



KONGRES NASIONAL IV ASSESSMENT CENTER INDONESIA 2015

Selasa-Kamis, 15-17 September 2015

Trans Luxury Hotel Bandung



How we seek our star

PP Talent Identification



Prepared for Kongres Nasional IV Assessment Center Indonesia – September 2015

CONTENT



**PP
Business**

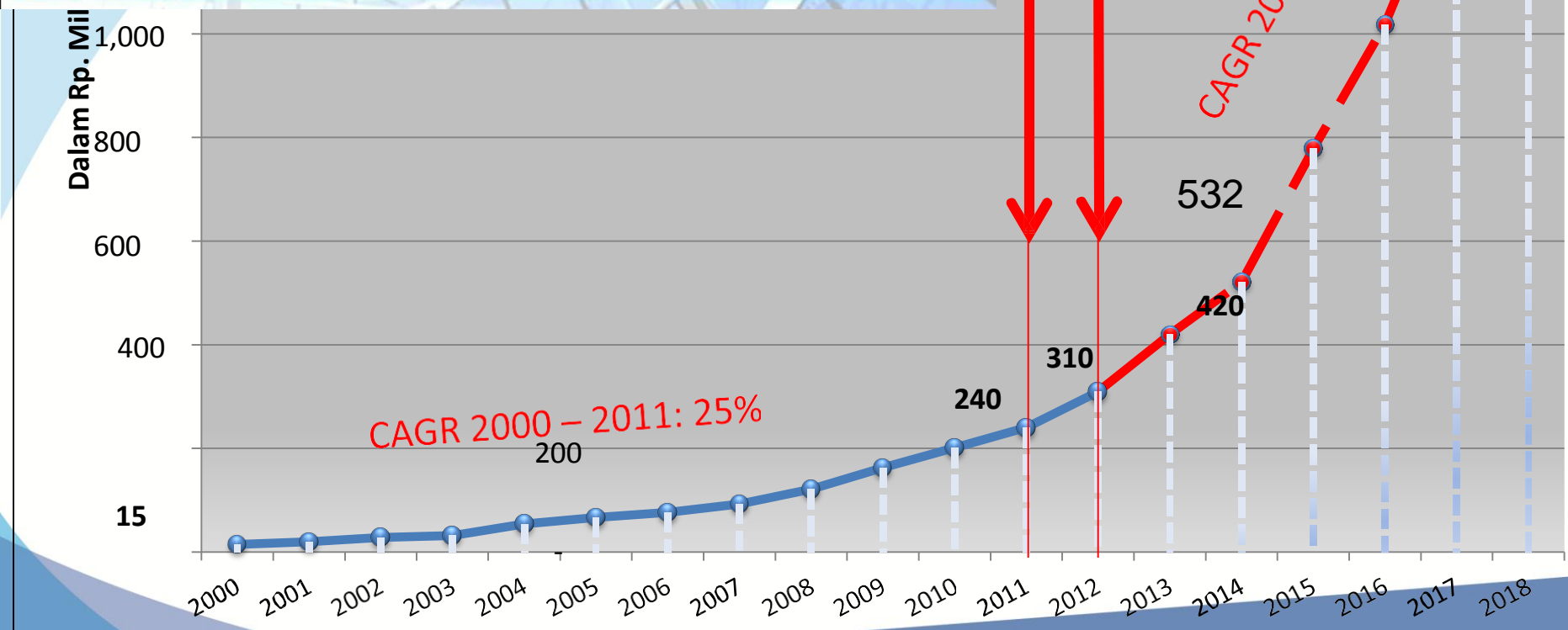
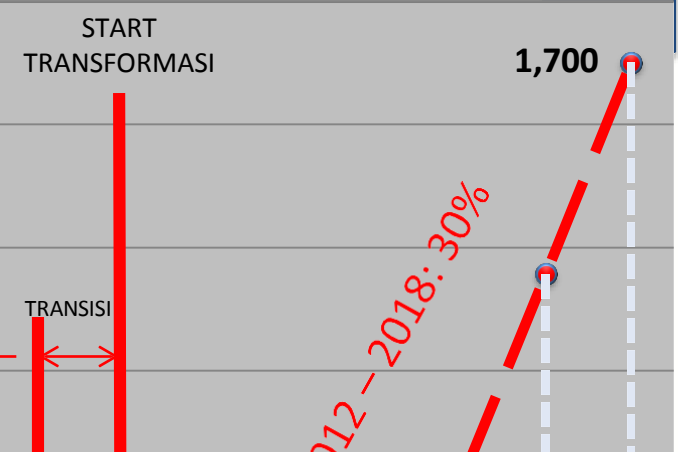
**PP Human
Capital
System**

