Kaarkabuundeeynta IRIS Consultant Agency (ICA) Su'aalaha badanaa la isweydiiyo

Waa maxay ujeedka kaarkabuundeeynta?

Ujeeddada kaarkabuundeeynta waa inuu kaa caawiyo inaad xulato IRIS consultant agency (ICA) oo ku saleysan arimaha adiga kuugu muhiimsan. kaarkabuundeeynta waxuu ku siinayaa macluumaad ku saabsan sida ka qeybgaleyaasha hadda ay ka dareemayaan waxa ku saabsan ICA-da iyo sida ugu wanaagsan ee ICAs ay u buuxiyaan heerarka gobolk. kaarkabuundeeynta wuxuu kaloo bixiyaa macluumaadka xiriirka iyo xaqiiqooyinka kale ee ku saabsan ICA-yada diyaarka kuu ah inaad ka xulato.

Xagee ayeey ka imaaneysaa macluumaadka kujira kaarkabuundeeynta?

Macluumaadka kujira kaarkabuundeeynta waxuu ka yimaadaa ilo kala duwan:

- **Qaybta sahanka Ka-qeybgalaha** waxay muujineysaa natijooyin ka yimid sahankii qancinta kaqaybgalaha gobalka ee 2020
- **Qaybta tayada iyo waafaqidda** waxay muujineysaa natiijooyinka rikoorka IRIS ee sanadlaha ah ee gobolka
- **Qaybta astaamaha IRIS Consultant** iyo qayb kale oo dheeraad ah waxay muujinayaan Warbixin ay soo gudbiyeen ICAs oo ku saabsan ururkooda.

Waa maxay Sahanka Qancsanaanta Ka qayb-galaha?

Sahanka qancsanaanta ka qeybqaataha waa su'aalo sanadle ah oo loo diro kaqeyb galayaasha hadda ee ICA weliba si ay usoo aruuriyaan jawaabcelin ku saabsan khibradooda ICA. Gobolka ayaa ururiya oo falanqeeya jawaabaha sahaminta si loo ogaado sida ay kaqeybgalayaashu ugu faraxsan yihiin IRIS consultant kooda, sida ay ugu hawlan yihiin samaynta taageeradooda shaqsiyadeed iyo qorshaha adeegyadooda, iyo sida ugu wanaagsan ee ICA ay gacan uga geysato buuxinta baahiyahooda.

Waa maxay Dib-u-eegidda Rikoor ee IRIS?

Dib-u-eegidda diiwaanka IRIS waa qiimeyn cabbiraada sida ugu wanaagsan ee ICAs ay u buuxiyaan heerarka waxqabadyada qaarkood ee uu dejiyay gobolka. Waxaa sannad kasta sameeya hay'ad dib u eegis tayo oo dibedda ah, taas oo u muuqata inay hubineyso in ICA ay leedahay siyaasado, habraacyo, iyo nidaamyo loogu talagalay in lagu gaarsiiyo adeegyo tayo sare leh ka-qaybgalayaasha.

Maxaa laga wadaa aan faa’ido doon aheyn iyo faa'ido?

Nooca qeybta Hay'ada ee ku jiro Kaarkabuundeynta wuxuu sharaxaa nooca hay'ada oo MCO walba ay tahay. Hay'ada aan faa’ido doonka aheyn waa koox u diyaarsan ujeedooyinka aan ka aheyn soo saarida faa’ido iyo taas oo aysan jirin qeyb daqliga hay'ada oo loo qeybinayo agaasimayaasheeda ama sarakiisheeda. Hay'ada faa’ido doonka ah waa ganacsi ka shaqeeyo ujeedada faa’ido sameynta.

Maxay qiimaynta xiddigeed u la'yahay Adeegyada Bulshada Horusocod iyo Tusaha Macaamiisha?

Qiimeyn qaar ayaan weli loohaynin ICAs yadan waayo waa ICAs cusub. Saamiga la-tashiga ilaa ka-qaybgalaha ayaan wali diyaar u ahayn Hagaha Macaamilka Maaddaama ICA ay ku jirto

sannadkeedii ugu horreeyay ee hawlgalka. Labadaba ICAs rukhsad ayey u haystaan inay bixiyaan barnaamijka IRIS

Goorma ugudanbeeysay oo kaarkabuundeeynta la cusbooneysiiyay? Imisa jeer ayaa la cusbooneysiiyaa?

kaarkabuundeeynta waxaa markii ugu dambeysay la cusbooneysiiyay 2021. Waxaa la cusbooneysiiyaa sanad walba.

