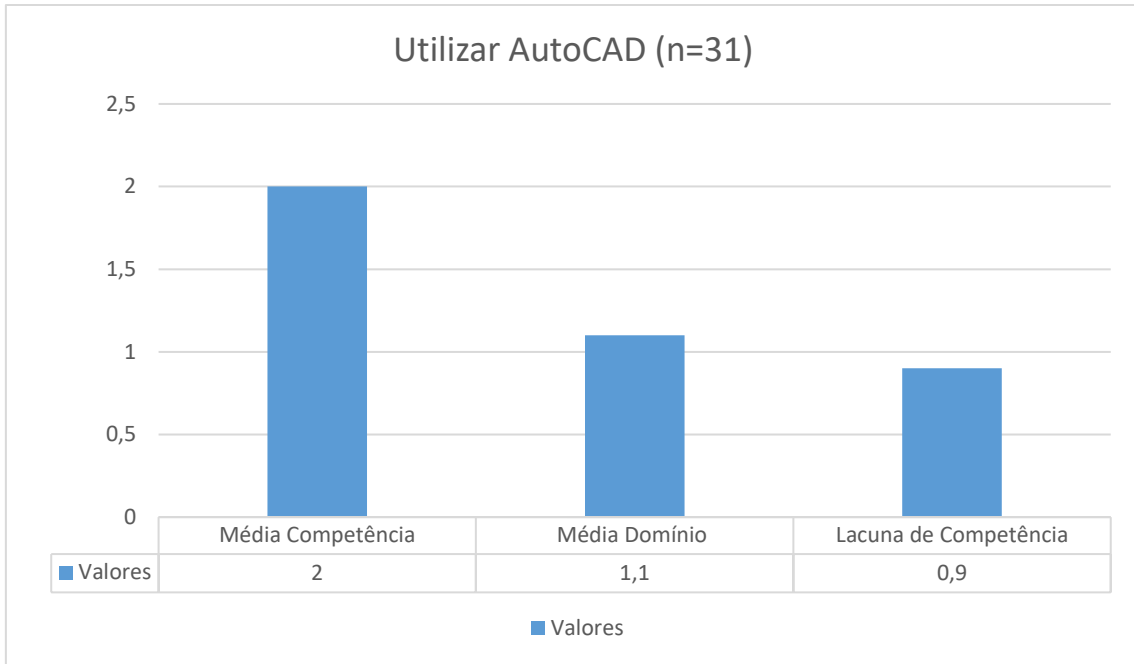


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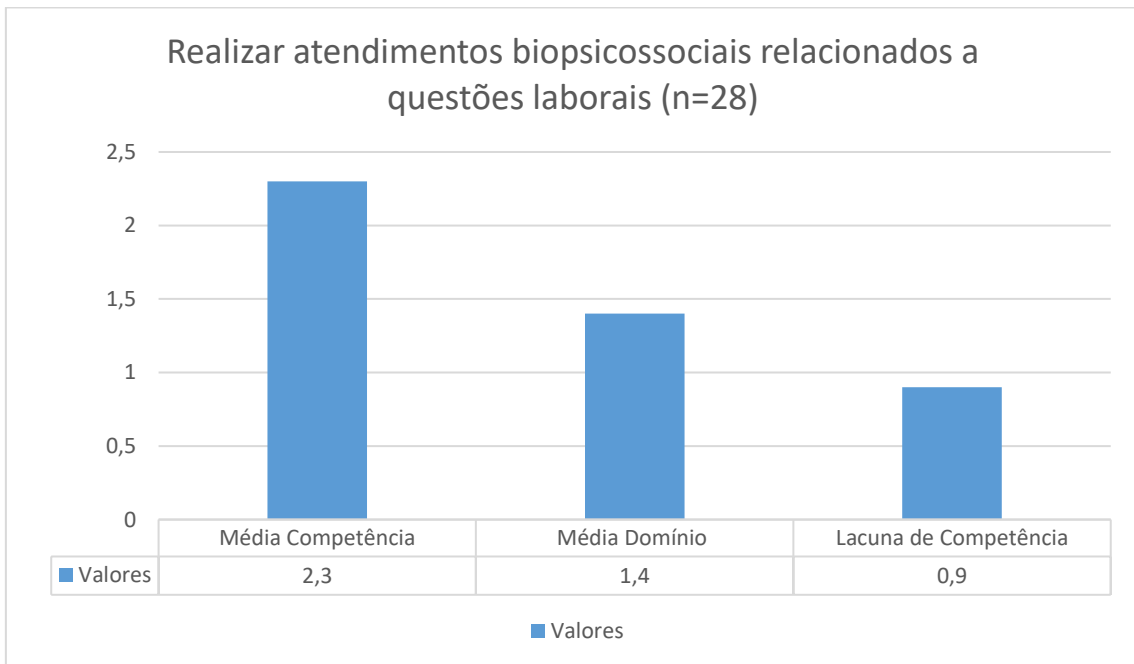


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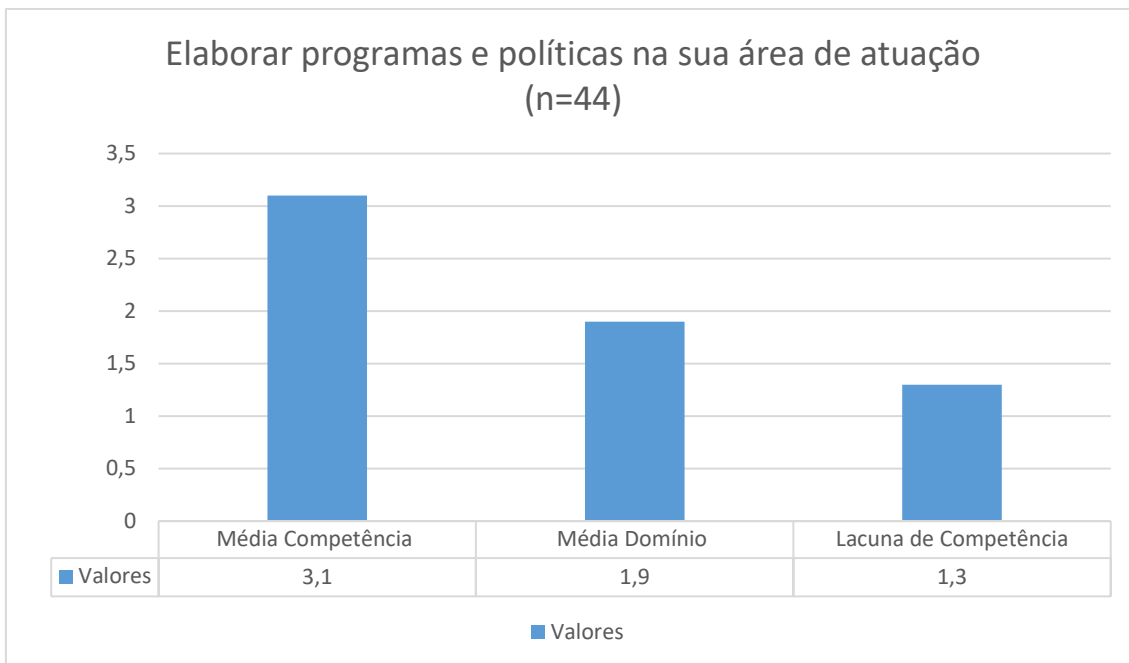


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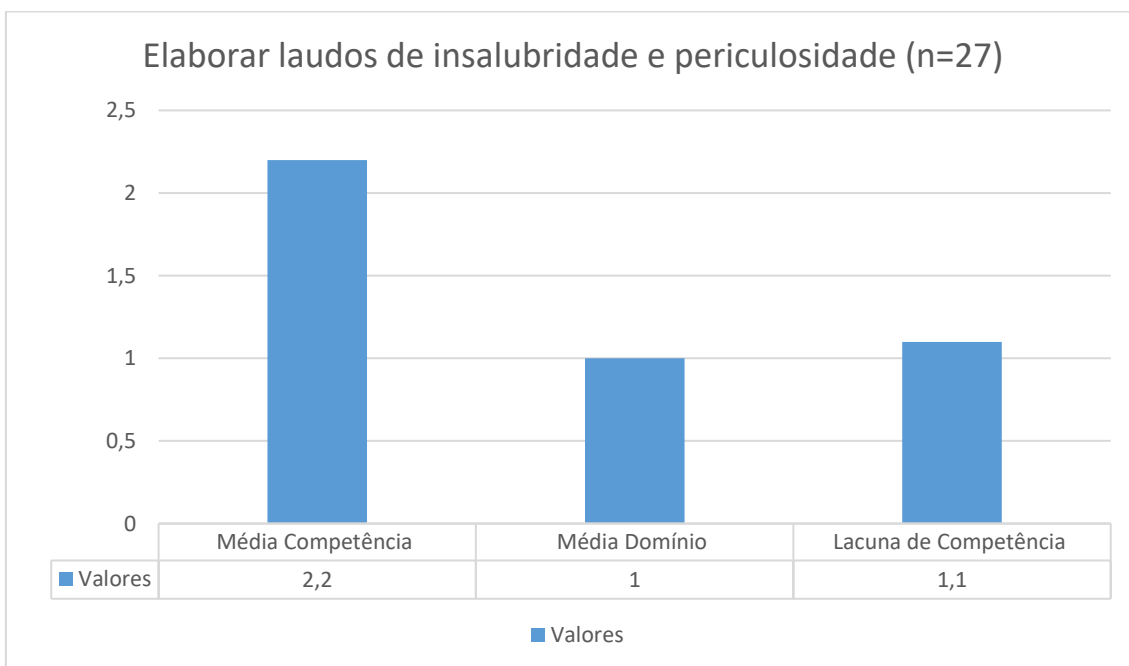


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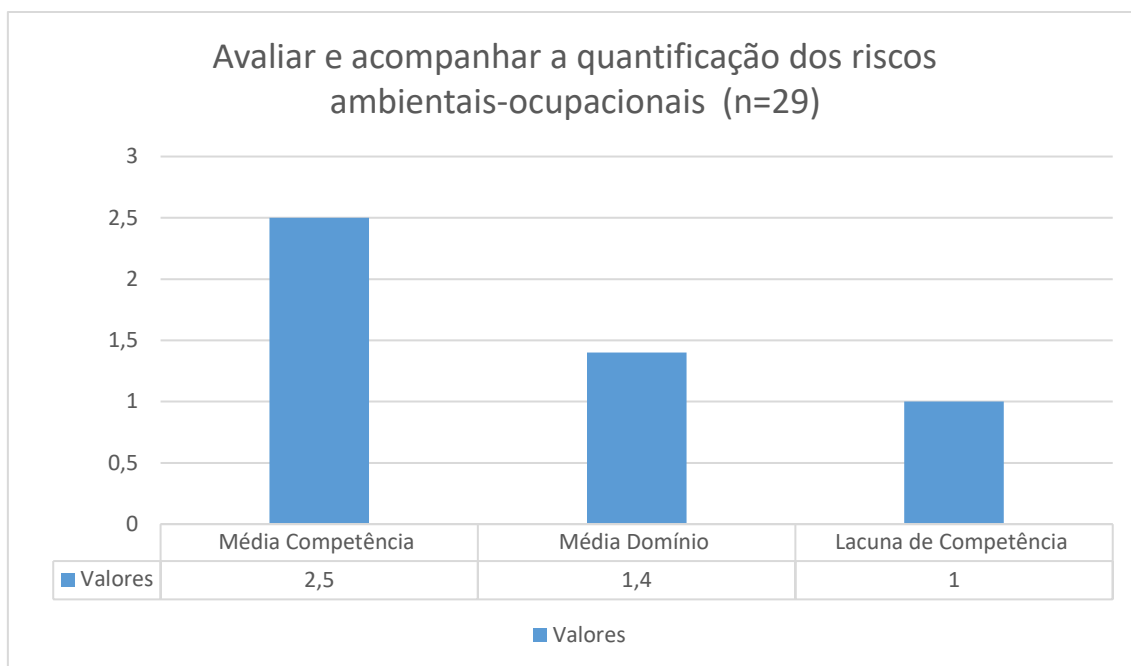


