

HR Sharing – UPJ

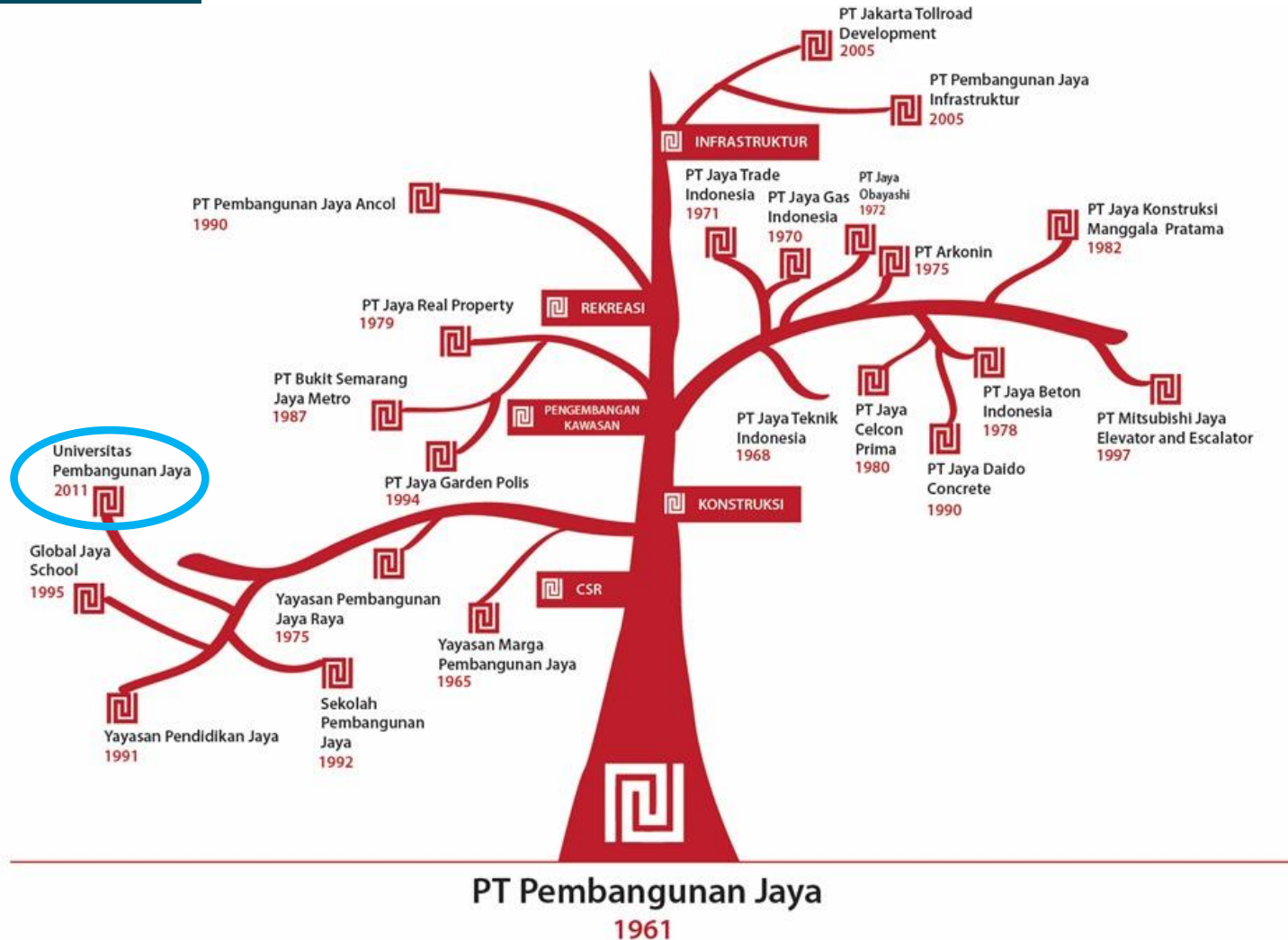
Eddy Yusuf

Day 3 – December 8, 2021



Politeknik Caltex Riau

HR Journey



- Started small in number
- Small student body
- Focus on teaching
- Lack of system and policy
- Manual administration