Maxaanu kaarkabuundeeynta u bixineynin warbixin kale oo ku saabsan ICAs ka aan anigu xiiseynayo?

kaarkabuundeeynta wuxuu soo bandhigaa oo keliya macluumaad uu gobolku ansaxiyay. Qiimaynta lagu bixiyay kaarkabuundeeynta waxay ku saleysan tahay kaliya xogta hadda la xaqiijin karo, iyadoo lagu siinayo arrimo ujeeddo oo kaa caawinaya inaad sameyso xulashadaada ICA.

kaarkabuundeeynta ee IRIS Consultant Agency (ICA)
Hagaha cabirka

SAHANKA KA QAYBGALAHA	
Cabir	**Qanacsanaanta Guud ahaan**
Ilaha xogta	2020 Sahanka Qanacsanaanta_buundooyinka la isugeeyey iyada oo la adeegsanayo jawaabaha laga helay su'aalaha sahanka ee soo socda: 1. Miyaad la xiriiri kartaa IRIS consultant kaada marka aad ubaahato? 2. Intee jeer ayaad ka heshaa caawimaadda aad uga baahan tahay IRIS consultant kaada? 3. Sidee cad ayuu IRIS consultant kaada waxyaabaha kuugu sharxaa? 4. Sidee taxaddar leh ayuu IRIS consultant kaada kuu dhageystaa? 5. Sidee qaab xushmad leh ayuu consultant kaada kuula dhaqmaa? 6. Guud ahaan, intee ayaad jeceshahay IRIS consultant agency kaada? 7. Guud ahaan, intee in la'eg ayeey caawimaadda iyo adeegyada aad u hesho taageeradaada shaqsiyeed iyo qorshaha adeegga ay buuxiyaan baahiyahaaga? 8. Ilaa heer intee la'eg ayey IRIS consultant agency kuu siisaa macluumaadka aad u baahan tahay si aad u hormariso taageeradaada shaqsiyeed iyo qorshahaaga adeegga? 9. Ilaa heer intee la'eg ayey taageeradaada shaqsi iyo qorshahaaga adeeg taageerayaan hawlaha aad dooneyso inaad ka qabato bulshadaada dhexdeeda, sida booqasho aad raaceyso qoys iyo asxaabta, shaqada, iyo tabarucidda? 10. Ilaa heer intee la'eg ayey taageeradaada shaqsi iyo qorshahaaga adeeg tageertaa baahiyahaaga la xiriira Ku noolaashiyaha goob dooqaaga ah? Tani waxaa ka mid noqon kara aqal kuu gaar ah ama guri, guri qoys qaangaar ah, ama qolal daryeelka? 11. Awood maamul intee la eg ayaa dareemeysaa inaa heysato oo aad kushaqaaleysiineysid, kutababareeysid, kukormeereeysid, ku edbineeysid, ama kujoojineeyso shaqaalahaaga? 12. Awood maamul intee la eg ayaa dareemeysaa inaa heysato oo aad kuqarashgareyneeyso daqligaaga soo gadashada adeegyada la ogolyahay ee buuxiya baahiyahaada?

Nidaamka Qiimeynta

Dhibcaha/buundooyinka	Xiddig	Qiimeynta
90.0% - 100.0%	5	Heer saro
80.0% - 89.9%	4	Aad u fiican
70.0% - 79.9%	3	Fiican
60.0% - 69.9%	2	Dhexdhexaad
< 60.0%	1	Liita

Boqolkiiba dhammaan jawaabaha su'aalaha sahaminta ee “Aad u Qanacsan” ama “Aad iyo aad u Qanacsan”

Tallaabo	Jawaab celinta IRIS Consultant

Ilaha xogta

2020 Sahanka Qanacsanaanta--buundooyinka la isugeeyey iyada oo la adeegsanayo jawaabaha laga helay su’aalaha sahanka ee soo socda:

1. Miyaad la xiriiri kartaa IRIS consultant kaada marka aad ubaahato?
2. Intee jeer ayaad ka heshaa caawimaadda aad uga baahan tahay IRIS consultant kaada?

Nidaamka Qiimeynta

Dhibco/buundooyinka	Xiddigo	Qiimeyn
90.0% - 100.0%	5	Heer sare
80.0% - 89.9%	4	Aad u fiican
70.0% - 79.9%	3	Fiican
60.0% - 69.9%	2	Dhexdhexaad
< 60.0%	1	Liita

Boqolkiiba dhammaan jawaabaha su'aalaha sahaminta ee “Aad u Qanacsan” ama “Aad iyo aad u Qanacsan”

<table>
<tr><th>Tallaabo</th><th>Tayada wada xiriirka ee IRIS Consultant</th></tr>
<tr><td>Illaha xogta</td><td>2020 Sahanka Qanacsanaanta--buundooyinka la isugeeyey iyada oo la adeegsanayo jawaabaha laga helay su’aalaha sahanka ee soo socda:
1. Sidee cad ayey kooxdaada xanaanadu waxyaabaha kuugu sharxaa?
2. Sidee taxaddar leh ayey kooxdaada xanaanadu kuu dhageystaa?
3. Sidee qaab xushmad leh ayey kooxdaada xanaanadu kuula dhaqmaa?</td></tr>
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Boqolkiiba dhammaan jawaabaha su'aalaha sahaminta ee “Aad u Qanacsan” ama “Aad iyo aad u Qanacsan”</td></tr>
</table>