**PP Talent
System**

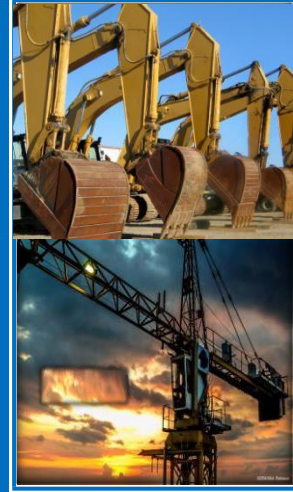
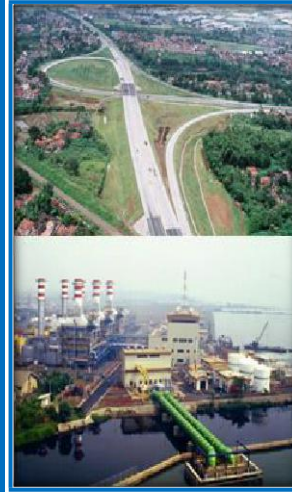




PP CONSTRUCTION	PP PROPERTY	PP EPC	PP INVESTMENT	PP PRECAST	PP EQUIPMENT
<ul style="list-style-type: none"> • GEDUNG • JALAN & JEMBATAN • PELABUHAN • POWER PLANT • BENDUNGAN 	<ul style="list-style-type: none"> • MALL • APARTEMEN • KANTOR • PERUMAHAN • HOTEL 	<ul style="list-style-type: none"> • POWER PLANT • OIL & GAS • PERTAMBANGAN 	<ul style="list-style-type: none"> • POWER PLANT • JALAN TOL • PELABUHAN 	<ul style="list-style-type: none"> • TIANG PANCANG • GIRDER • SHEET PILE 	<ul style="list-style-type: none"> • TOWER CRANE • EXCAVATOR • DUMP TRUCK • CRAWLER CRANE • PERANCAH



PP Business



PP CONSTRUCTION

PP PROPERTY

PP EPC

PP INVESTMENT

PP PRECAST

PP EQUIPMENT

- GEDUNG
- JALAN & JEMBATAN
- PELABUHAN
- POWER PLANT
- BENDUNGAN

- MALL
- APARTEMEN
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- GIRDER
- SHEET PILE

- TOWER CRANE
- EXCAVATOR
- DUMP TRUCK
- CRAWLER CRANE
- PERANCAH

PP Human Capital System



2

Recruitment

- UNIV Roadshow
- RMID System
- New recruitment
- Professional recruitment



3

Talent Identification Select for Talent Pool Program



4

Coaching & Mentoring

- OJT program
- Mentorship/Technical Adv



1

Human Asset Profiles

- Mapping Key Personil
- Manpower Planning



5

Career Dev Plan

- Training & Development
- SRPK
- Talent Pool Program
- Assessment
- Performance Mgt
- Career Path
- Compensation & Benefit Mgt

