



PROFILE

A highly motivated person who always looking to develop my practical skills in Human Capital. I always see the big picture of human minds from my experiences as a business partner in one of the biggest Tobacco companies in Indonesia, and also looking to realistic picture to accomplish the task according to its parameter.

ALVENO RUDY PRAWIRO

(HRBP SALES & DISTRIBUTION MANAGER @ JTI

INDONESIA) **EDUCATION**

Binus University

2009 - 2016

Majoring in **Psychology**

WORK EXPERIENCE

JTI Indonesia - HRBP Sales & Distribution Manager for Eastern Indonesia March 2020 – Present

- Analyzes trend and metrics in partnership with CoE to develop solution, programs and policies
- Manage and resolve complex employee relations issues. Conducts effective, thorough and objective investigations
- Maintain in-depth knowledge of legal requirements related to day-to-day management of employees, reducing legal risk and ensuring regulatory compliance
- Works closely with management and employees to improve work relationships, build morale, and increase productivity and retention
- Provides HR guidance and interpretation
- Provides guidance and input on business unit restructures, workforce planning, talent management,, succession planning and compensation benefit
- Implement people strategies and solutions that support business specific objective
- Lead the initiatives that benefit for the organization through increased collaborative trust, employee engagement, leadership effectiveness, and workforce productivity

BAT Indonesia – HRBP Trade Marketing & Distribution EJBN

Feb 2018 – Feb 2020

- Facilitate continuous review of workforce planning according with business needs
- Make sure that the selection and recruitment of employees is in line with BAT standards and business needs
- Make sure and advise of planning and implementation of all Employee career development
- Make sure that performance appraisal process meets with BAT standards in marketing function
- Supports the principles of the company reward in all parts such job grading, annual salary reviews, promotions, etc
- Responsible for communicate and educate line managers on HR policies and procedures
- Proactively in helping a changes company management according to law
- Provide input for all issues related with law as a representative of the HR function Industrial Relations

PT. Cendrawasih Artha Teknologi – HC Generalist

Supervisor Oct 2017 – Feb 2018

- Assisting Corporate HC Manager in the development and administration of programs, procedures, and guidelines to help align the workforce with the strategic goals of the company
- Managing recruitment process and deciding what process should be used to recruit particular employees
- Responsible for handling employee and industrial relations at the Head Office and Sites (Papua & West Papua)
- Handling compensation & benefits for all employees (payroll and health benefits)
- Responsible for handling outsourcing companies

SKILLS