Java values



Integrity



Commitment



Fair

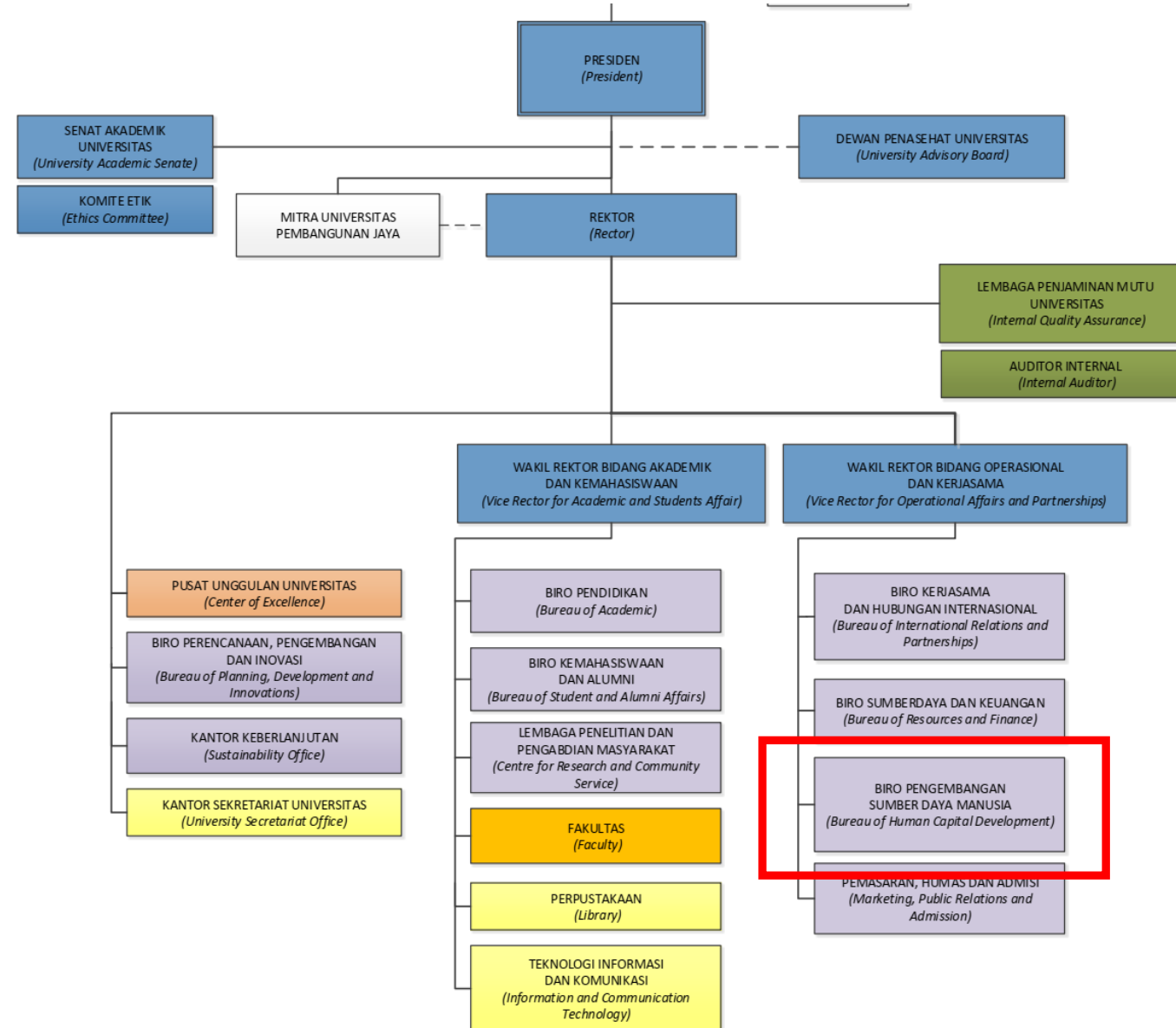