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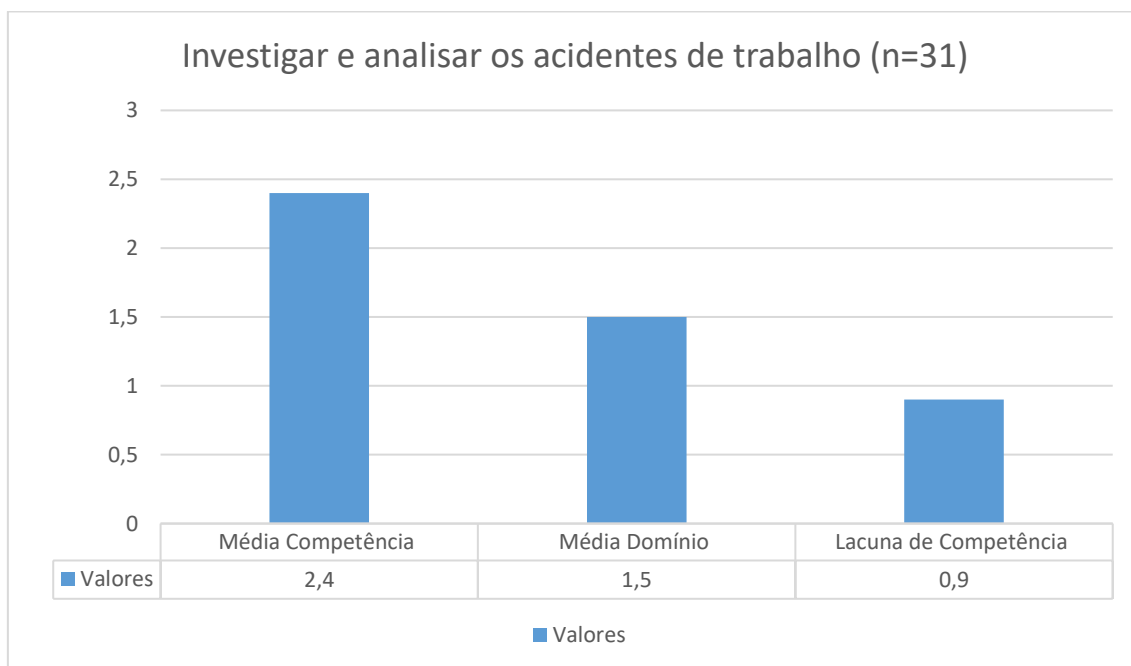


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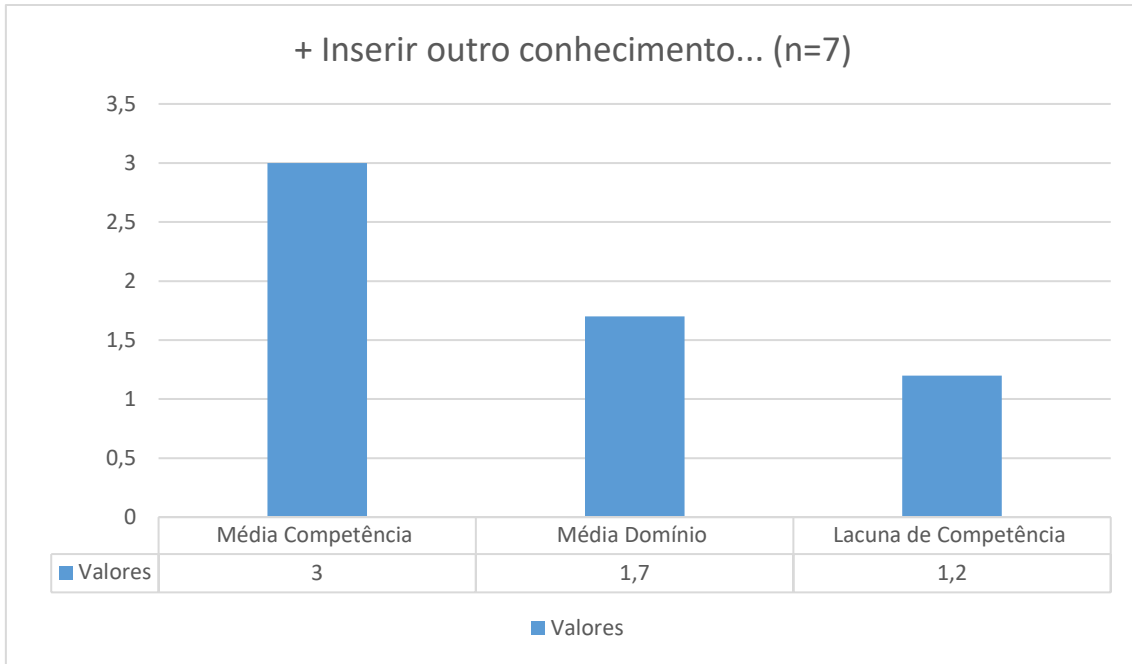


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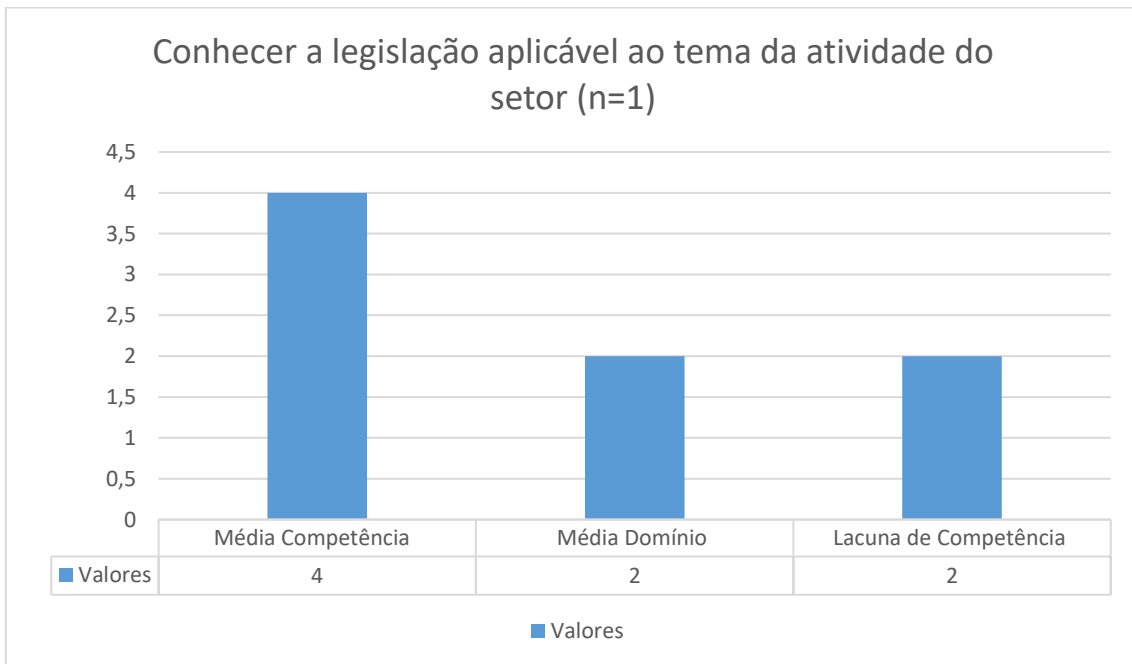


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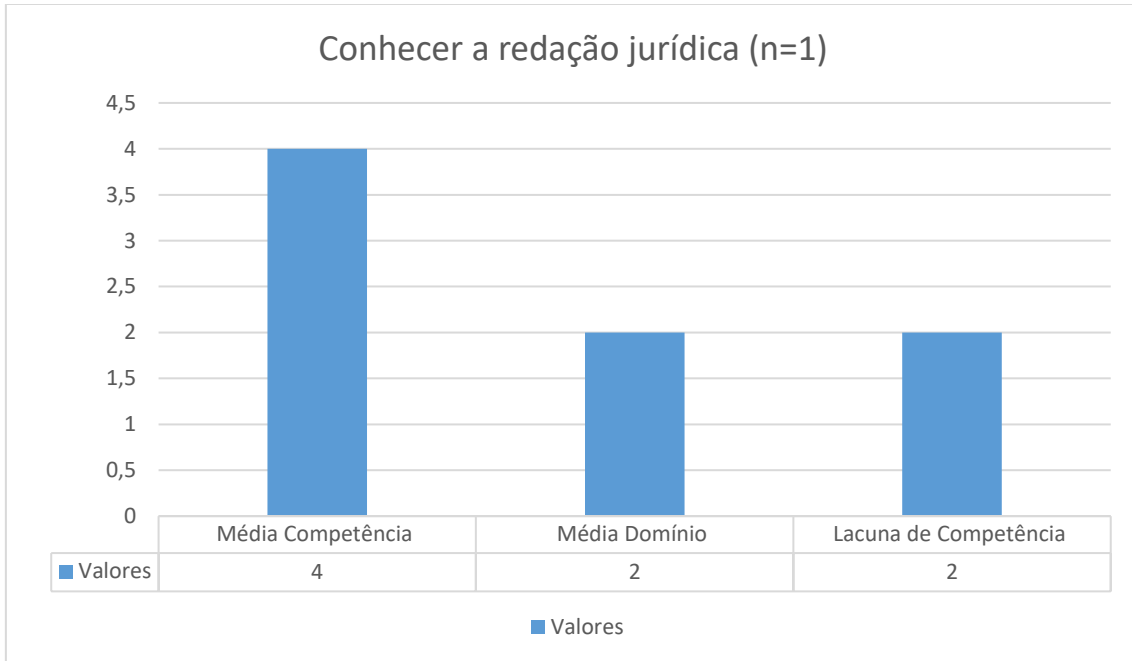


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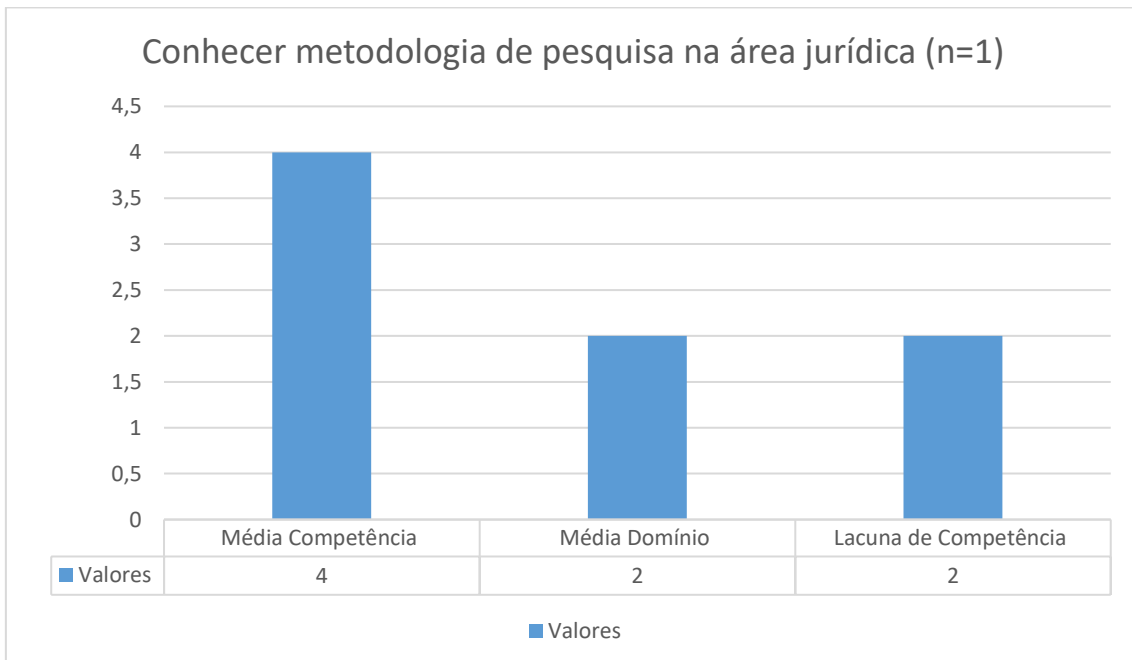


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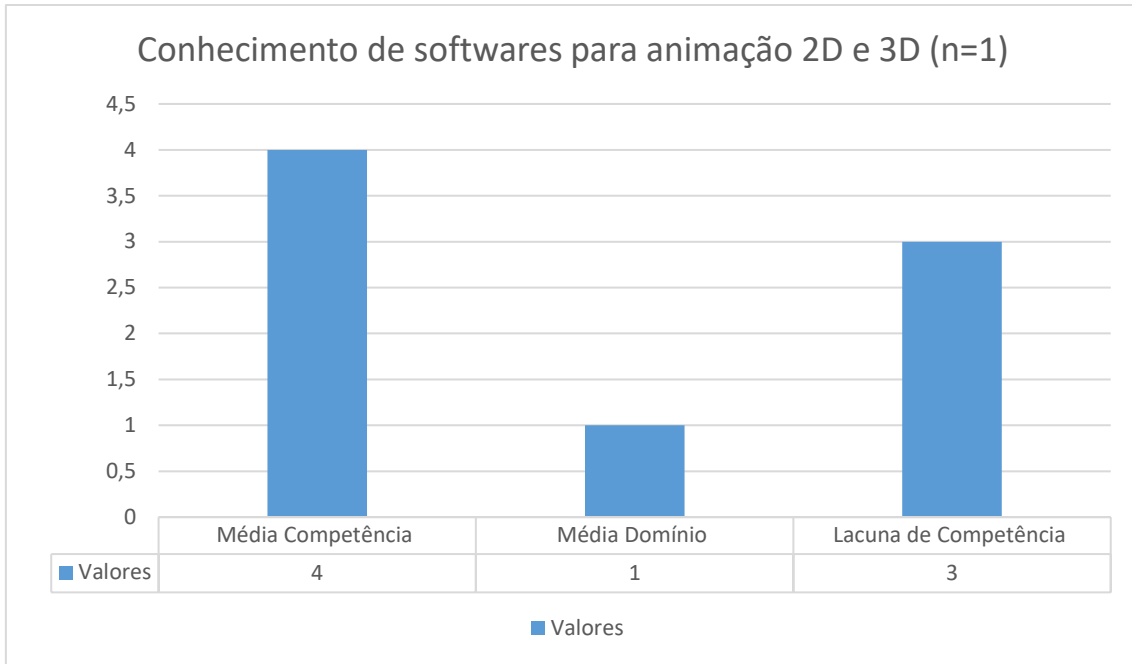


