

HUMAN CAPITAL GOVERNANCE TECHNOLOGY & ANALYTICS

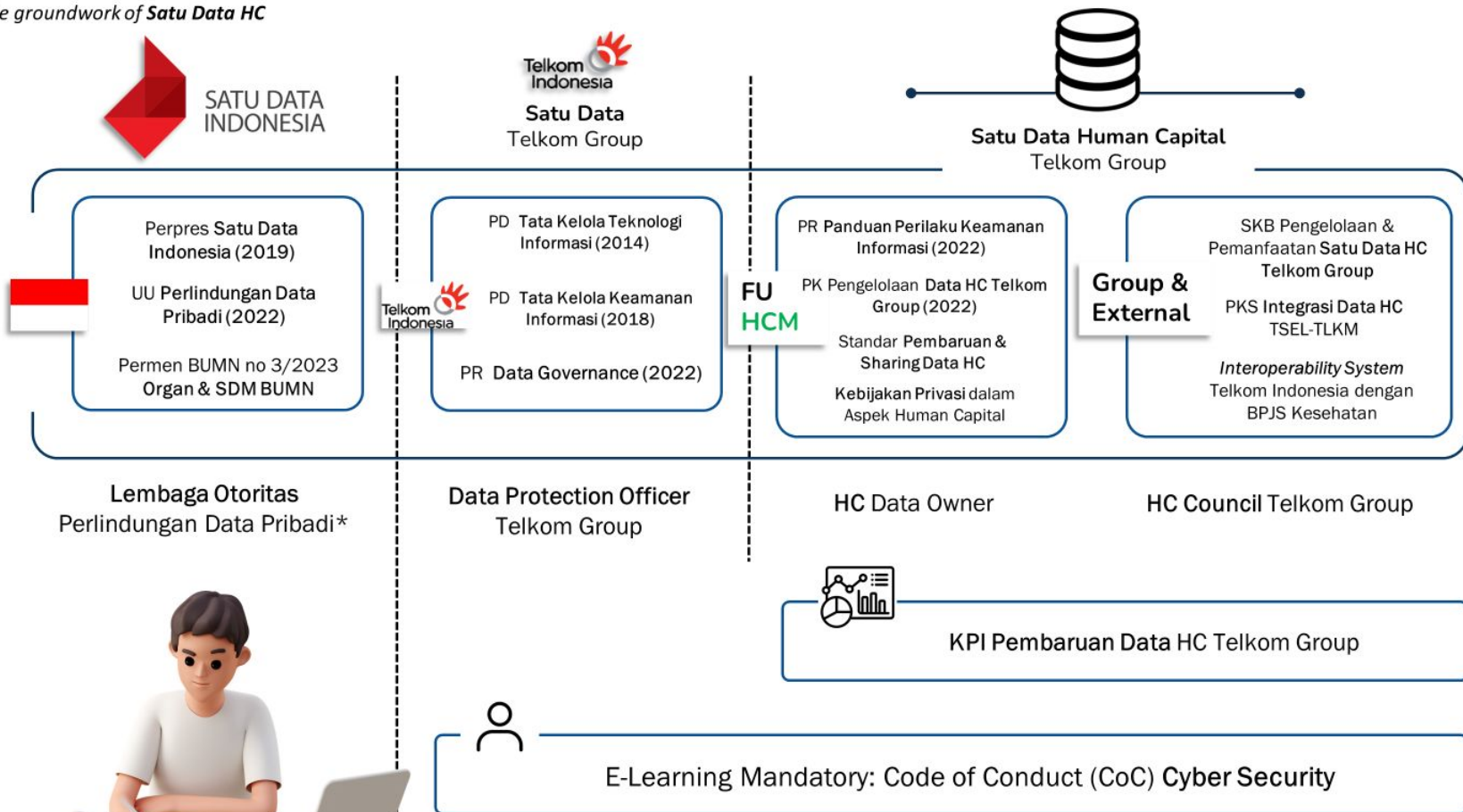
A Leap Transformation for Talent Management



Gede Agus Putrawirawan

Principle Capability Analyst Pentahelix
Telkom Indonesia

Governance is the groundwork of *Satu Data HC*



*establish in the end of December under Indonesian President



Telkom merumuskan *talent management* sebagai proses dari “**hire (rekrut) to retire (pensiun)**” yang bertujuan meningkatkan *employee experience*.

Wellbeing & Respectful Workplace Framework



Employee self-service (ESS) is a technology that allows employees to access, view and manage their personal and job-related information.