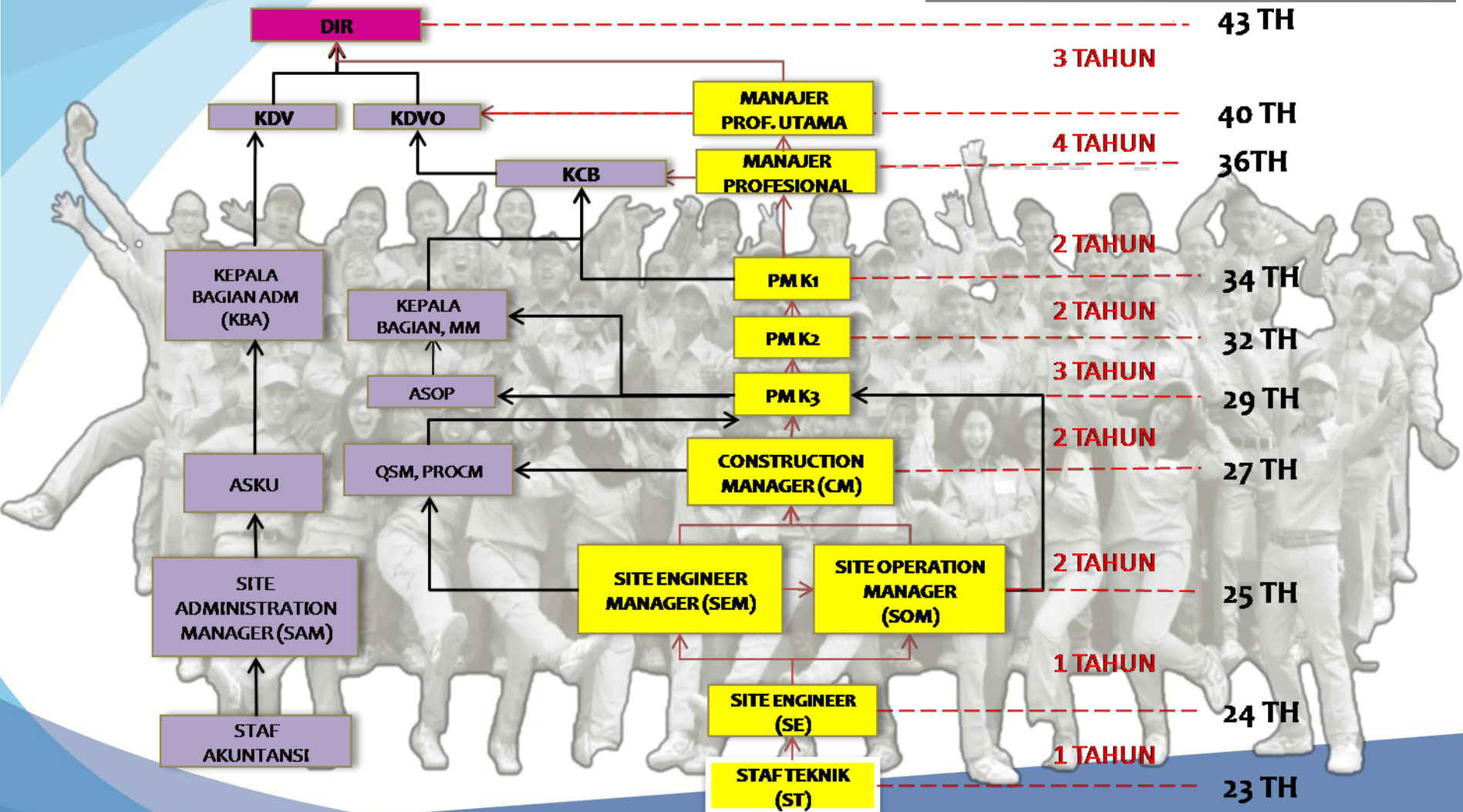
On The Job Training

Program

SRPK & Talent
Management

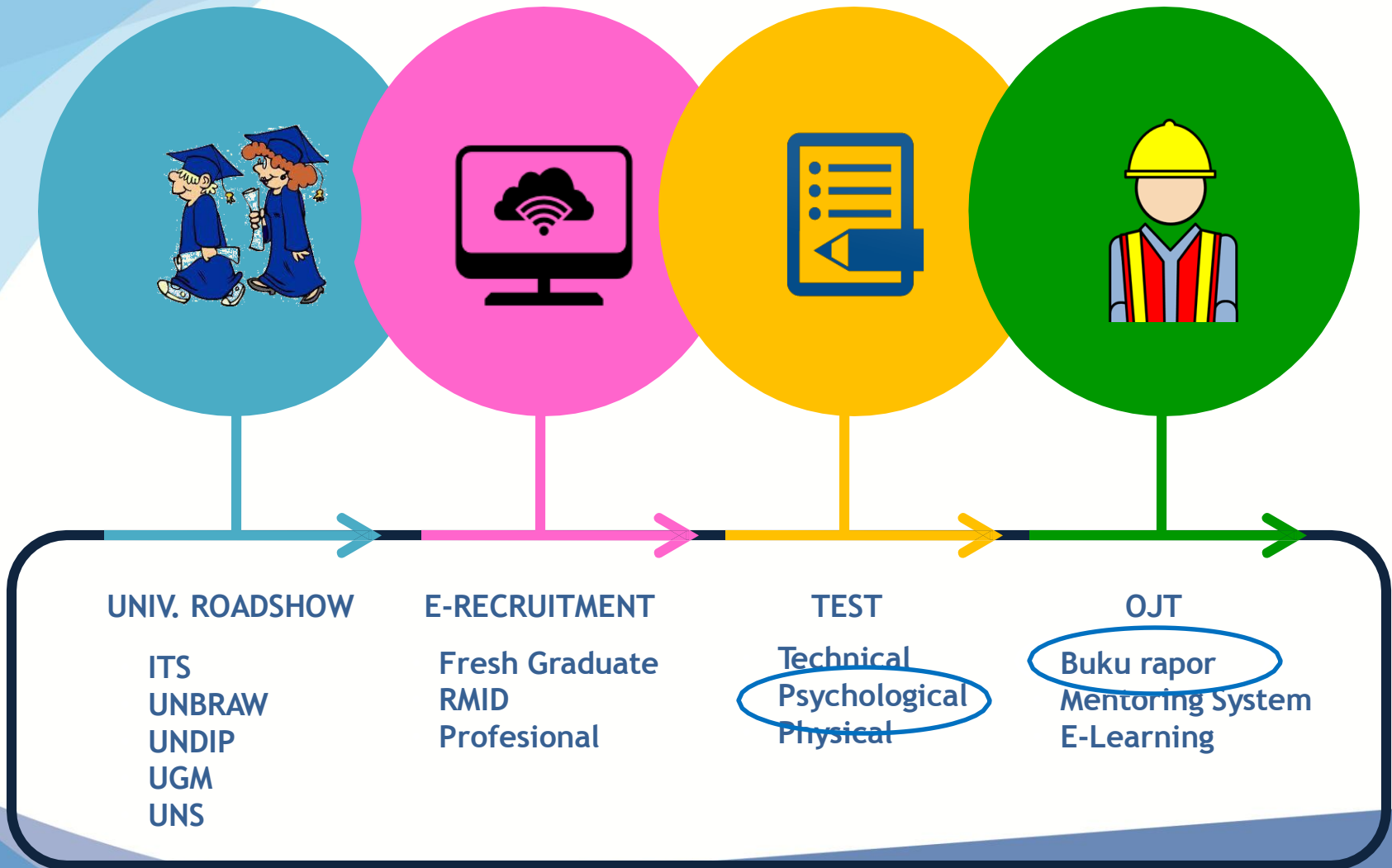


CAREER PLANNING

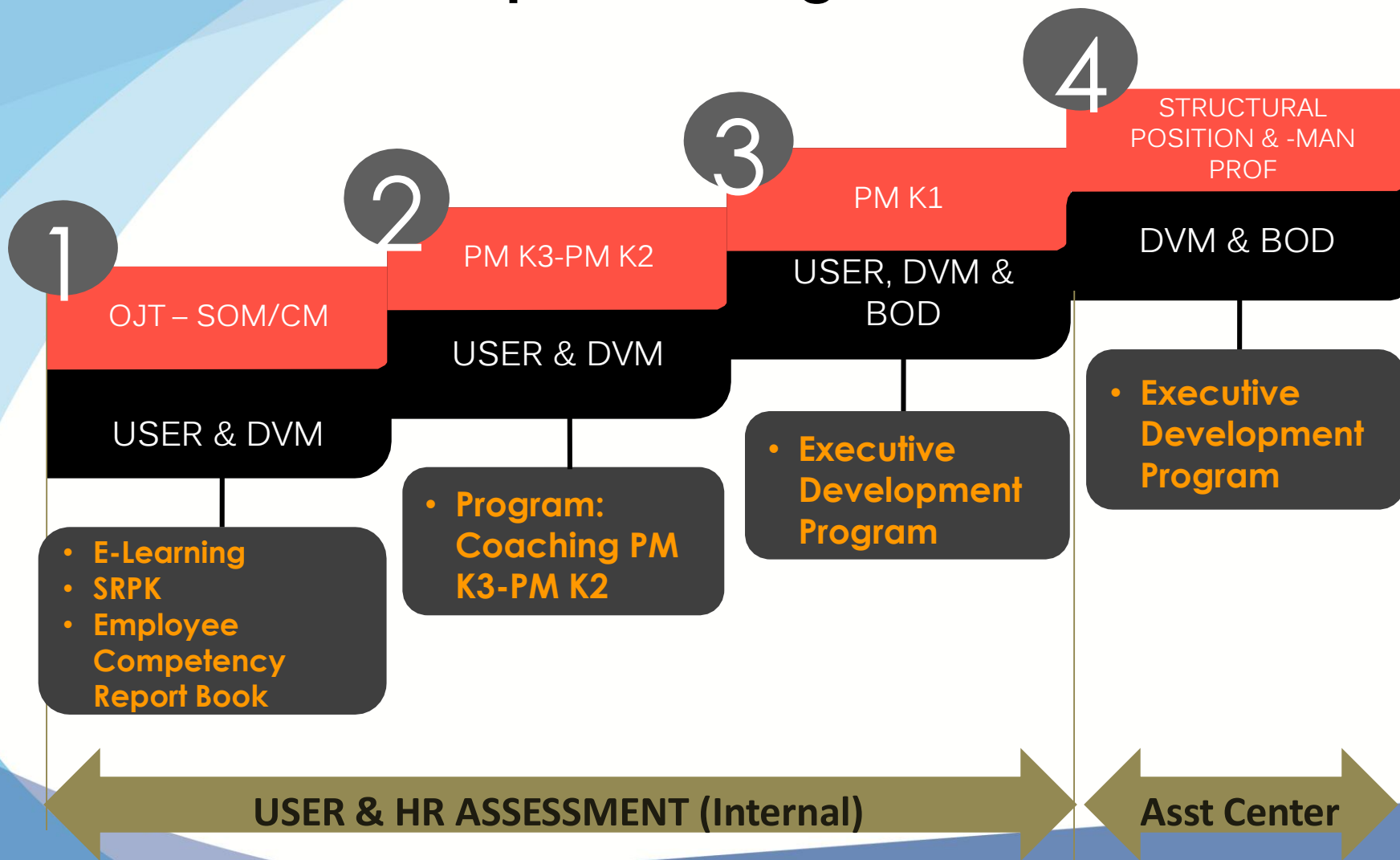


PP Talent System

ON THE JOB TRAINING



Development Program Scheme



PP Talent System

- Performance Appraisal
- 360 degree assessment
- Assessment Center



STRUKTURAL



**KEY PERSONIL
(OP)**



2



3

**MANAGER
PROFESIONAL (OP)**

- Performance Appraisal
- Productivity
- Achievement/Award

4



NEW EMPLOYEE

Modelling System

PP Talent System

Talent Assessment

1

INTERNAL

ASESOR



- Kepala Unit
- Div SDM
- Div Teknik

TOOLS



- Evaluasi Buku Rapot
- Presentasi Tugas
- Field Assignment

2

EKSTERNAL

ASESOR



- Assessment Center

TOOLS



- Workshop
- Assessment
- EDP – Executive Development Program (feedback)

Penilaian Kinerja Individu

- Quality
- Waktu
- Biaya/Laba Kotor
- Produktivitas
- Fokus Kepuasan Pelanggan
- SHE Compliance Level
- Green Compliance Level
- Risk Management
- Human Resource Management
- Inovasi Produk

Penilaian Kemampuan Individu

- Project Cost Mgt
- Administration Knowledge
- Construction Claim
- Project Quality Mgt
- Mgt Kinerja Proyek
- Financial Mgt
- Project Risk Mgt
- SHE Mgt
- Green Building & Green Target
- Etika Bisnis & Organization Strategy
- Keterlibatan Administrasi
- Inovasi & Value Engineering