TAYADA IYO U HOGAANSAMIDDA	
Tallaabo	**Guud ahaan Heerarka tayada**
Ilaha xogta	2020 Dib u-eegista Rikoor ee MetaStar IRIS Dhibcahan waxay ka imanayaan isku darka waxqabadka ICA ee qiyaasaha la xiriira: • **Qorshaha Adeegga:** Sida wanaagsan ee ay ICA ula shaqeeyso ka qeybgalayaasha si ay u abuuraan qorshahooda, uga jawaabaan su'aalaha ku saabsan, oo ay u cusbooneysiiyaan marba marka ay wax isbedelaan • **Waxbarashadda Ka qaybgalaha**: Sida wanaagsan ICA u keeydiso ama diwaanka ugeliso rikoorka dhamaystirka shuruudaha waxbarashada ka qaybgalayaasha • **Tayada iyo Adeegyada Xilligooda ku haboon:** Sida wanaagsan ee ay ICA u sameyso adeegsiga waxii ay cilmibaarista iyo warshadaha ay sheegeen inay yihiin hababka ugu wanaagsan ee adeegyada lagu bixiyo
Nidaamka Qiimeynta	(see table below) Boqolkiiba walxaha ku jira Dib-u-eegista Diiwaanka oo gaadhay heer qiyaasaha "la buuxiyay."

Dhibco/buundooyin	Xiddig	Qiimeynta
90.0% - 100.0%	5	Heeer sare
80.0% - 89.9%	4	Aad u fiican
70.0% - 79.9%	3	Fiican
60.0% - 69.9%	2	Dhexdhexaad
< 60.0%	1	Liita

<table>
<tr><th>Tallaabada</th><th>Qorshaha Adeegga</th></tr>
<tr><td>Ilaha xogta</td><td>2020 Dib u-eegista Rikoor ee MetaStar IRIS
Qaybta Taageerada Shakhsiyeed iyo Qorshaha Adeegyada

Sida wanaagsan ee ay ICA ula shaqeyso ka qeybgalayaasha si ay u abuuraan qorshahooda, uga jawaabaan su'aalaha ku saabsan, oo ay u cusbooneysiiyaan marba marka ay wax isbedelaan</td></tr>
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Boqolkiiba walxaha kujira qaybta taageerada shakhsiyeed iyo qorshaha adeegyada ee rikoorka dib-u-eegidda ee gaadhay heerka “labuuxiyay.”</td></tr>
</table>

<table>
<tr><th>Cabir</th><th>Waxbarashada ka qaybgalaha</th></tr>
<tr><td>Isha Xogta</td><td>2020 MetaStar Dib u-eegista Rikoor ee IRIS
QQaybta Maamulka

Sida wanaagsan ICA u keeydiso ama diwaanka ugeliso rikoorka dhamaystirka shuruudaha waxbarashada ka qaybgalayaasha</td></tr>
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</table>

<table>
<tr><th>Tallaabo</th><th>Tayada iyo Adeegyada Xilligooda ku haboon:</th></tr>
<tr><td>Isha xogta</td><td>2020 Dib u-eegista Rikoor ee MetaStar IRIS
Qaybta ugu wanaagsan habdhaqanka

Sida wanaagsan ee ay ICA u sameyso adeegsiga waxii ay cilmibaarista iyo warshadaha ay sheegeen inay yihiin hababka ugu wanaagsan ee adeegyada lagu bixiyo</td></tr>
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Boqolkiiba walxaha kujira qaybta Dhaqanka ugu wanaagsan ee rikoorka dib-u-eegidda ee gaadhay heerka “labuuxiyay.”</td></tr>
</table>

SIFOOYINKA IRIS CONSULTANT	
Cabir	**Saamiga la taliye iyo ka qaybgale**
Isha Xogta	Saamiga waxaa lasoo sheegaa laga billaabo July, kaasi oo ku saleysan waxii hadda udhigma waqti-buuxa (FTE) iyo diwaangelinta. IRIS Consultant (La-taliyaha IRIS) marka tirada loo eego heerka macaamiisha waxa ay muujineyso waa tirada IRIS Consultants (La-taliyaha IRIS) ee ku jirta ICA iyo tirada dadweynaha ku jira ICA. “1:x” oo macnaheedu waa IRIS Consultant (La-taliyaha IRIS) oo kasta, waxa uu la shaqeynayo waa tiro ah x oo dadweyne. Cabbirka yar waa in ay jiraan dadweyne yar oo ah ICA oo uu la shaqeynayo IRIS Consultant (La-taliyaha IRIS) oo kasta, balse cabbirka badan waa in ay jiraan dadweyne badan oo ah ICA in uu la shaqeynayo IRIS Consultant (La-taliyaha IRIS) oo kasta.
Nidaamka Qiimeynta	Majiraan wax qiimeyn ah oo loo yeelay saamiga la taliye iyo ka qaybgale. Dhamaan saamiyada IRIS consultant iyo ka qaybgalaha waa kuwa waafaqsan heerarka gobalka.