

# MLAWULI JIKELELE

## UNOBHALA OYINTLOKO WEZONXIBELELWANO

## UNOBHALA OYINTLOKO WOMBUTHO

### Icandelo Lolawulo **ICANDELO 7** Icandelo 7 Unobhala

IOFISI YO SOURCE  
IOFISI YEMICIMBI YANGAPHANDLE  
IOFISI YOMLAWULI JIKELELE

Eli candelo lilungelelanisa lize libeke esweni imisebenzi yombutho ukuze uqhubeke kakuhle, livelise iimveliso zawo ngokufanelekileyo nangokugqithisileyo kwaye linike iimveliso kunye neenkonzawo ezikumgangatho ophezulu ebantwini nakuluntu.

#### Iofisi yo Source

- Ibona ukuba ubuxhaka-xhaka bale mihla nomgaqo-nkqubo wombutho ulandelwa ngokuchanekileyo. Kwimeko yenkampani, le ofisi inokubandakanya iofisi yomntu oqale umbutho okanye lowo uphuhlise imveliso eveliswa yinkampani. Igcina izakhiwo zombutho zilungiswe kakuhle ifumana nendawo eyongezelweyo yokwandiswa.

#### Iofisi Yemicimbi Yangaphandle

- Igcina ubudlelwane obufanelekileyo noorhulumente kunye namanye amaqela eluntwini ize ihoje imicimbi yezomthetho.

#### Iofisi Yomlawuli Jikelele

- Yenza izicwangciso zombutho. Ilungelelanisa ize yenze nemisebenzi yombutho yenziwe. Igcina umbutho uhleliwe (ukwazi ukuhlawula amatyala awo), uchumile, uvelisa kwaye usanda kuwo onke amacandelo kunye namasebe awo.

### Icandelo Lezonxibelelwano **ICANDELO 1** Unobhala Wezonxibelelwano

ISEBE LEENDLELA KUNYE NABASEBENZI  
ISEBE LEZONXIBELELWANO  
ISEBE LOKUHLOLA KUNYE NEENGXELO

Eli candelo linoxanduva olupheleleyo lokusekwa kombutho.

#### ISebe Leendlela kunye Nabasebenzi

- Liqesha abasebenzi abafanelekileyo lize libeke ngokufanelekileyo ukuze kuxhamle umntu kunye nombutho. Linika abasebenzi abatsha nabakhoyo izikhundla zabo lize libafundise ukwenza imisebenzi yabo.

#### ISebe Lezonxibelelwano

- Limisela iinkqubo zonxibelelwano ezisemgangathweni ukuze lonke unxibelelwano luhanjiswe ngokukhawuleza kwaye luphathwe ngokufanelekileyo. Liqinisekisa ukuba imbalelwano eya nevela kuluntu lombutho iyafika kwaye ihojwe ngokukhawuleza.

#### ISebe Lokuhlola kunye Neengxelo

- Liqokelela kwaye lenze igrafu ezichanekileyo zeenkukachamanani zombutho ezizakusetyenziswa sisigqeba. Igcina inqanaba eliphezulu lokuziphatha okuhle kwabasebenzi. Ihlola imisebenzi yombutho ukuze nabuphi na ubunzima bokumisa ukwanda bufunyanwe kwaye buxelwe kubaphathi.

### Icandelo Losasazo **ICANDELO 2** Unobhala Wosasazo

ISEBE LOKUKHUTHAZA NOKUTHENGISA  
ISEBE LEZOKUPAPASHA  
ISEBE LOBHALISO

Eli candelo lenza iimveliso kunye neenkonzawo zombutho zaziwe ngokubanzi kwaye zifunwe, kudaleke inani eliphakamileyo loluntu lokuzifumana.

#### ISebe Lokukhuthaza Nokuthengisa

- Lithumela ngeposi lize libhale iimagazini kunye nezinye izinto ezikhuthazayo ezisekwe kwiziphumo zovavanyo, ukwazisa uluntu ngeenkonzawo kunye neemveliso zombutho nangezinto ezipapashiweyo ezithengisayo ukuze zifumaneke ngamanani awongezelekileyo.

#### ISebe Lezokupapasha

- Lingcina zonke izinto ezipapashiweyo ukuze zifumaneke kubathengi kwaye lizise ngokukhawuleza kubantu abazithengayo.

#### ISebe Lobhaliso

- Linxulumelana nabantu ababonise umdla kwiimveliso zombutho ukuze bazifumane. Igcina iifayile ezichanekileyo zabantu ababufumene inkonzo ngaphambili okanye abafumana iimveliso embuthweni kwaye igcina imbalelwano kunye nabo ukuze bafumane iimveliso kunye neenkonzawo ezingaphezulu.

### Icandelo Likanondyebo **ICANDELO 3** Unobhala Kanondyebo

ISEBE LENGENISO  
ISEBE LEZENKCITHO  
ISEBE LEEREKHODI, IIASETI KUNYE NEZINTO

Eli candelo lijongana nemicimbi yezemali yombutho ukuze izixhobo kunye nezinye ii-aseti zikhathalelwe ukuze umbutho ukwazi ukuvelisa iimveliso zawo kwaye uhambise iinkonzawo uze uhlahe uhleliwe (ukwazi ukuhlawula amatyala awo).