Intrapreneurship

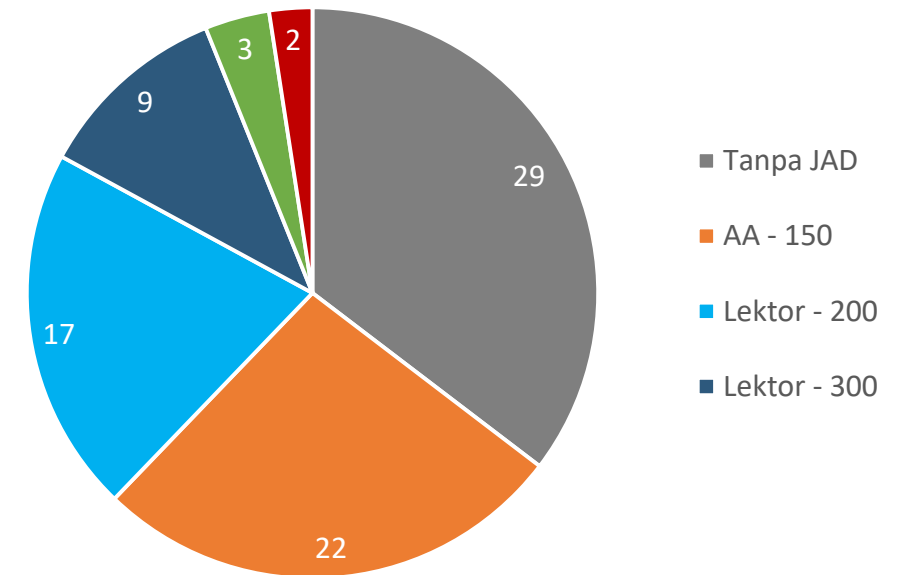
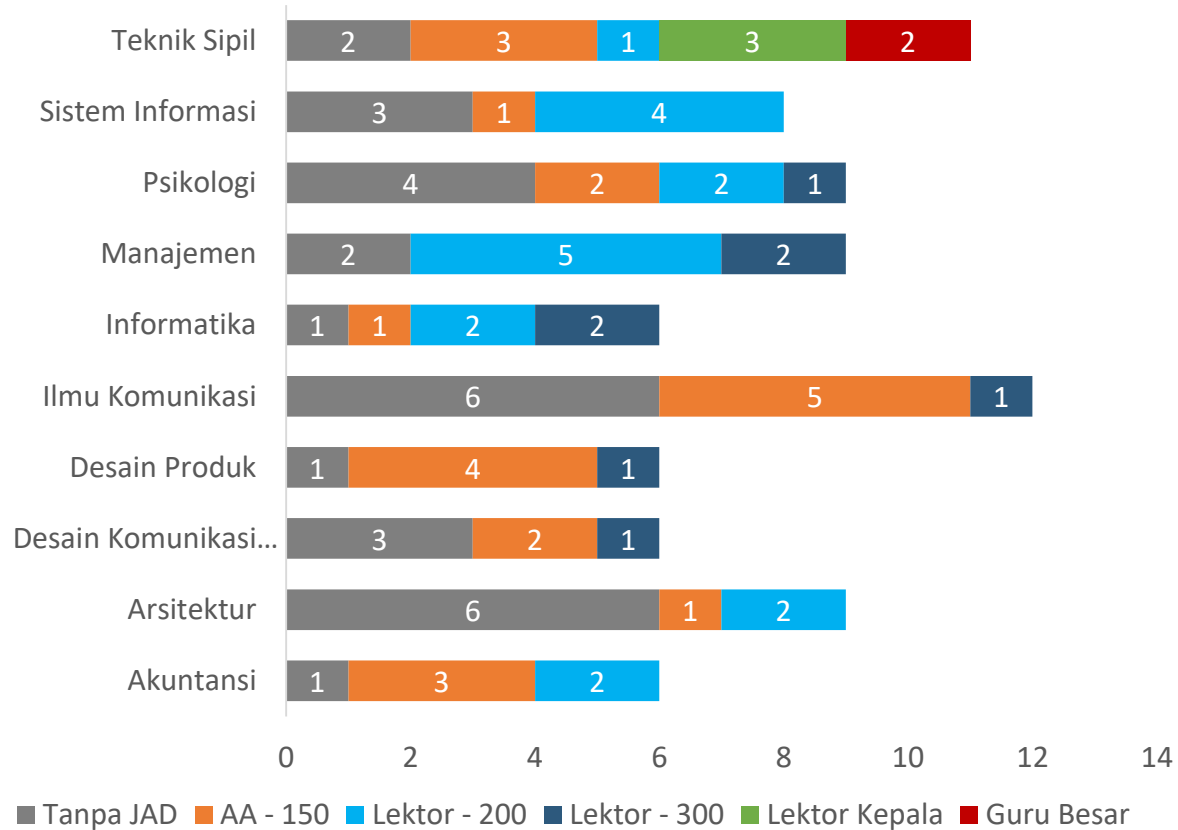