Lesson Learned 2023



Organization Transformation



Data Management & Technology Governance

E1

Strengthen **HC Technology**
Transformation & **HC Data**
Governance



People Analytics

E2

Manage & Leverage
People Analytics For
Strategic Decision



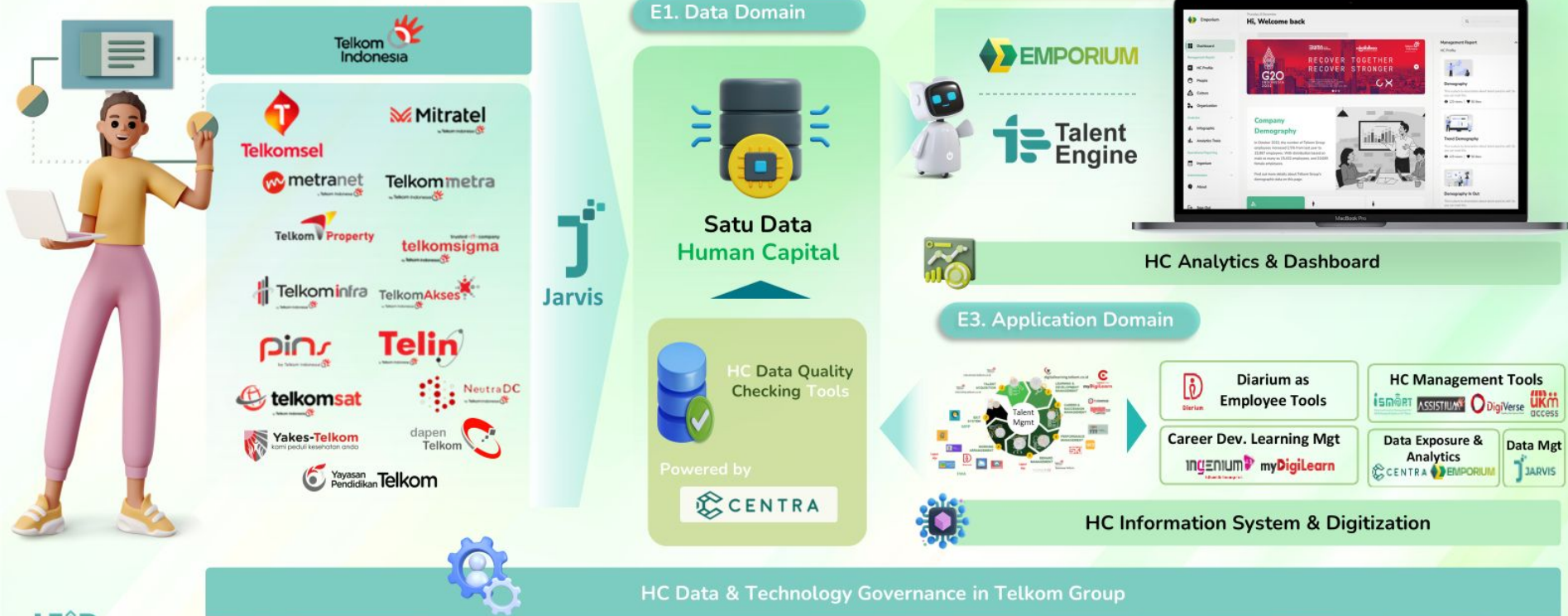
HC Information System

E3

Deliver & Manage **HC**
Digital Products

HC TECHNOLOGY & ANALYTICS ALIGNMENT

Build HC Synergy Across Telkom Group (Data, Analytics, Services Business Process) And Bring HC to Its **Maximum Value**



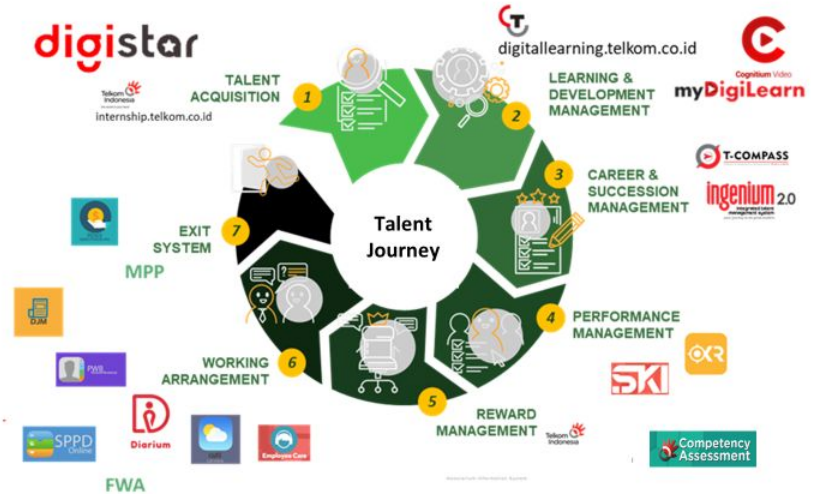


DIGITIZE HCM



Several HC Apps are established to more **Engage** and also Maintain **Employee Productivity**.