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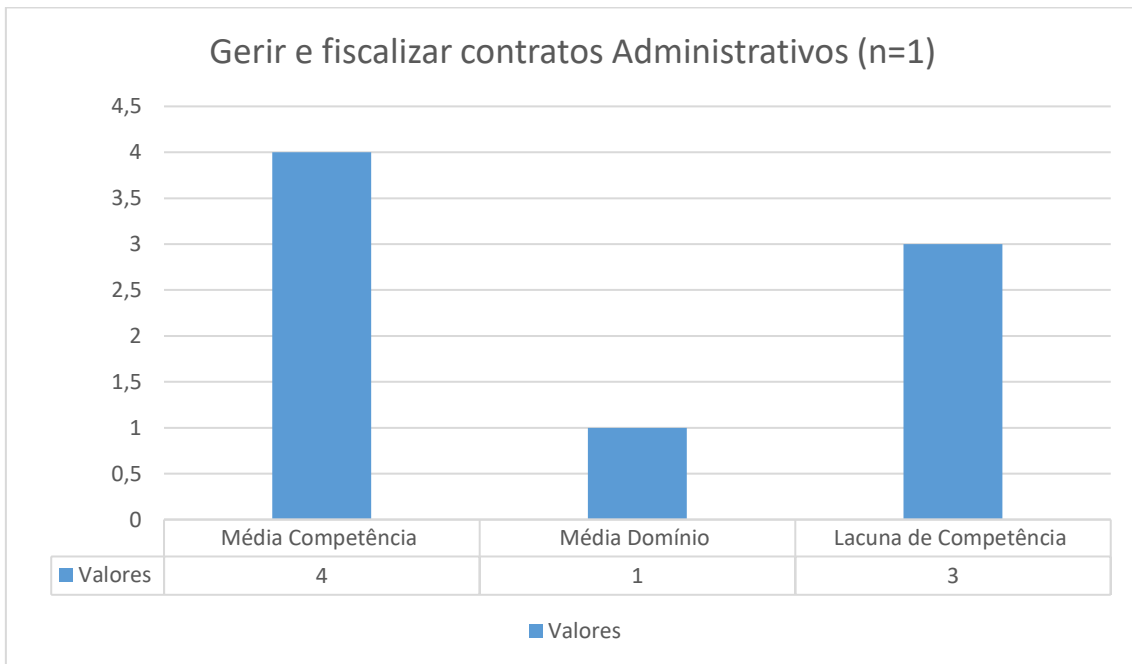


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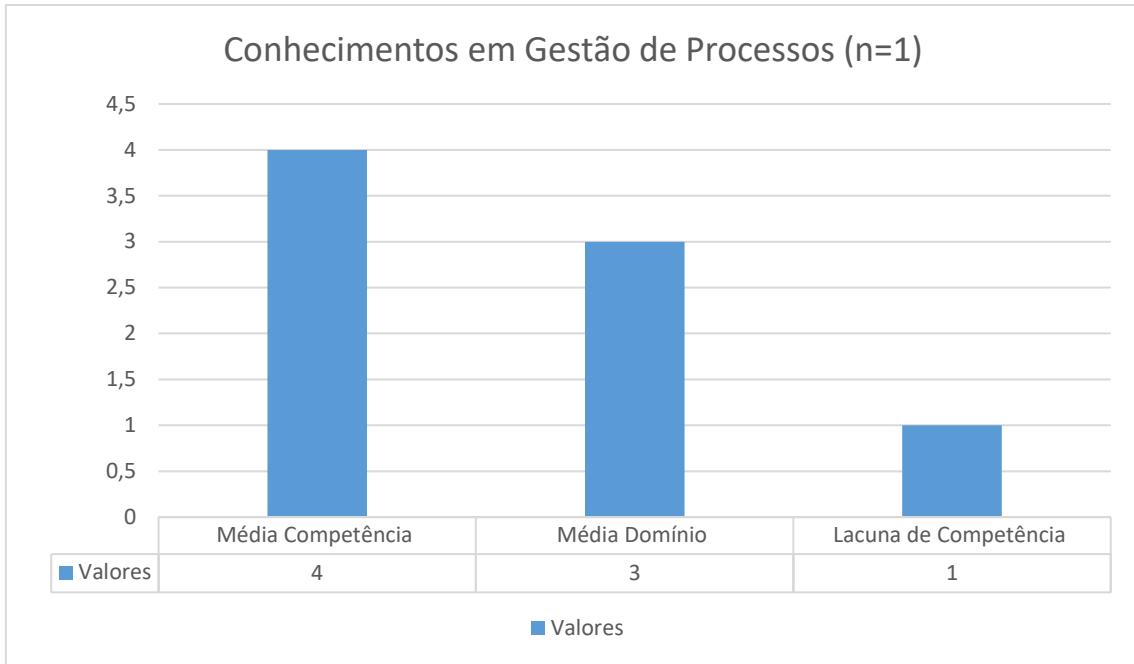


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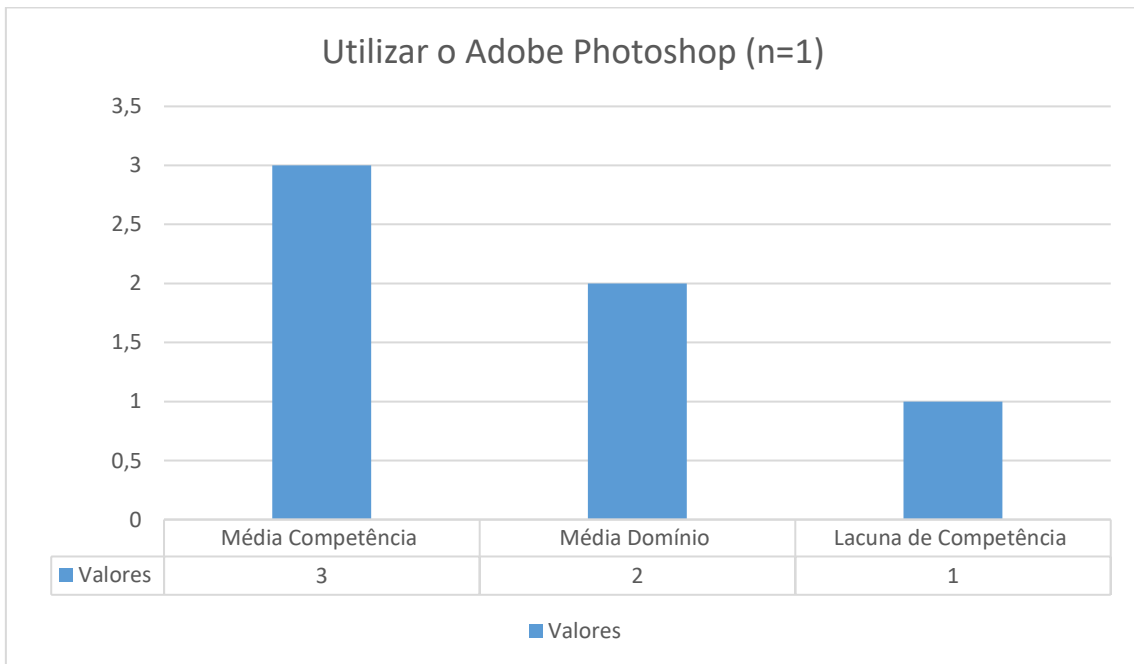


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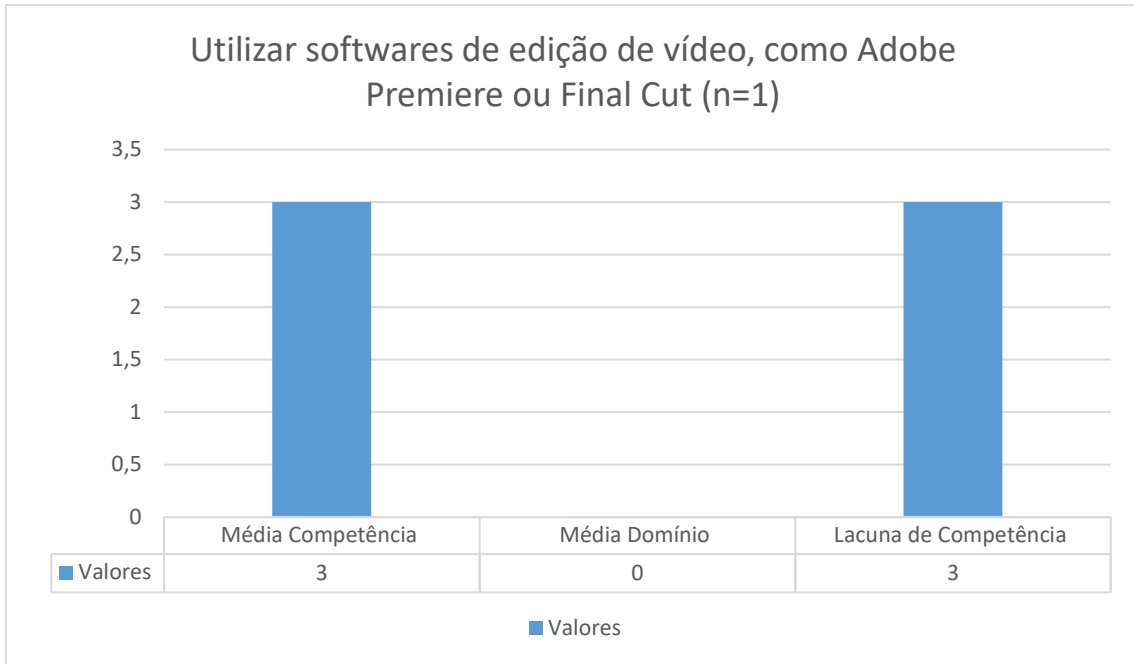


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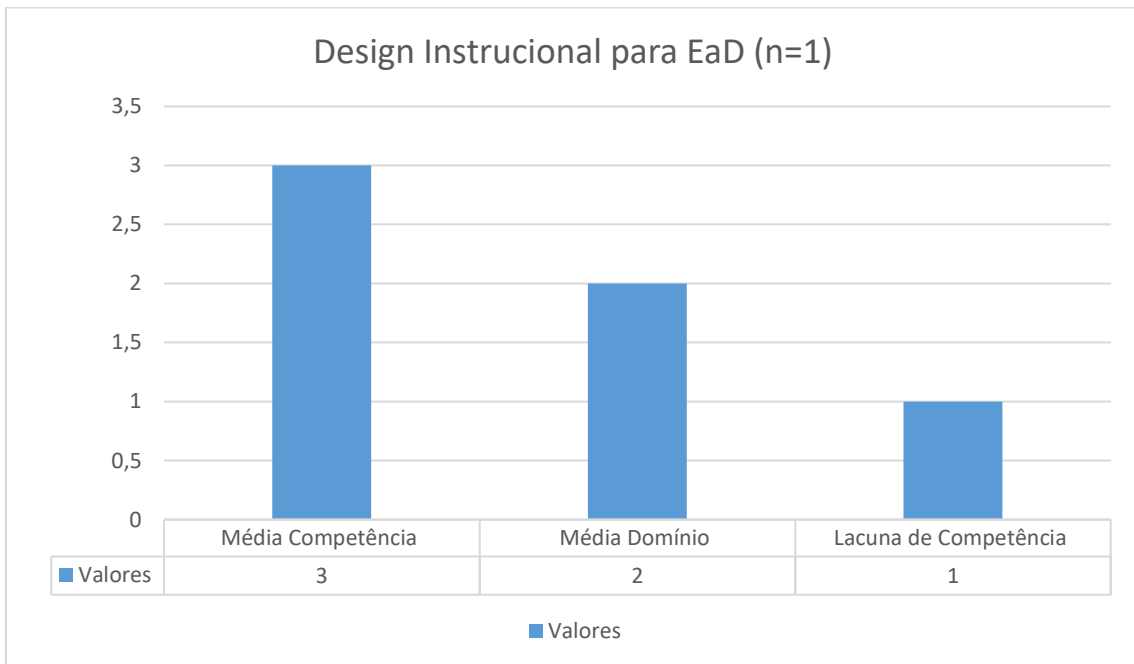


