

# 0424EREF Pre Training Report

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Country : Indonesia



# Brief Introduction

## COUNTRY : INDONESIA

Flag : 

Location : Southeast Asia (in equator connecting Asia & Oceania) with more than 17,000 islands

Capital : Jakarta

Population: over 270 million (4<sup>th</sup> most populous country in 2023)

## COMPANY : PT KALBE FARMA TBK

Head Office : Jakarta, Indonesia

Employees : over 16,000

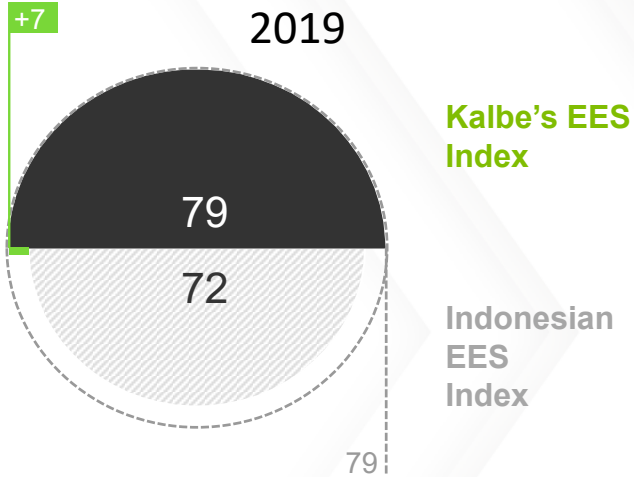
Operation : 12 countries, 48 subsidiaries

Products : Prescription pharmaceuticals, distribution & logistic, nutritionals, consumer health, medical device, animal health

## My role as Head of Corporate Human Resource Head:

I am tasked with developing strategies that span various aspects of Human Resource (HR) management. These include organizational development, talent acquisition, employee learning and development, compensation and benefits, and maintaining a conducive industrial and employee relationship. Furthermore, I oversee the HR information system (HRIS) and personnel management, ensuring that Kalbe's workforce operates in alignment with its business goals while fostering employee engagement.

# Employee Engagement Report



Employees find Kalbe's culture unclear and lacking in innovation.

Employees face challenges with departmental collaboration, team engagement, and work-life balance.

Employees need more clarity on task purpose and how their work contributes to overall goals.

## Organization Capabilities

Weak collaboration across functions and between Kalbe companies.

Decision-making processes are perceived as inefficient and slow.