Telkom Talent Management



HC Apps are expected to provide best Employee Experience through **Telkom Talent Management**.



HC Apps
Simplification



SatuData HC
Initiatives

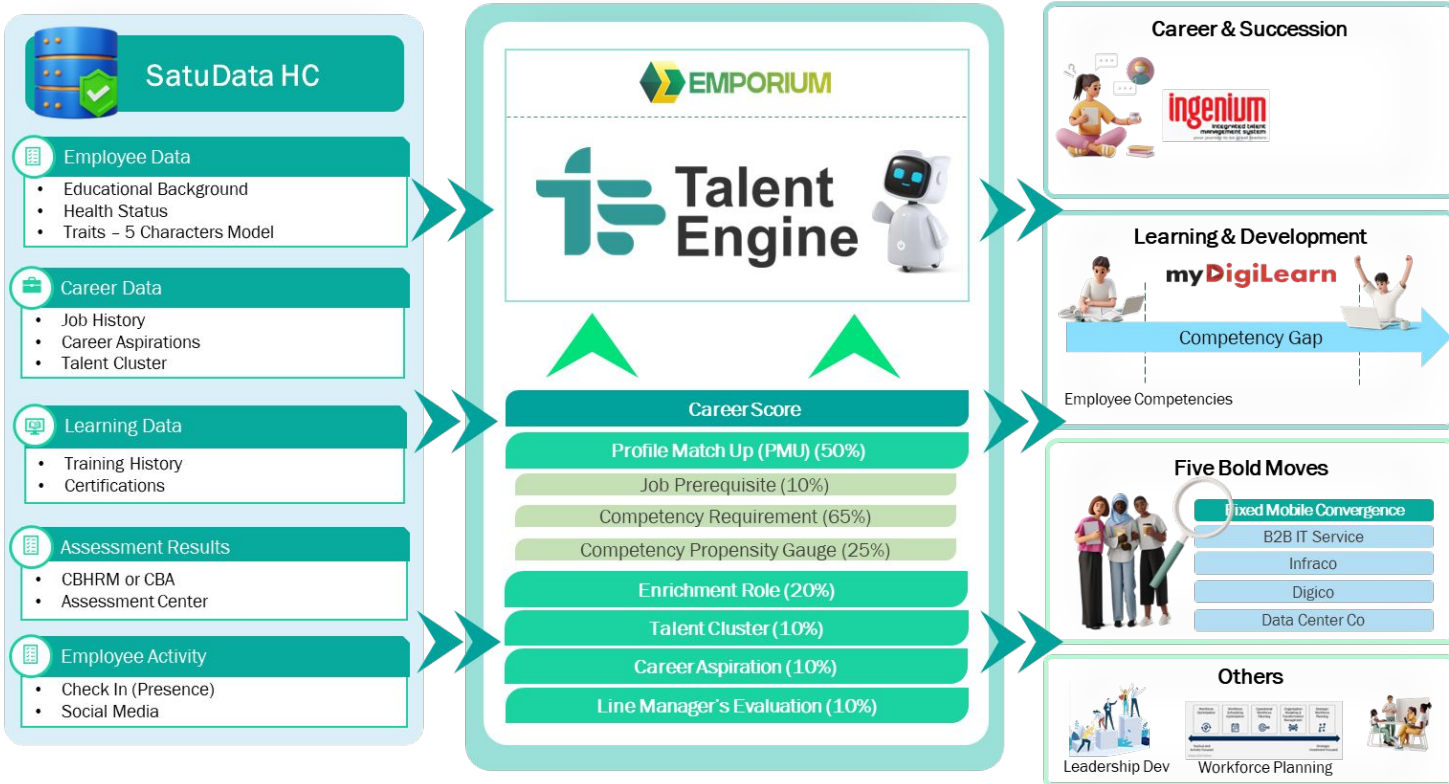
TALENT ENGINE (PROFILE MATCH UP)

A talent analytics platform which is developed to process employee data from multiple sources such as career history, competencies, assessment, training & certification etc to **provide insights** that can assist management in **making people-related decisions**.