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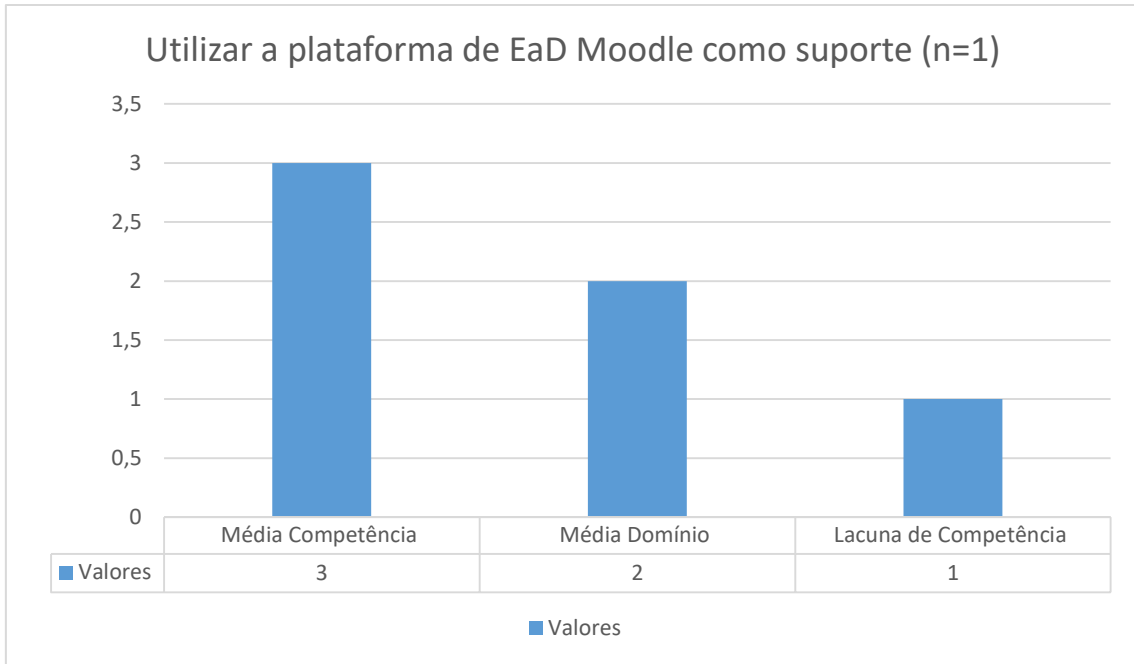


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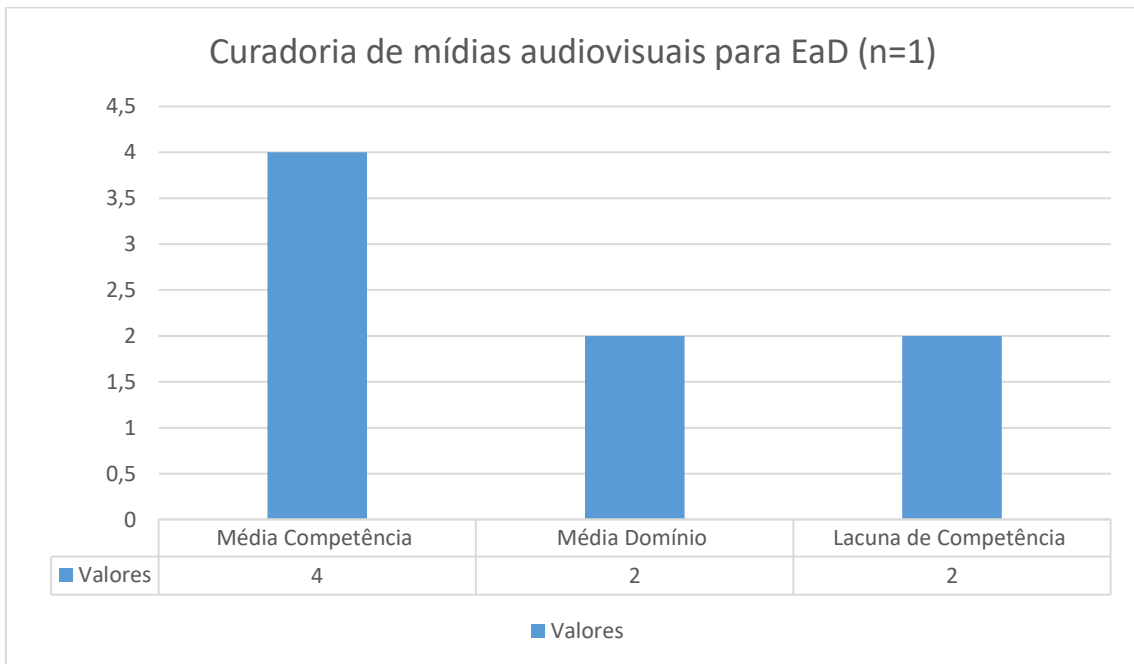


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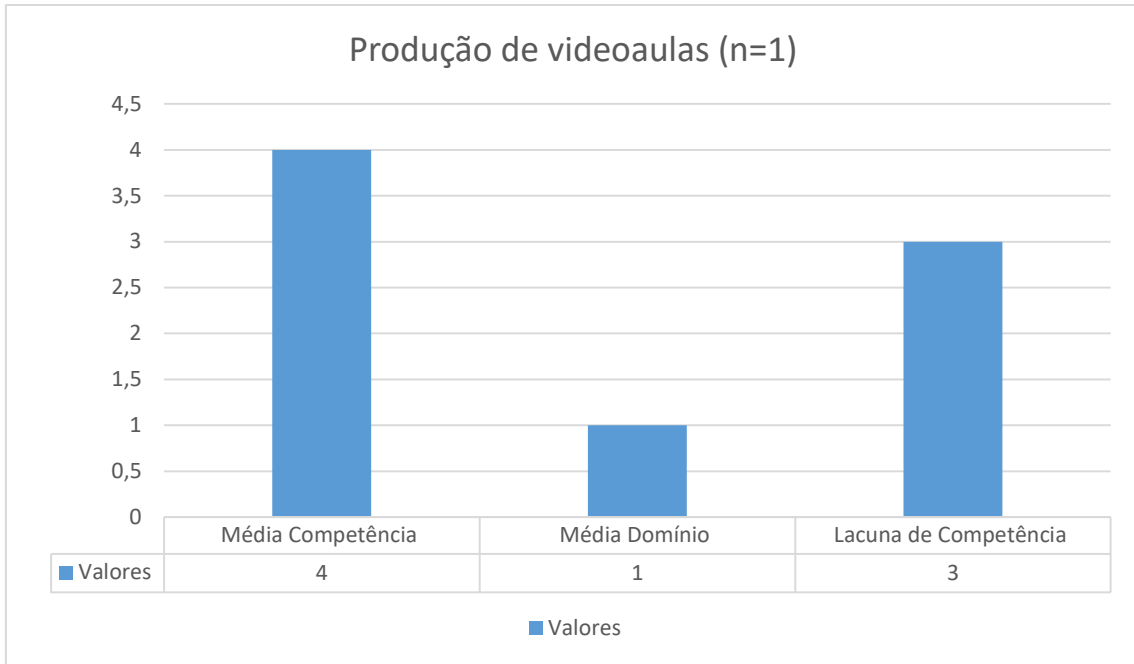


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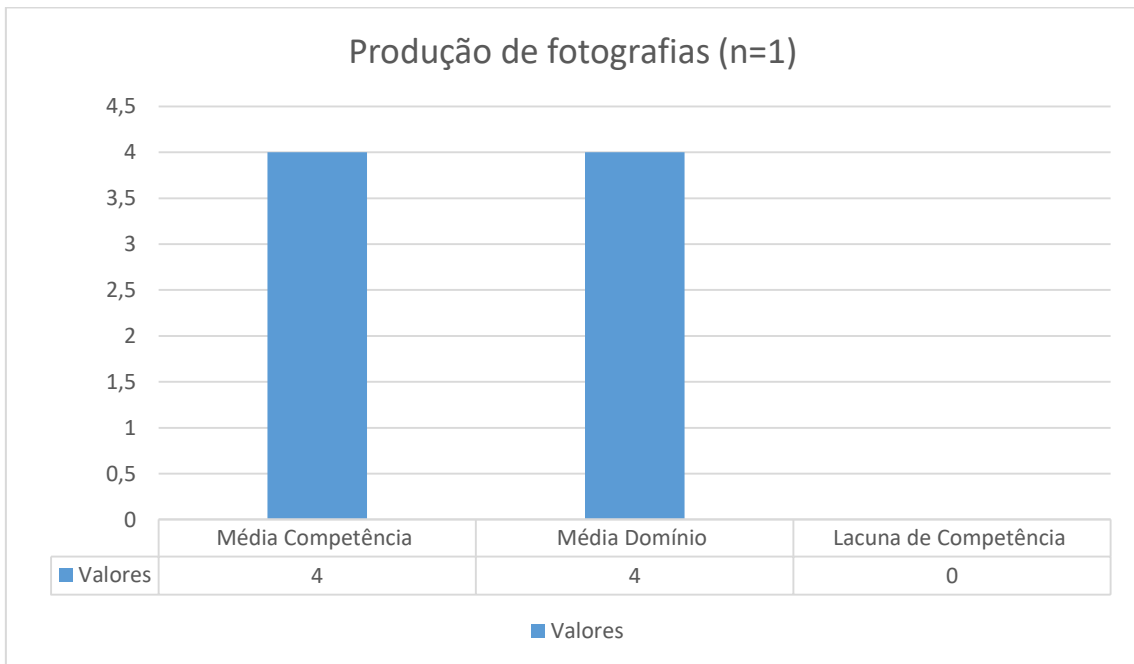


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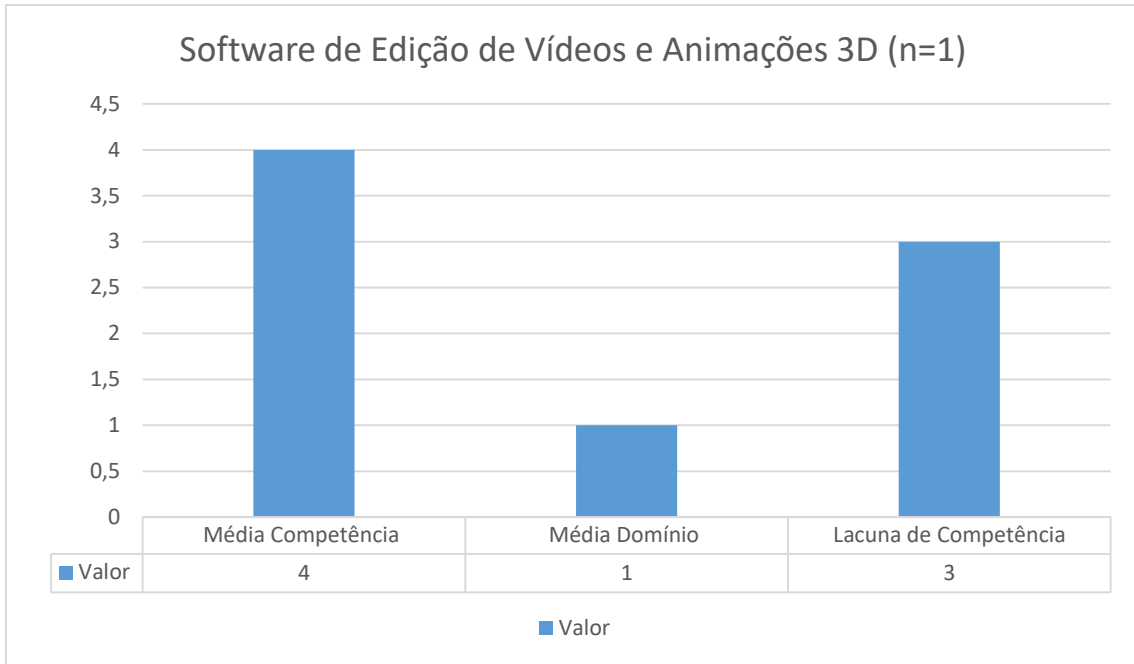


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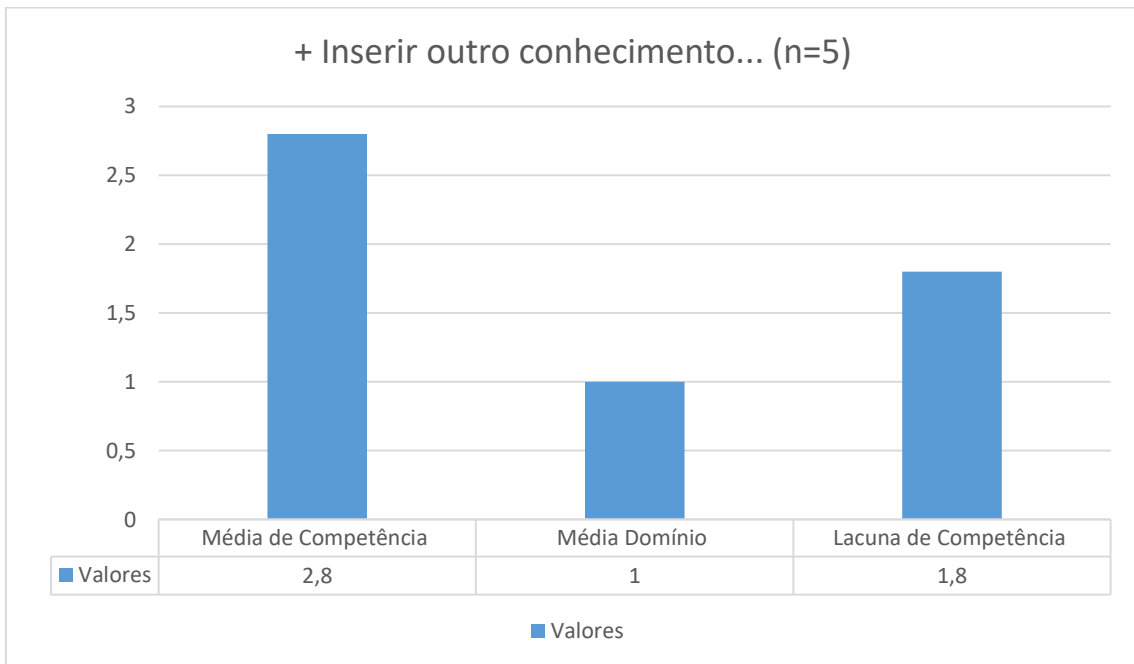