Drive to excel

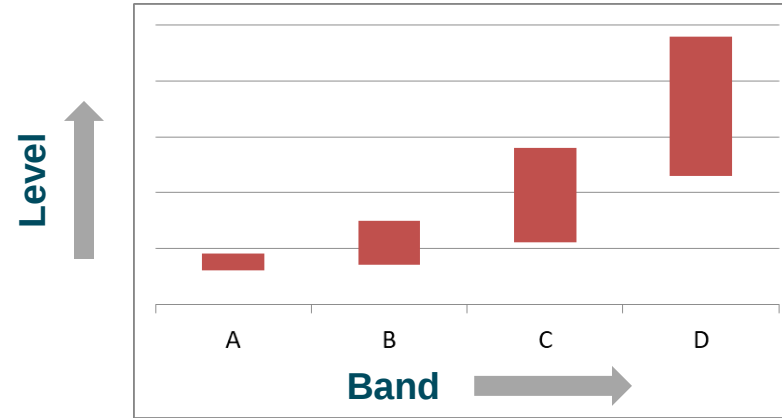
Organizational structure



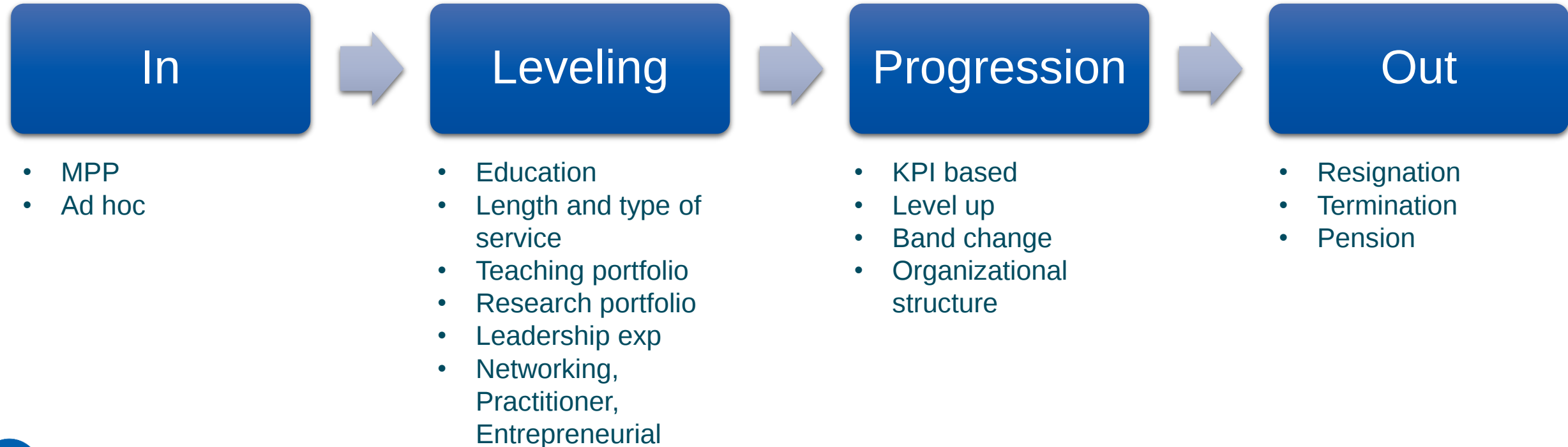
Jabatan Akademik Dosen