## Individual Dimension

Knowledge about Kalbe purpose and Values

Clarity on future career path and work - life balance

**What employees said to be improved**

# Discovering Employee Value Proposition



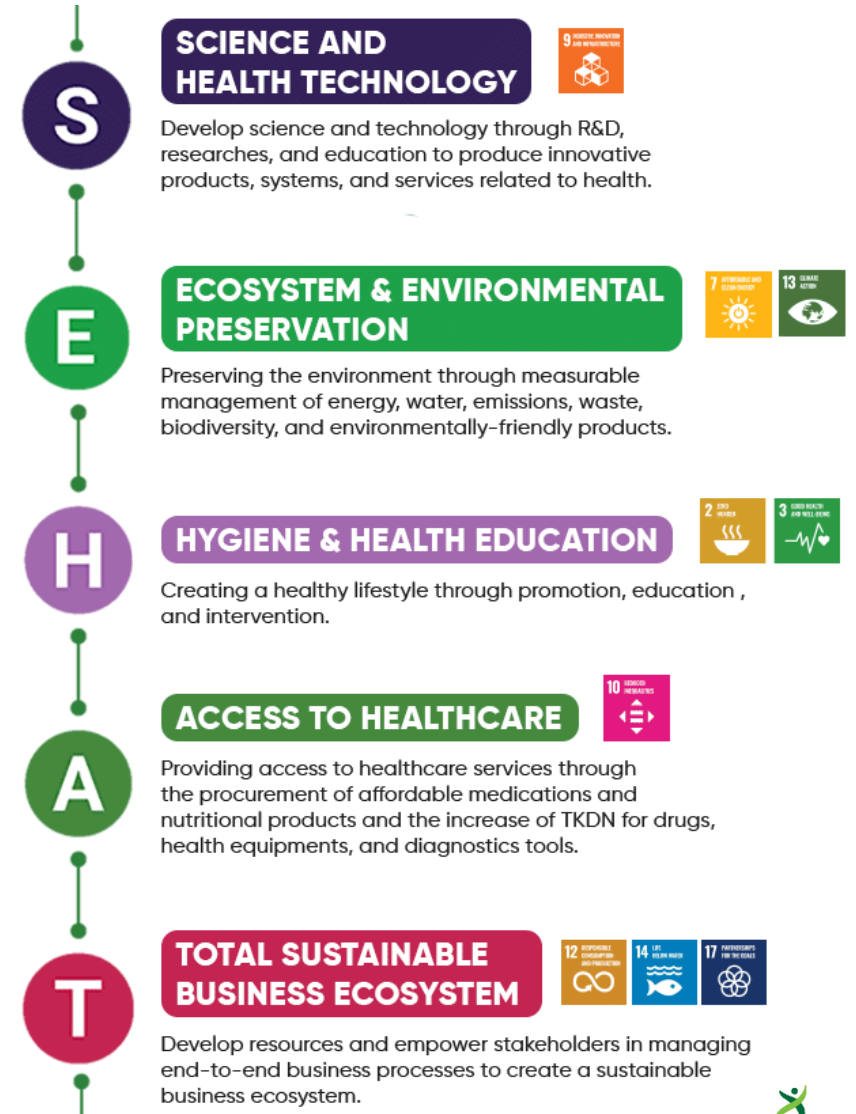
Together  
Build a Healthy Nation

The tangible contributions of Kalbe employees in realizing a noble mission of improving health for a better life.

## EVP's Goals

- **Internalizing the company's vision, mission, and values** through various activities to support ONEKALBE synergy.
- **Building the mindset of Kalbe employees** to produce quality products and excellent services for the community.
- **Fostering the spirit of improving health for the community** for a better life, in line with the company's mission.

# EVP & Sustainability Strategy



ACCELERATE SUSTAINABLE GROWTH

# Employee Value Proposition Framework

- Promote role models
- Foster a coaching culture
- Cultivate a positive work atmosphere