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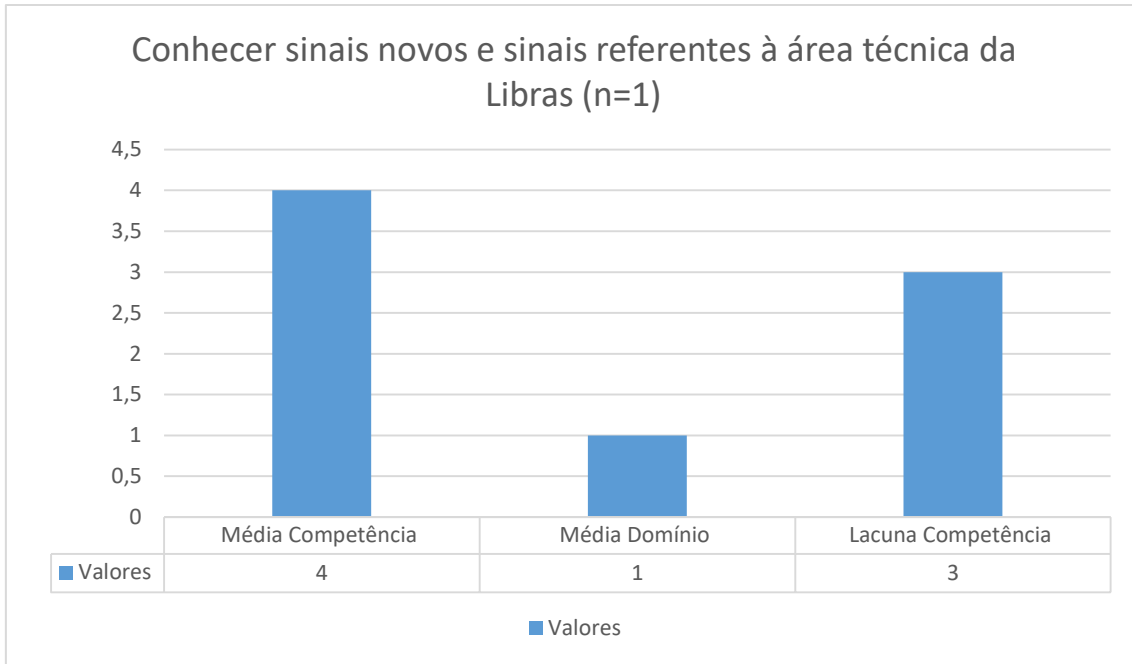


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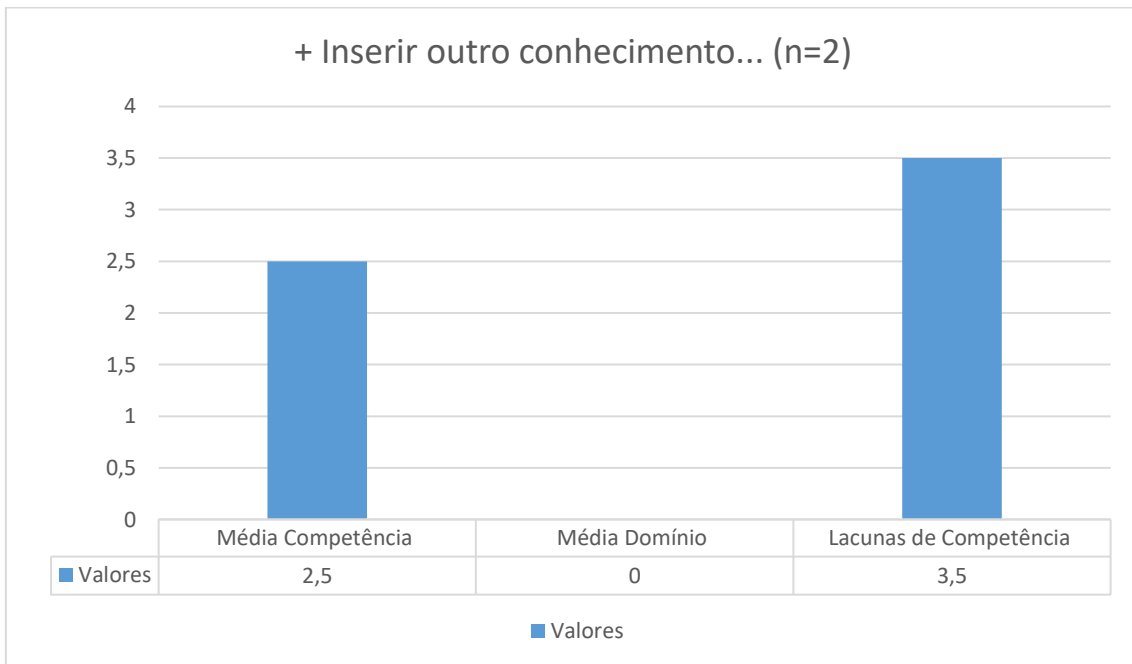


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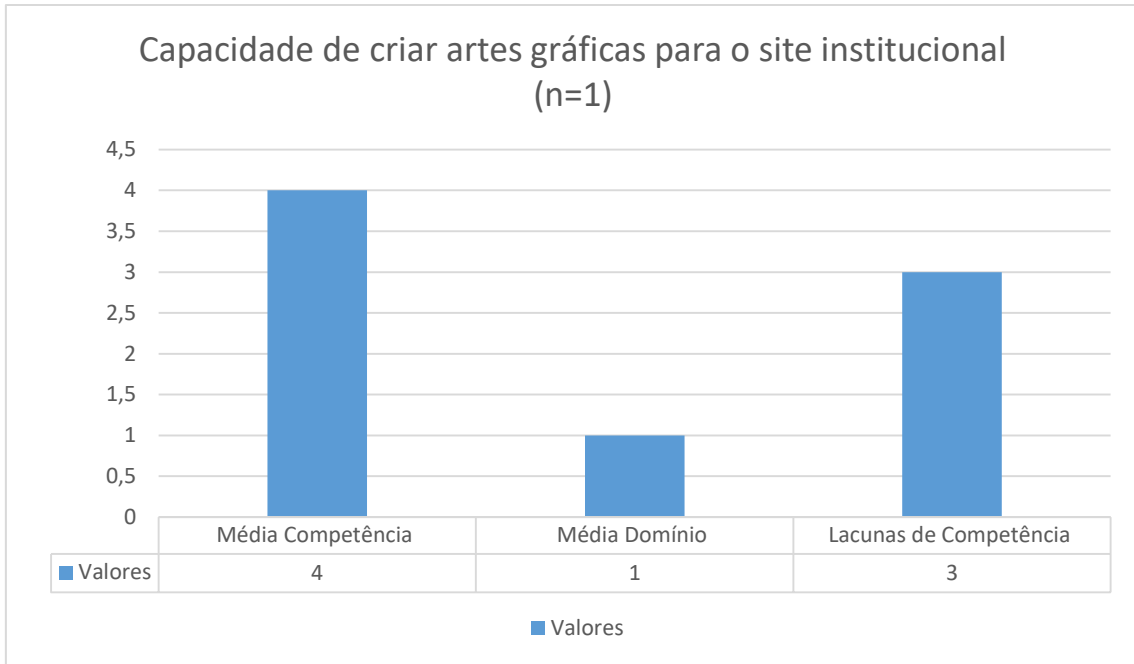


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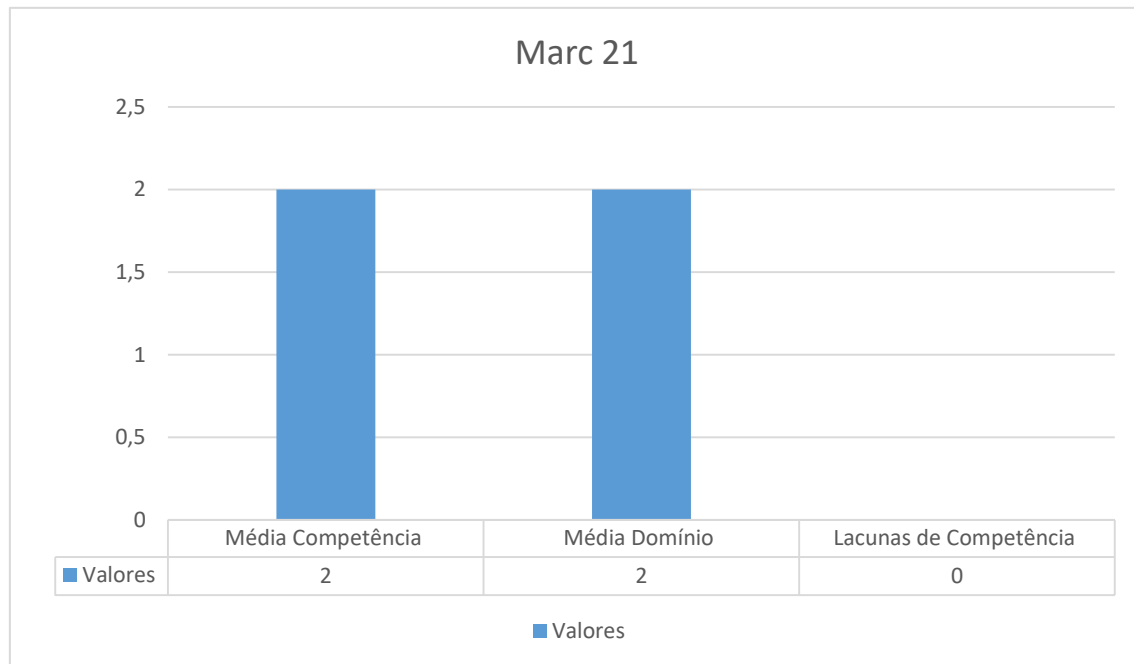


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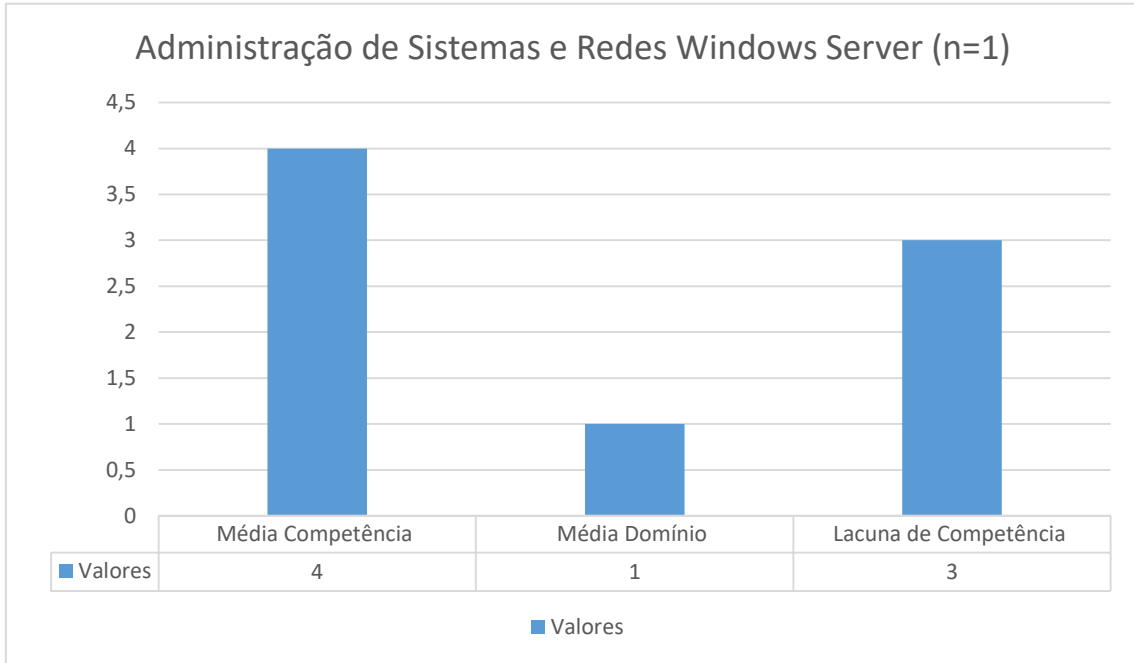