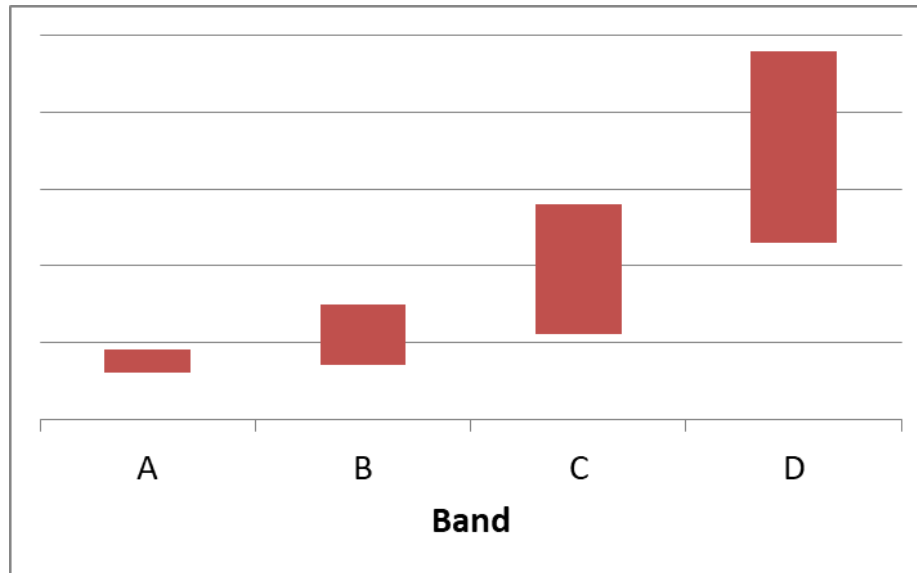
HR Cycle



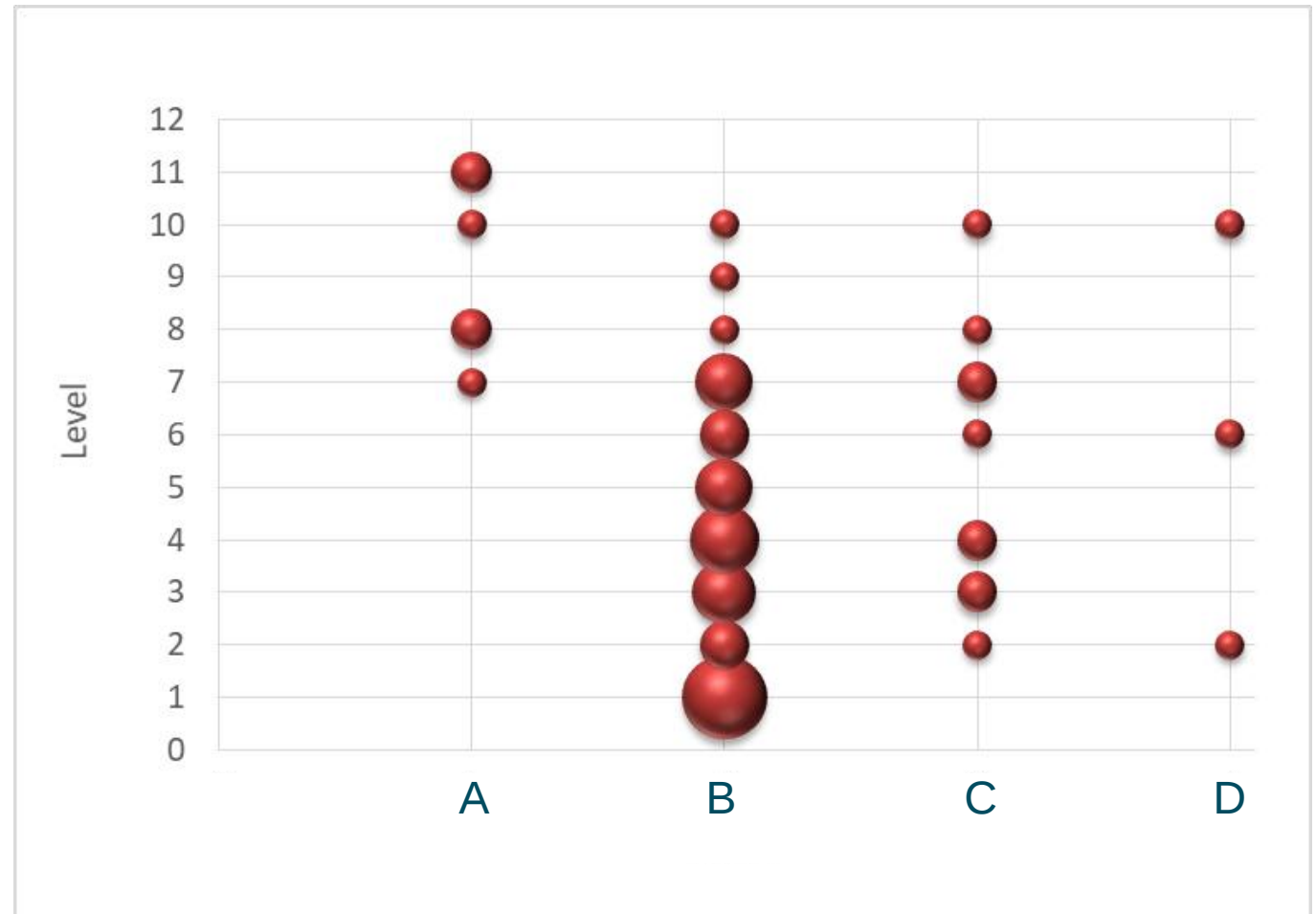
- Pension fund
- Salary increase
- Performance bonus
- Award