Penilaian Potensi Individu

- Leadership Skill
- Communication Skill
- Decision Making & Problem Solving
- Strategic Thinking
- Achievement Orientation & Continuous Learning
- Team Work

Penilaian Tata Nilai Perusahaan

- Performance
- Professionalism
- Excellence
- Determination
- Genuiness
- Efficiency
- Satisfaction



MODELING PROGRAM

DASAR : CORPORATE VALUE

UNIVERSITY
CAMPUS ACTIVITIES
FAMILY BACKGROUND
SOCIAL BACKGROUND



INTELEGENCIA POTENTIAL
WORK ATTITUDE
LEADERSHIP
PERSONALITY ASPECT



Performer = Profile for next candidates

Fresh Graduate

Scholarship Student

Less than 6 months to finish the study

Following e-learning program

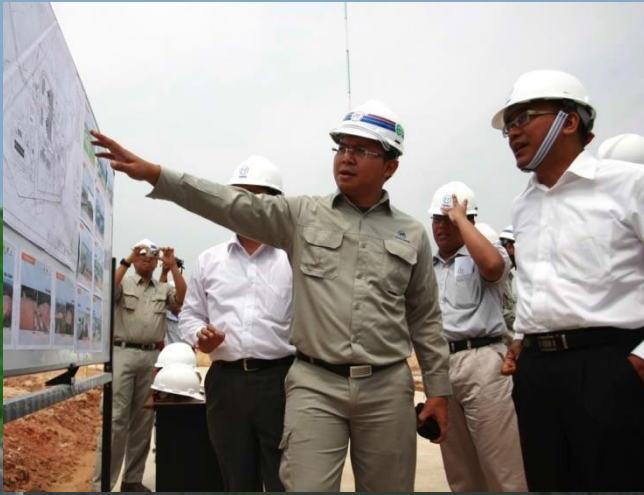


SEI GELAM GAS ENGINE POWERPLANT

100 MW - JAMBI

Anwar Ismail

Project Manager
29 years old



Engineer of Diponegoro
University – 2002
Join PP since April 2006

1. Pemilik Proyek : PT. PLN Pembangkitan Sumatera Bagian Selatan (PLN KITSBS)
2. Lokasi : Sungai Gelam, Kecamatan Muaro Jambi, Provinsi Jambi
3. Kapasitas : **104,71 MW (Netto) , 107,07 MW (Gross)**
4. Jenis Kontrak : EPC (Engineering Procurement Construction)
5. NK-PPN : **RP. 842,016,000,000.-**
6. Sumber Dana : Anggaran Investasi PLN
7. Waktu Pelaksanaan : 8 Bulan sejak Effective Date (1 Juni 2012-1 Februari 2013)
8. Manufacture : Wartsila Oy, CG Pauwels , ALSTOM Grid Indonesia, Honeywell, Yokogawa



DANIEL RINSANI PAKPAHAN

Project Manager

26 years old

1. Nama Proyek : RSUD Kanujoso Tahap II Balikpapan
2. NK-PPN : Rp. 72.800.000.000,00
3. Sumber Dana : APBD
4. Waktu Pelaksanaan : 4 Mei – 31 Desember 2012



Civil Engineer of Gadjah
Mada University – 2003
Join PP since August 2007



Nurjaman Sastrawijaya Project Manager 29 th



1. Pemilik Proyek : PT PP Properti
2. Lokasi : Jl. Dukuh Pakis II, Surabaya
3. Revenue : Rp. 91.050.000.000,-

**Teknik Lingkungan
ITS Surabaya
(01-03-2006)**

Yuyus Juarsa Kepala Cabang 37 th

Civil Engineer of Institute Technology of Sepuluh November
Joined PP since 2001



KARIR

PM	(2006)	-	29 tahun
PM PROF MD	(2013)	-	35 tahun
KCB	(2015)	-	37 tahun



Didik Mardianto

Kepala Cabang

37 th

Civil Engineer of Institute
Technology of Sepuluh
November Joined PP
since 2001

KARIR

PM	(2006) - 29 tahun
PM PROF MD	(2013) - 35 tahun
KBT	(2014) - 36 tahun
KCB	(2015) - 37 tahun





Perkumpulan
Assessment Center
Indonesia

THANK YOU