Data Source

Algorithm-Based Formula

Analytics in Action





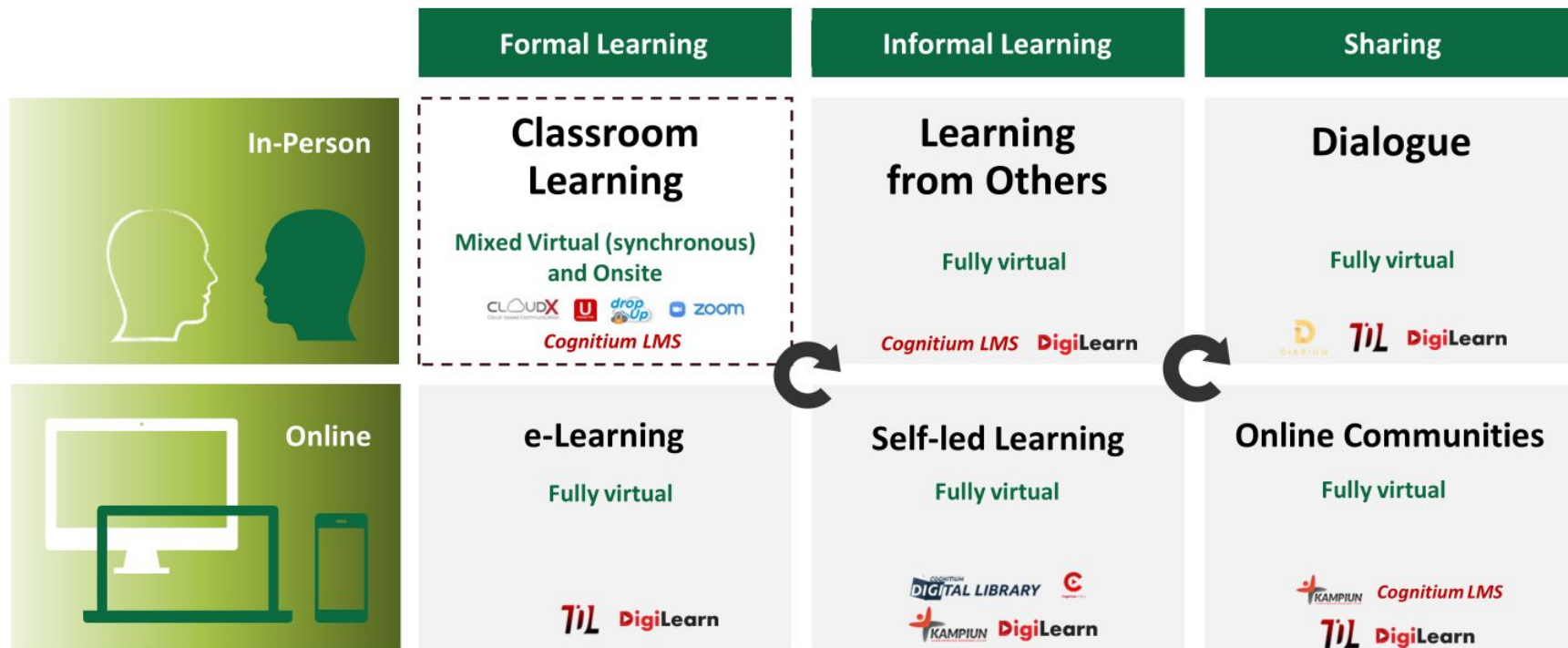
Technology Aspect based on STEPI:

No.	Technology Standard		Name
1	Operating System		CentOS
2	Virtual Machine		Dockerize Container
3	Integration API		API Gateway
4	Programming Language		React JS, PHP
5	Database		PostgreSQL, MySQL
6	Web Server		Apache, Nginx
7	Source Management	Code	Gitlab
8	CI/CD Tools		Gitlab



Ingenium? What is it?

“Sistem yang dibangun Telkom Group agar karyawan memiliki **Panduan** dalam **Pengembangan Diri dan Karir** yang lebih jelas dan pasti sehingga menjadi **Great People** dan siap menjadi **Great Leader** (*Journey to be a Great Leader*)”



Organizations and individuals **learn through an interplay** of formal & informal learning and sharing, in-person and online which all cycles mostly done **virtually**

"Seeing things from a different perspective is the key to solving new problems" - Elon Musk



Telkom Indonesia
the world in your hand