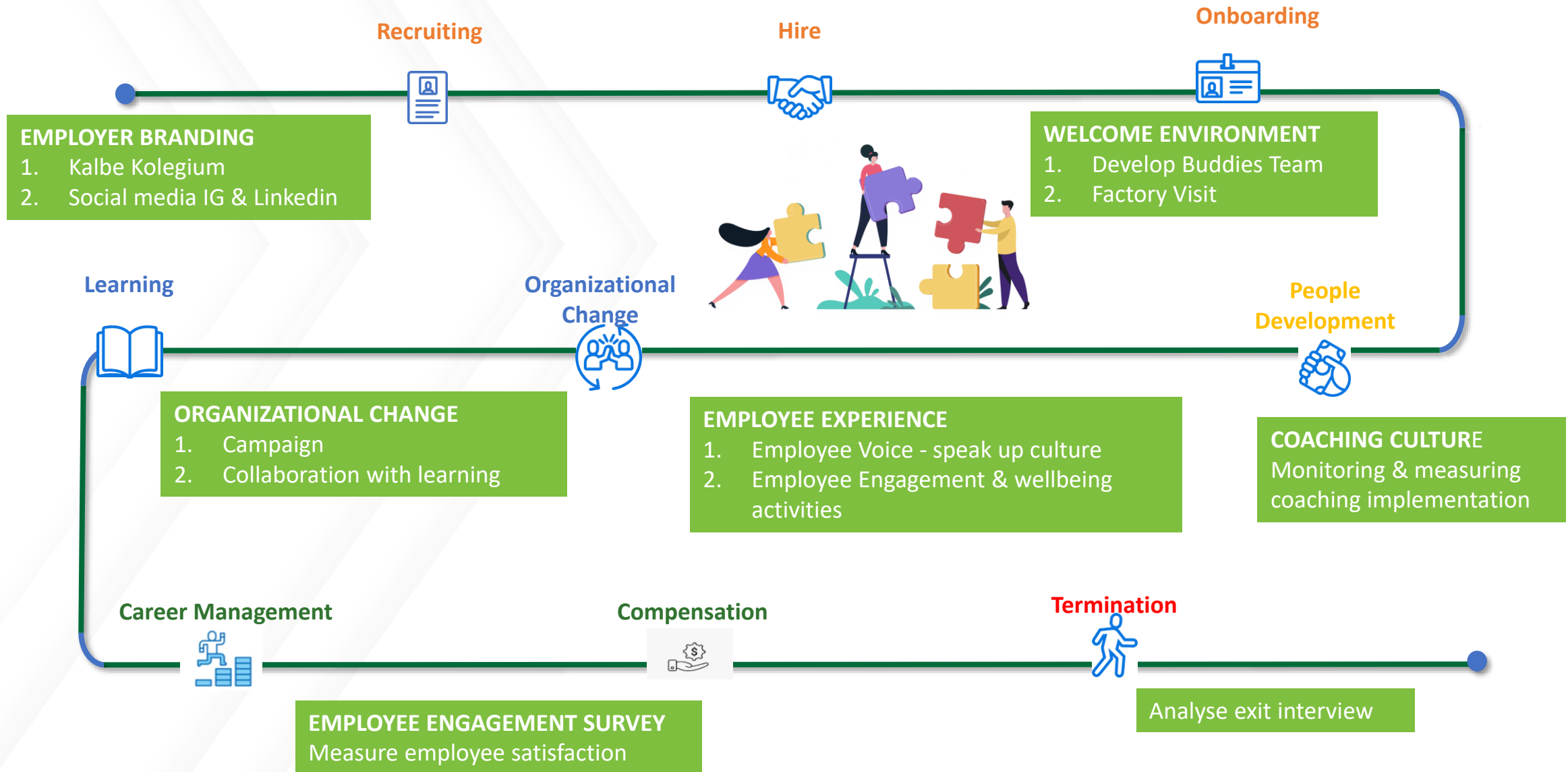


- Establish two-way communication
- Share and update HR policies and information
- Provide an internal communication channel for employees
- Open internal hiring to retain talent
- Simplify processes for ease of understanding and implementation

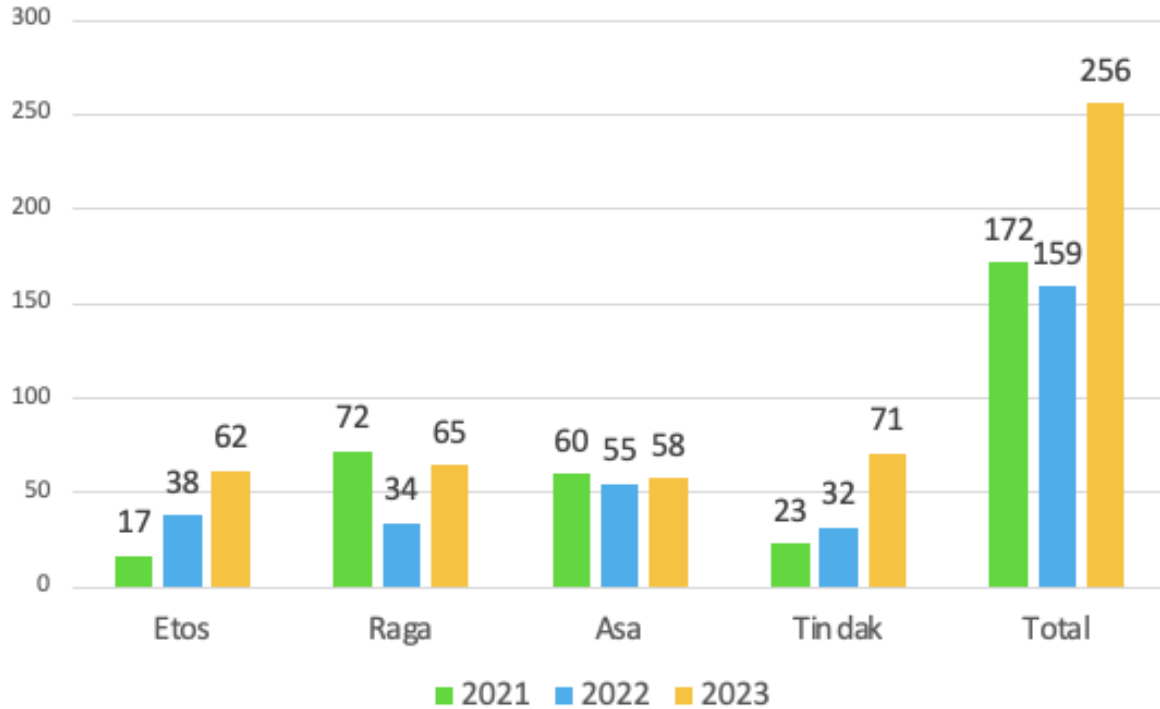


- Fundamental principles
- Internalization of corporate culture that enhances life value
- Engage both heart and mind
- Support employees from onboarding to retirement
- Strengthen volunteering initiatives
- Digitize people processes to enhance employee experience
- Develop a learning curve
- Boost employee engagement activities and surveys
- Promote diversity and encourage a global mindset, culture, and perspective
- Implement equality with a focus on gender equality and fairness
- Encourage inclusion by upholding human rights and providing equitable opportunities
- Understand the surrounding community

# Employee Engagement Activity in HR Process



# Employee Engagement Activities



@lifeatkalbe

@ptkalbefarmatbk



**Kalbe Bangun Fasilitas Produksi Radiofarmaka di Surabaya**  
Dukung Penanganan Kanker di Indonesia

**PT Forsta Kalmedic Global Perkuat Ketahanan Nasional**  
di Bidang Alat Kesehatan dengan Raih Sertifikasi CPAKB dan ISO 13485:2016