#### ISebe Lengeniso

- Liphatha iimali ezingenayo ezifunyenwe ngokutshintshiselana ngeemveliso zombutho ukuze zibhalwe phantsi ngokufanelekileyo. Ligcina ngokufanelekileyo amaqweqwe amatyala abathengi lize iqokelele yonke imali etyalwa umbutho.

#### ISebe Lezenkcitho

- Lithenga kwaye lihlawule onke amatyala, lihlawule bonke abasebenzi, ukuze uxanduva lawo lezemali lizalisekisiwe, namanye amacandelo abenazo izinto azifunayo ukuze avelise iimveliso zawo.

#### ISebe Leerekhodi, Iiaseti kunye Nezinto

- Liphatha izixhobo zombutho, ligcina iinkukacha ezibhalwe phantsi ezichanekileyo zezemali, lenza ukuginwa kweencwadi kunye neengxelo zemali eziyimfuneko kwaye lilondolozwe iiasethi kunye noovimba.

### Icandelo Lokuvelisa **ICANDELO 4** Unobhala Wokuvelisa

ISEBE LEENKONZO ZEMVELISO  
ISEBE LEMISEBENZI  
ISEBE LEMVELISO

Eli candelo libonelela ngeemveliso kunye neenkonzawo ezisemgangathweni ngaphandle kokulibazisa uluntu.

#### ISebe Leenkonzawo Zemveliso

- Likhonza icandelo ngokuxela kwangaphambili malunga nento ekufuneka ivelise, ukuze imveliso yenziwe lize icwangcisele imveliso okona kusebenza kufanelekileyo nenkonzo eluntwini.

#### ISebe Lemisebenzi

- Lilungiselela izibonelelo ezifunekayo ukuvelisa iimveliso kunye neenkonzawo zombutho lize lizihambise.

#### ISebe Lemveliso

- Livelisa iimveliso zombutho kwaye lihambisa iinkonzawo ngokukhawuleza, ngobuninzi bazo nezikumgangatho ofanelekileyo ukuze abantu boneliseke ziziphumo.

### Icandelo Leziqinisekiso **ICANDELO 5** Unobhala Weziqinisekiso

ISEBE LOKUVAVANYA  
ISEBE LOPHONO-NONGO  
ISEBE LOKUQINI-SEKISA NEEMBASA

Eli candelo libona ukuba yonke imveliso eshiya umbutho ikumgangatho okwinqanaba elilindelekileyo.

#### ISebe Lemvavanyo

- Livavanya iimveliso zombutho, lizidluliselela kuphononongo zilungiswe okanye Ziqinisekiswa ukuze yonke imveliso iqinisekiswa, okanye ilungiswe ukuze iqinisekiswa.

#### ISebe Lophononongo

- Liphonononga iimveliso zombutho ukufumanisa oonobangela balo naliphi na inqanaba lomgangatho elisezantsi kunelamkelekileyo. Likwavavanya izenzo zabasebenzi lize lizilungiselele apho kufuneka khona ukuze ubuxhaka-xhaka balemihla kunye nomgaqo-nkqubo busetyenziselwe iziphumo eziphezulu. Likhathalela abasebenzi ukuze baqeqeshelwe imisebenzi yabo ngokupheleleyo, bafunde imigaqo-nkqubo yombutho kunye nobuxhaka-xhaka balemihla baze babe nobuchule, babe ngamalungu eqela anegalelo.

#### ISebe Lokuqinisekisa Neembasa

- Likhupha kwaye ligcine iinkukacha zeziqinisekiso ezisemthethweni zeemveliso ezifunyenweyo nezisetyenzelweyo. Lijonga nazo naziphi na iimpazamo zemveliso kwaye liqinisekisa ukuba zilungisiwe.

### Icandelo Loluntu **ICANDELO 6** Unobhala Woluntu

ISEBE LENKUKACHA ZOLUNTU  
ISEBE YO CLEARING  
ISEBE LEMPUMELELO

Eli candelo, kuyo yonke imisebenzi yalo, lizisa ulwazi lize lizasaze iinkonzawo kunye neemveliso zombutho kuluntu ngokubanzi.

#### ISebe Lenkukacha Zoluntu

- Libona ukuba inkangeleko yombutho kunye nabasebenzi bawo ilungile. Lenza umbutho kunye neenkonzawo neemveliso zawo zaziwe ekuhlaleni. Lisebenza namaqela oluntu neminye imibutho ukuphucula uluntu.

#### ISebe yo Clearing

- Liseka ze lenze iindawo zokuhambisa iimveliso ngaphandle kombutho ezibonelela ngeenkonzawo kunye neemveliso kuluntu olutsha.

#### ISebe Lempumelelo

- Libhala phantsi ze lazise ngokubanzi eluntwini impumelelo yemisebenzi kunye neemveliso zombutho.