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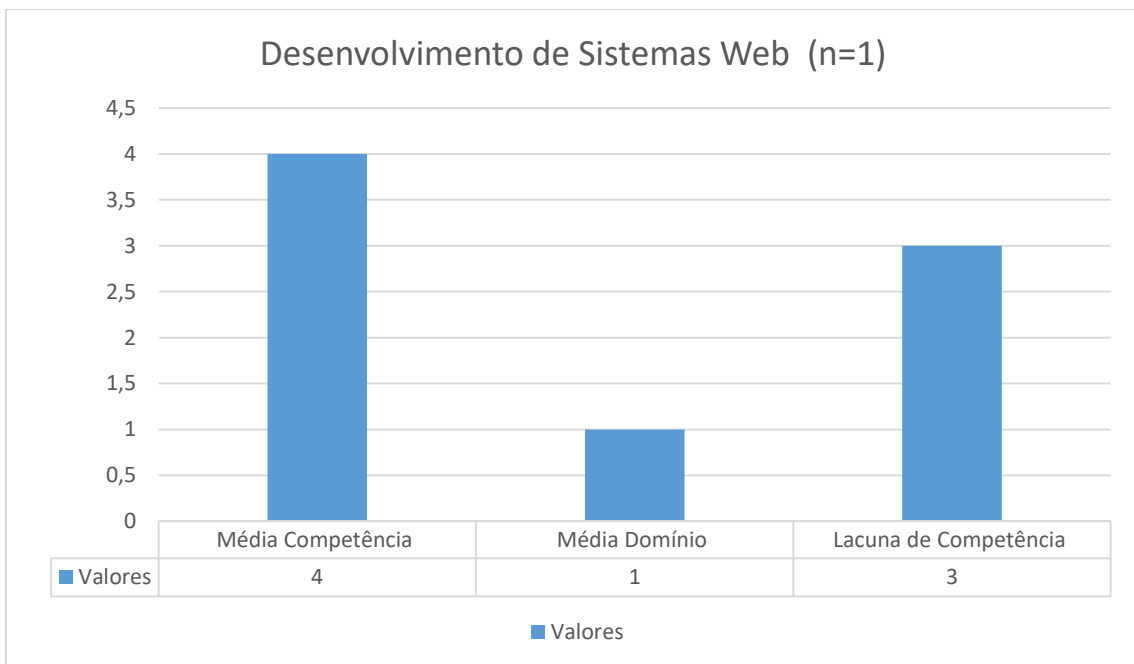


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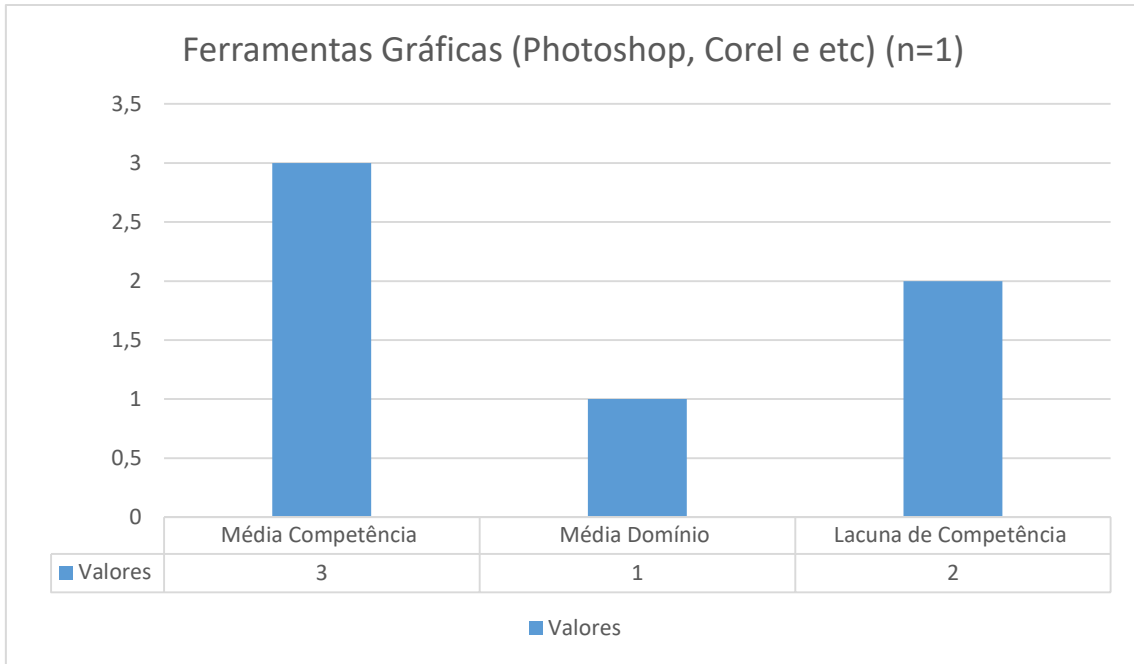


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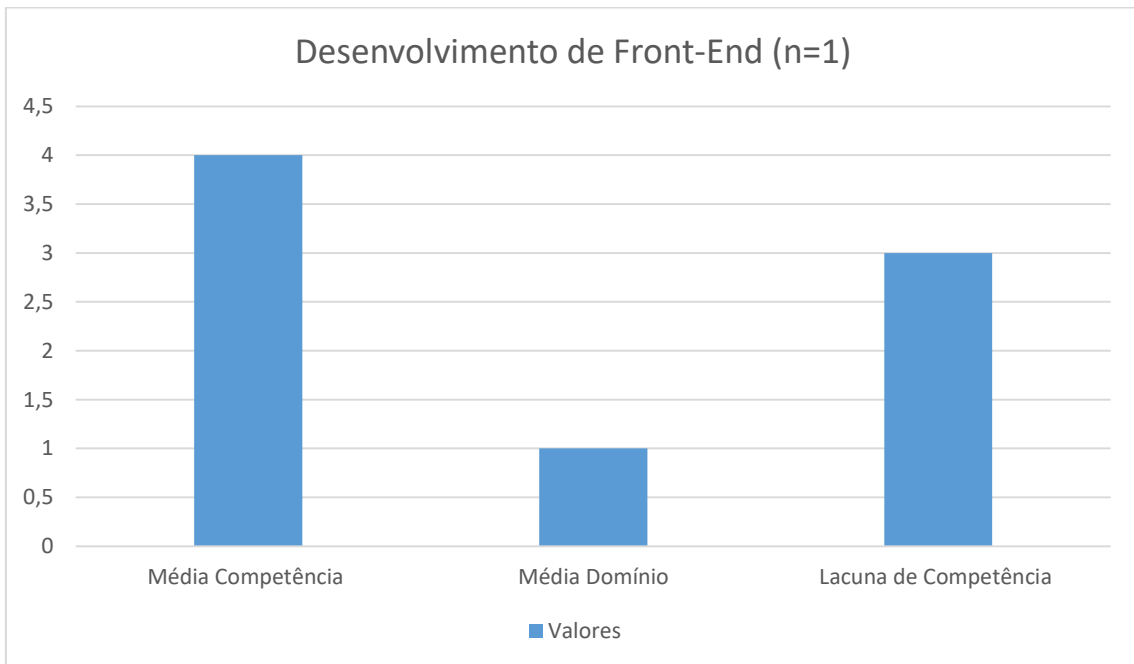


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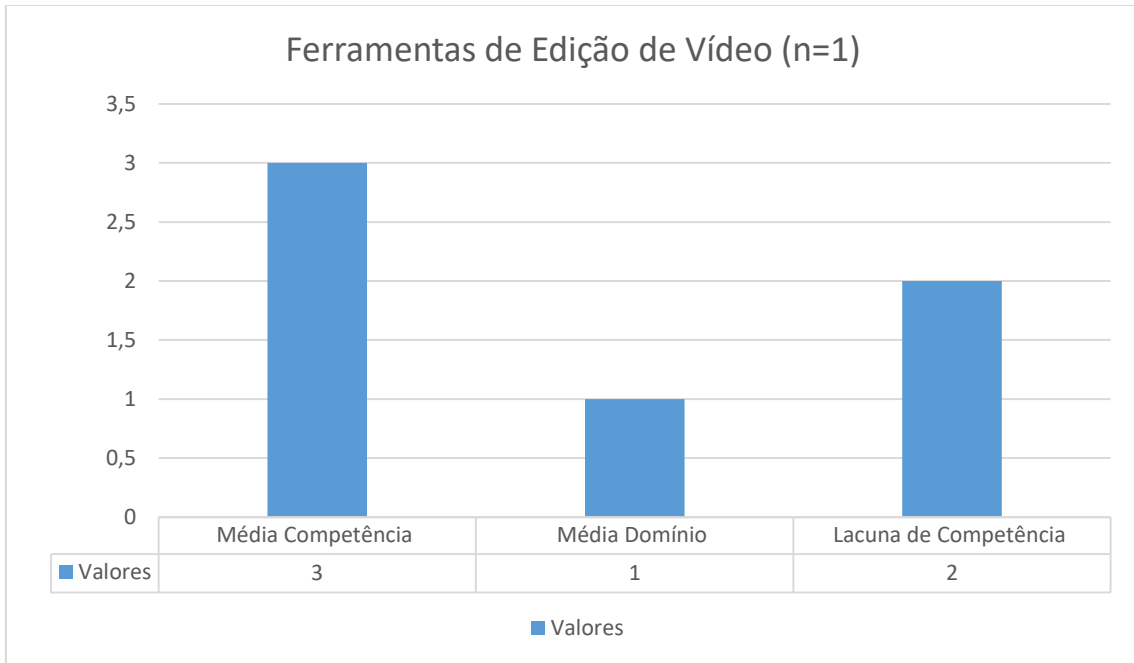


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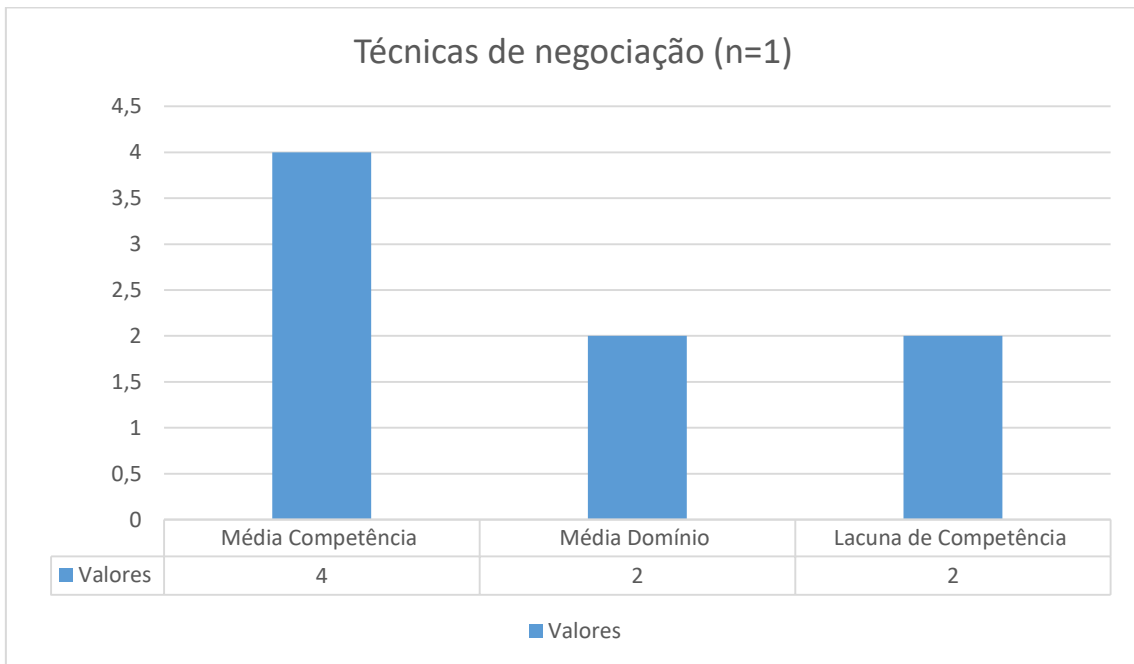