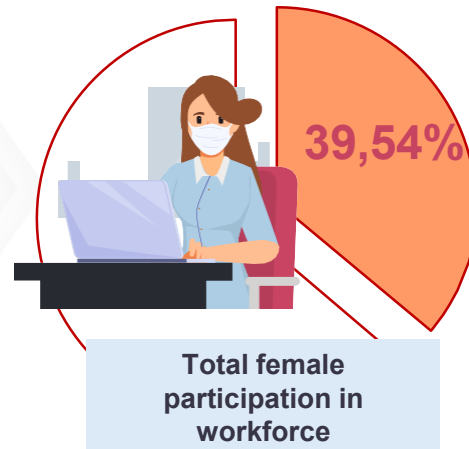
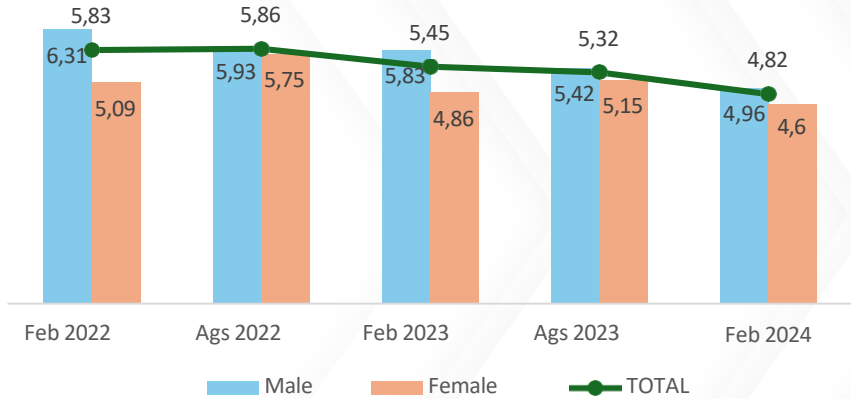
**Kalbe Berikan Pelatihan Jahe Merah**  
Bersama BNN RI untuk Masyarakat Wilayah Rawan di Sumut





# Employment Condition in Indonesia

## Unemployment Rate

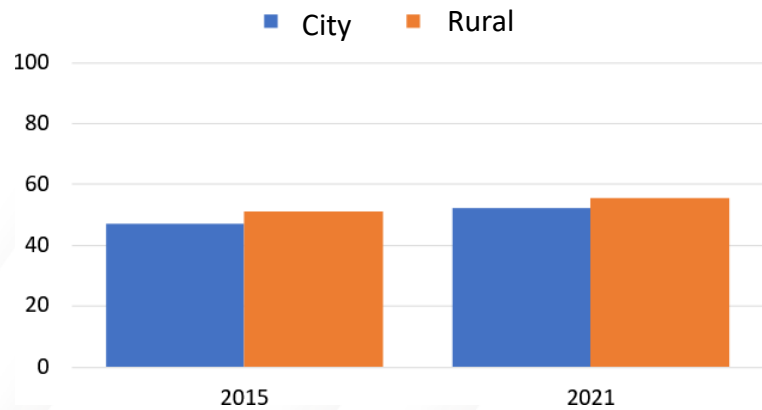


**Average wage by gender**

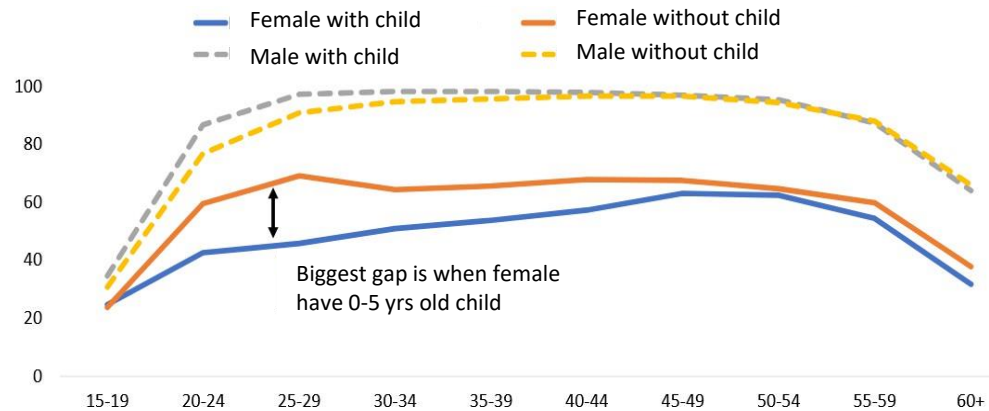
Average wage USD 209/month

Average wage USD 163/month

## Female workforce in rural vs city (%)



## Workforce by gender with or without child (%)



- Easier for female to become workforce
- Female worker are paid lower than male worker
- Female in cities are more difficult to become workforce, especially with small children

# Next Action : D & I

## Objective:

Increase representation of women leaders in Kalbe Group (current number is 38%)

## Initiatives:

- Increase numbers of recruited female employees
- Develop leadership programs for women
- Develop culture in workplace that support women & working mothers employees
- Using data analytics to support management decision in encouraging women employees