



Komang Dewi

P&C Business Partner Manager (HRBP Manager) (2 years 3 months) Japan Tobacco International Indonesia

Surabaya, Jawa Timur

Experience

11 years of total experience

Apr 2019 - Present
(2 years 3 months)

P&C Business Partner Manager (HRBP Manager) Japan Tobacco International Indonesia

Industry	Consumer Products / FMCG
Specialization	Human Resources
Role	Management
Position Level	Manager / Assistant Manager

- Contribute to business strategy by helping business leaders to identify, prioritize and build organizational capabilities, behavior, structures and processes
- Support management in succession planning requirements in line with the function or business strategy
- Implement appropriate employee training and manage its delivery
- Assists business unit leaders in providing employees with development opportunities that align with current and future performance standards
- Provide expert advice and coaching to employees when appropriate
- Creating harmonious environment by understanding and soliciting employee opinions and anticipate their needs and concerns as well as manage Industrial relations
- Maintain knowledge of progressive HR practices and key trends as well as identify new opportunities for HR to add value to the business
- Facilitate a strong leadership and coaching culture
- Manage specific projects as determined in the annual HR operational plan and contribute to functional and cross-functional initiatives

Feb 2018 - Mar 2019
(1 year 2 months)

People Partner East Java, Bali, Nusa Tenggara (HRBP Manager) PT. Aplikasi Karya Anak Bangsa (GO-JEK Indonesia) | Bali, Indonesia

Industry	Transportation / Logistics
Specialization	Human Resources
Role	General HR
Position Level	Manager / Assistant Manager

- Support the organization to achieve the HR & Development team's strategic objective, as set out in the HR strategic action plan by acting as the HR lead on a range of different project and responsibilities.
- Become Change Agent in managing organizational change where this relates to HR-related activities e.g. restructures, compulsory redundancies and voluntary severance schemes etc.
- Analyzing trends and metrics with HR department
- Resolving complex employee relations issues and address grievances
- Ensure that all HR procedures and policies are regularly reviewed and continue to reflect both up-to-date employment law and best practice
- Support effective delivery of a higher performing HR service, through the further development of the HR Business Partners

Apr 2015 - Sep 2017
(2 years 6 months)

HRBP Regional East Java Bali Nusa Tenggara
British American Tobacco Group

Industry	Consumer Products / FMCG
Specialization	Human Resources
Role	General HR
Position Level	Supervisor / Coordinator

- Partner in the line with all HR strategic & operational matters in order to support the company objectives by providing whole range of human resources services to Trade Marketing & Distribution Field excellence operation ensuring efficient and cost-effective HR services delivery.
- Ensures that recruitment and selection practices is in line with BAT standards and business needs.
- Ensures that performance management process (objective setting, mid year review, annual performance review and development plan) is embedded with Marketing function.
- Assists the implementation of performance measurement tools and instruments.
- Responsible to communicate and educate core function managers in regards to HR policies and procedures and proactively helps the roll-out of changes in regards to employment legislation.
- Advises and supports on issues related to labor legislation as a representative of HR Industrial Relation function
- Develop & implement effective plans of talent development

Mar 2012 - Mar 2015
(3 years 1 month)

Talent Officer
British American Tobacco Group

Industry	Consumer Products / FMCG
Specialization	Human Resources
Role	Organizational Development/Change Management
Position Level	Supervisor / Coordinator

- Develop and implement effective plans, strategies, procedures of talent management & development
- Support the planning of a program of learning activities required to meet individual development needs identified through IDP and wider organizational strategy.
- Deliver the Talent Management strategy ensuring that staff and resources are effectively allocated and deployed, and that the budget is managed effectively.
- Manage and lead projects and initiatives ensuring that implementation is achieved on time and in budget.
- Supporting corporate talent review meeting

Jan 2011 - Feb 2012
(1 year 2 months)

Talent Staff
British American Tobacco Group

Industry	Consumer Products / FMCG
Specialization	Human Resources
Role	Organizational Development/Change Management
Position Level	Staff (non-management & non-supervisor)

- The overall development of all aspects of HR & talent management for the company including:
- recruitment and selection
 - learning & development
 - talent management

2010 - Dec 2010
(1 year)

Assessor

LP3T universitas Airlangga

Industry	Human Resources Management / Consulting
Specialization	Human Resources
Role	Recruitment/Staffing
Position Level	Fresh Grad / Less than 1 year experience

Responsibility for the selection process. Conduct interviews, psychological tests and others.
Provides the complete report from selections result (analysis interviews and psychological test)

Education

2009

Airlangga University

Master's Degree/Post Graduate Degree in Psychology | Indonesia

Major	Industrial Psychology
CGPA	3.77 / 4.0

2007

Airlangga University

Bachelor's Degree in Psychology | Indonesia

CGPA	3.31 / 4.0
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Skills

Intermediate

Talent management, Recruitment, Performance management, Talent development

Languages

Proficiency level: 0 - Poor, 10 - Excellent

Language	Spoken	Written
Bahasa Indonesia	10	9
Bahasa Indonesia	10	9
English	10	7
English	10	7
English	10	7

About Me

Gender	Female
Age	37 years
Address	Ngagel Rejo 2/5A, Surabaya, 60245, Surabaya, Jawa Timur, Indonesia
Nationality	Indonesia