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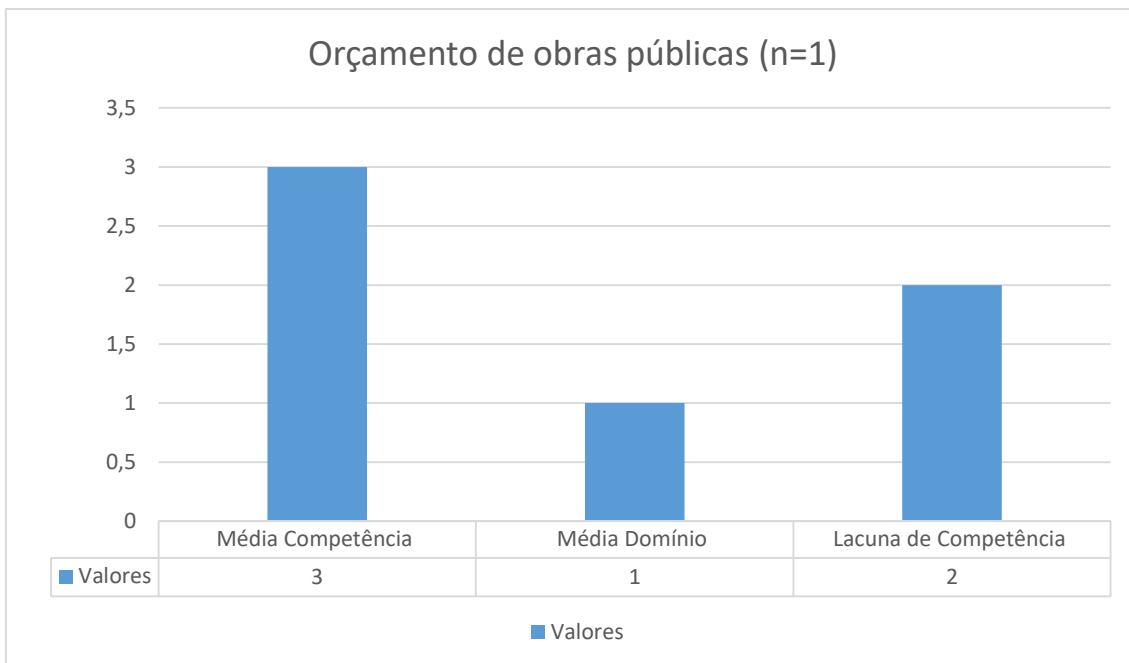


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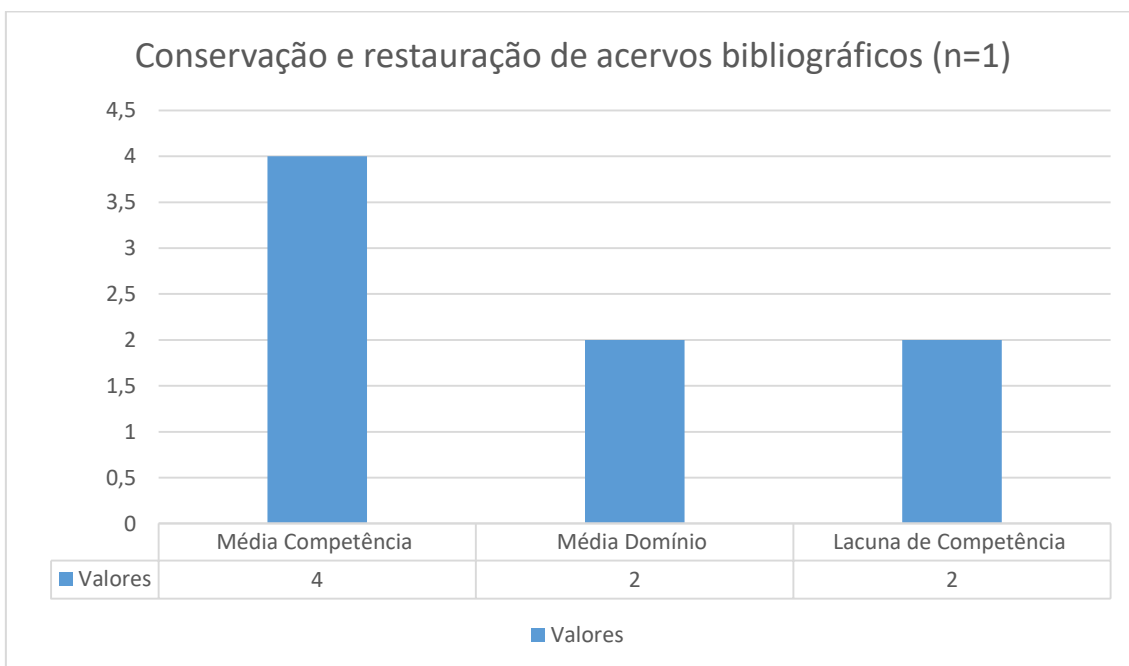


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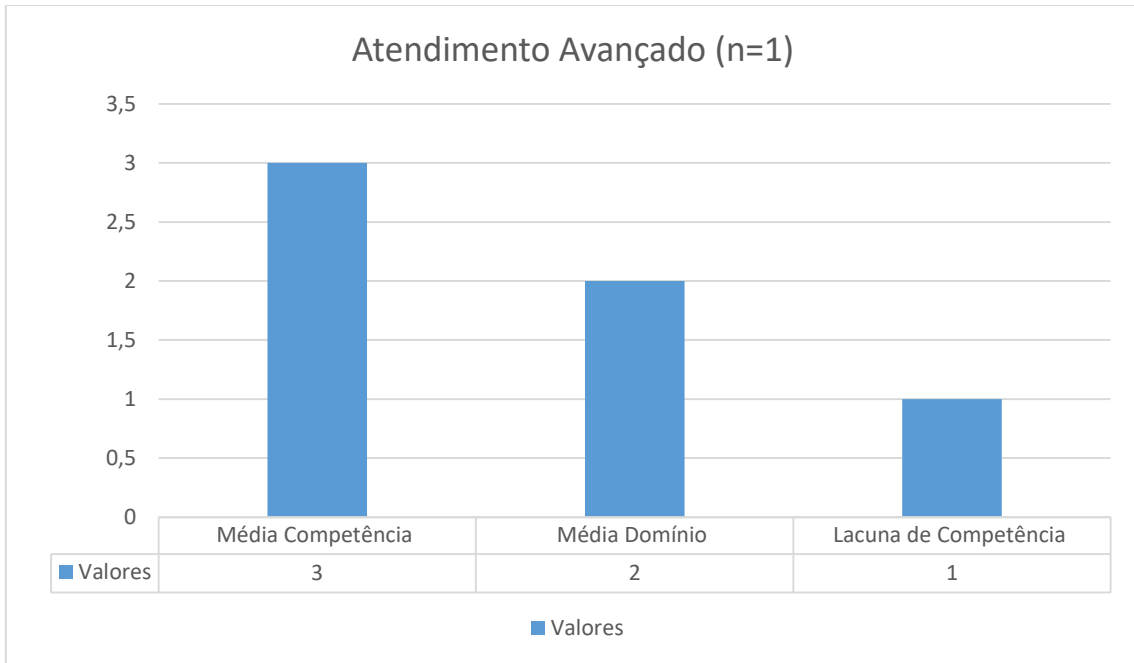


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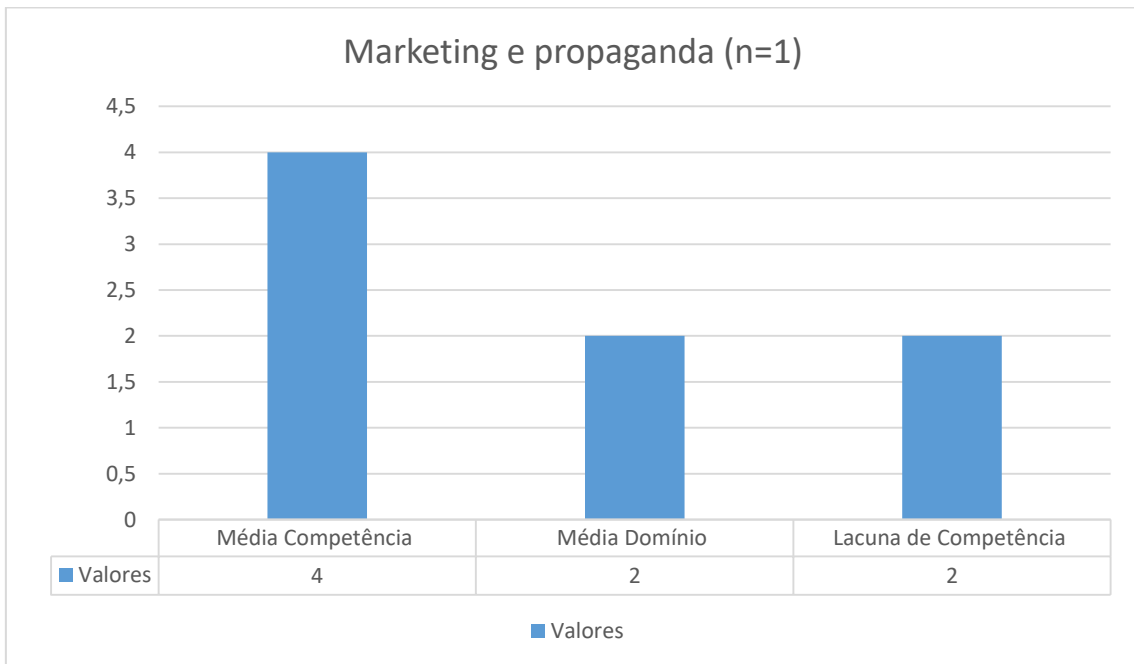


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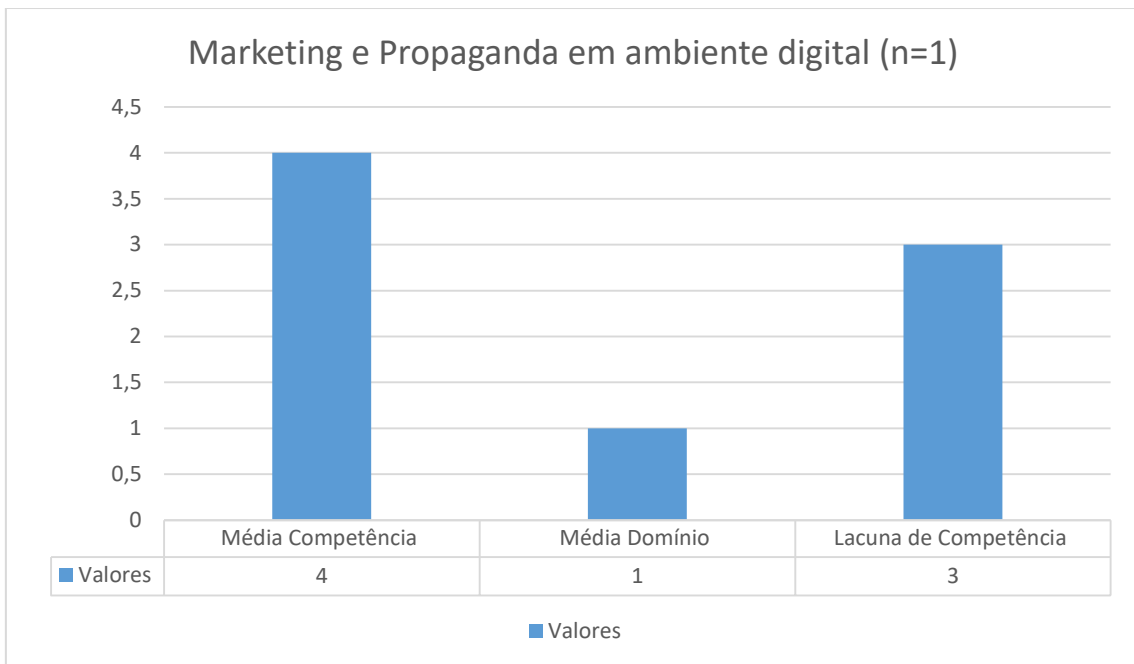


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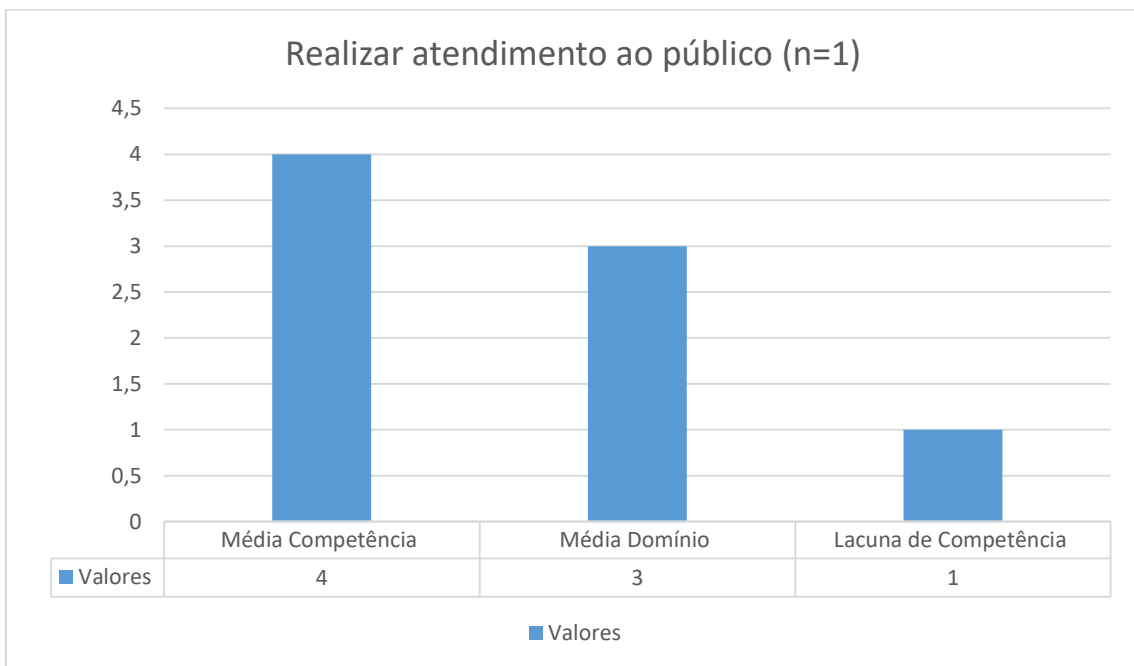


