

Hard Competency Posses Strategic Values



Bandung – In front of 45 training participants consist of heads of general affairs department from Taspen primary/branch offices throughout Indonesia, Director of Human Resource Karsidi, officially opened the occasion, stress the importance of hard competency for the function of human resource, general affairs, and CSR. This Hard Competency is needed to build self confidence in facing changing on the company business and internal or external policies.

Even though Hard Competency is generally mastered by participants, it needs to be refreshed. Because, function of general affairs and CSR for these last five years according to the BPK audit, is quite disappointed. Next, Karsidi said, together we have to fix it, such as by admistrating the asset and CSR precisely and orderly. "Although the asset administration and CSR management are simple things to do, but if they are not administrated and managed precisely they will create problems for the company," he explained.

Since 2008, the function of human resource has implemented the Performance Management System. Hopefully, it could motivate the employees to give better contribution for the company. "We hope in 2011 the remuneration and career development in Taspen will be really based on competency according to the applicable system," Karsidi said.

For supporting function, since 2008 Taspen Head Office has implemented electronic procurement for procurement in transaction value above Rp 1 billion. The procurement of 2008 Mutation List, for example. By e-procurement, prices become cheaper, more transparent, more competitive and guaranteed on its quality. Because, this procurement is conducted with offerings which could be accessed throughout Indonesia. One year later, in 2009, Taspen implemented asset inventory standardization, which is combined with audit result of BPK RI. "Therefore we could get the best result," he said. This year Taspen will implement system management asset to make the asset administration more orderly, he continued.

Meanwhile for CSR, Karsidi advised to make CSR distribution to be more selective and prioritize for Taspen stakeholders such as pensioners, government employees or pensioner organization. [rs]