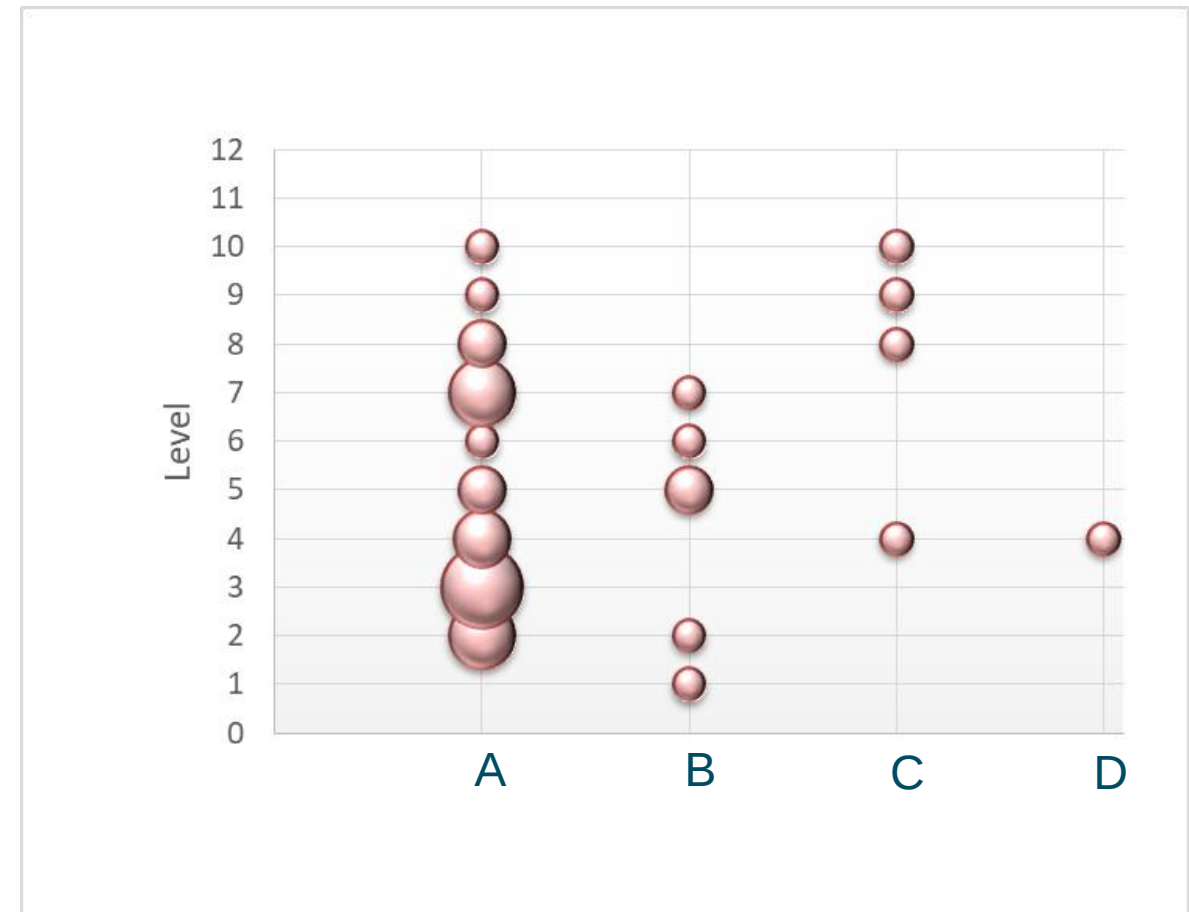
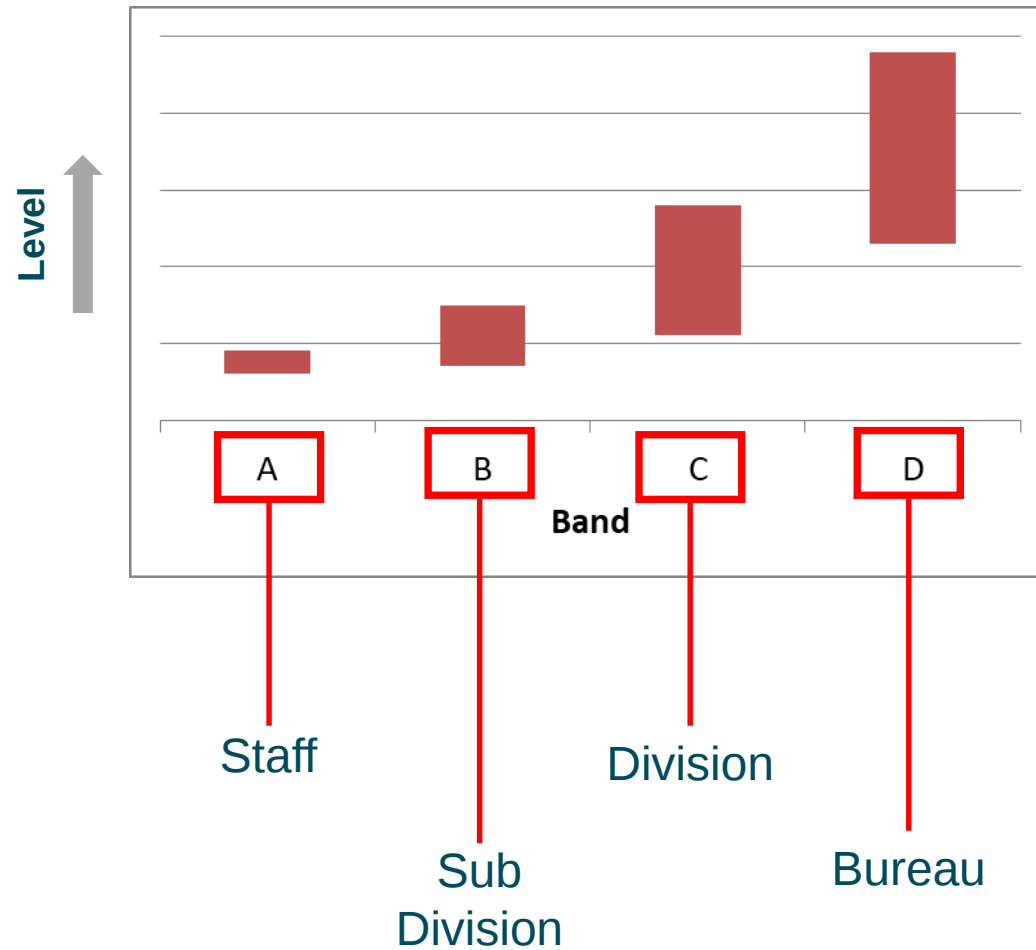
Academic progression