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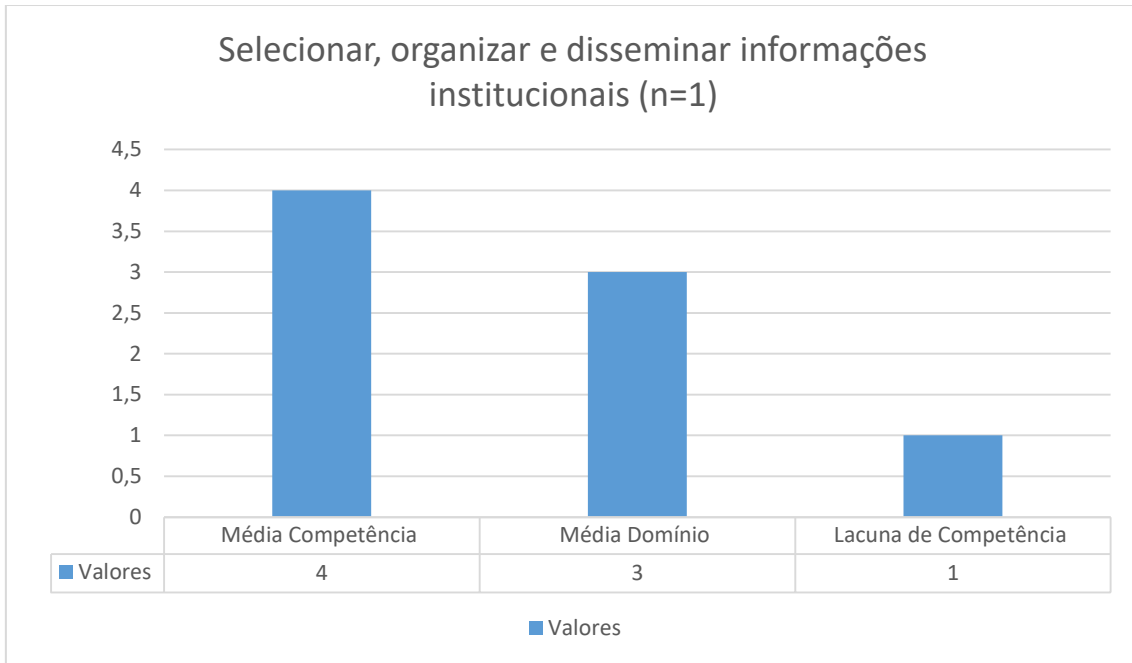


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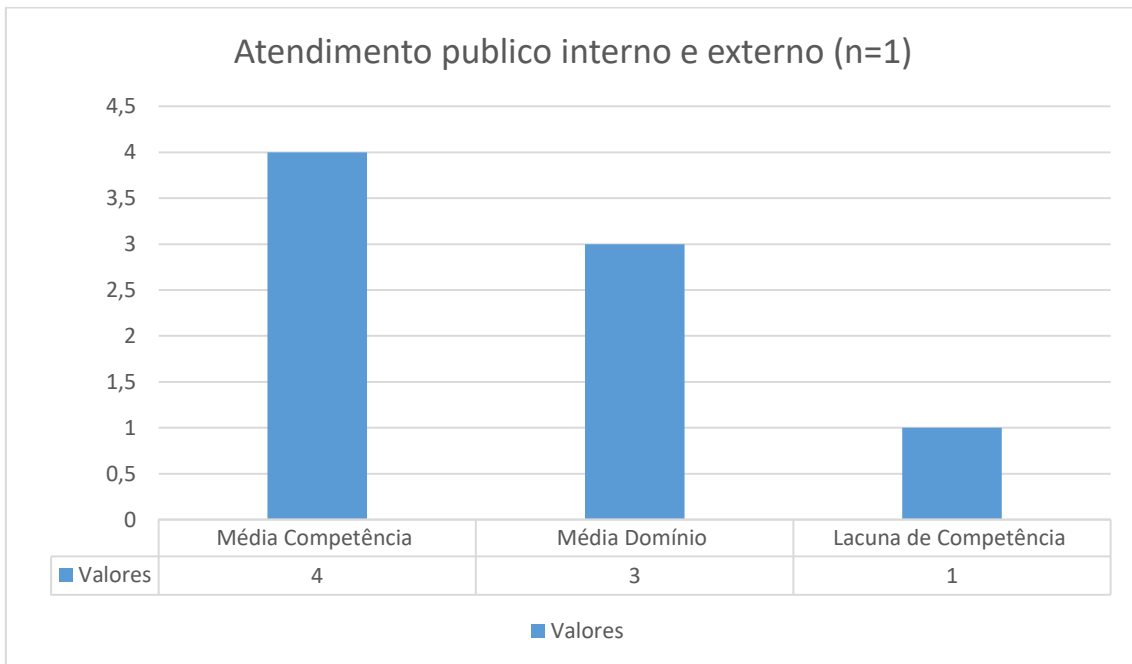


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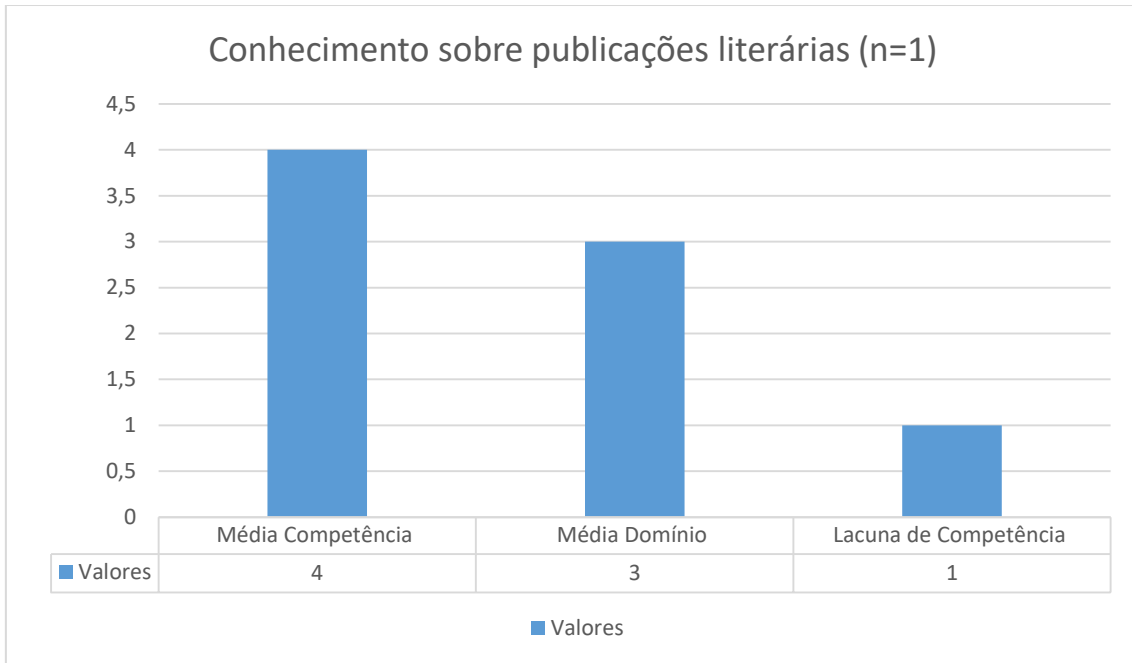


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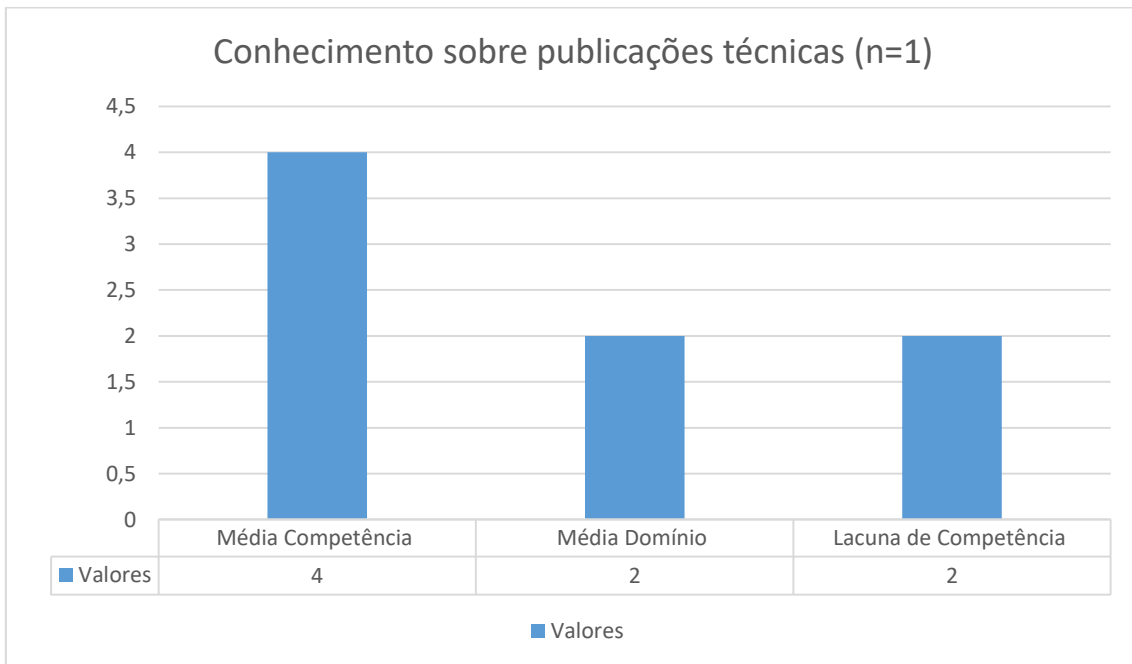


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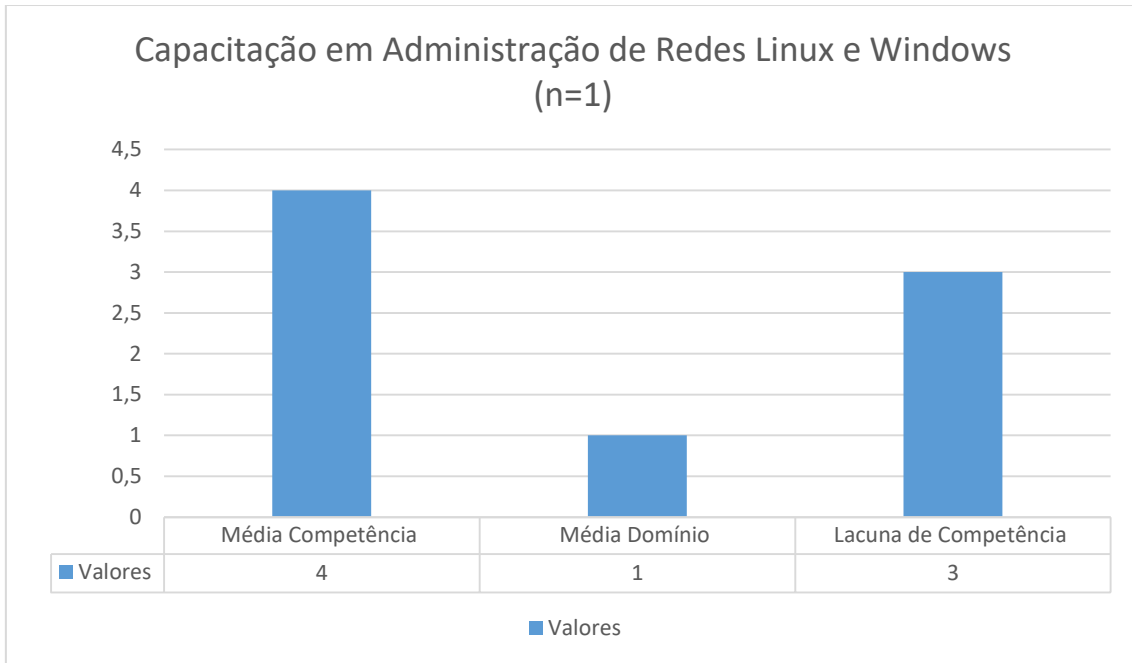


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