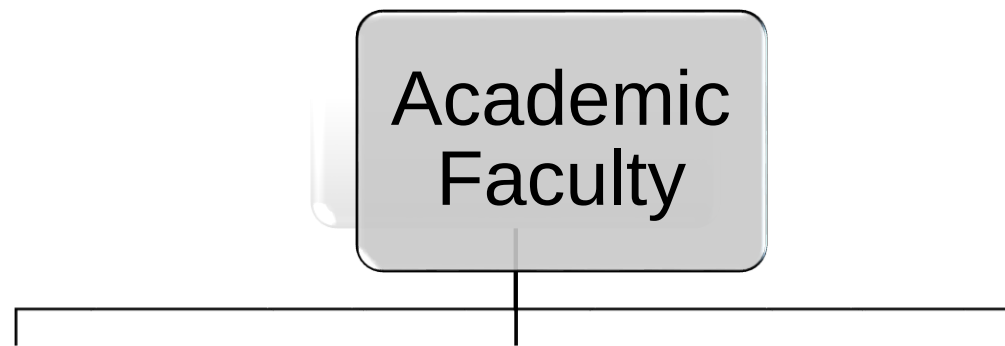
- Vertical → leadership position in the organization structure
- Horizontal → academic portfolio



Supporting unit progression



University HR: the way forward



Man power planning

Recruitment

KPI

Career progression

Benefit, salary structure

Capacity building

Expenditure

System automation

Stroll in the park?

NO

- Critical mass
- Academic quality
- Middle leaders
- Systems not fully integrated
- Dynamic organization → policies
- Fast-changing external directives
- HR → understand higher education process

Q&A