

# Sertifikasi Profesi Manajemen SDM : kesempatan untuk **MELOMPAT**



Dr. Yunus Triyonggo, CAHRI

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Dr. Ir. Yunus Triyonggo, MM., CAHRI.



(+62) 8111 967 009



[yunus.triyonggo@yahoo.co.id](mailto:yunus.triyonggo@yahoo.co.id)

Blog: [yunustriyonggo.wordpress.com](http://yunustriyonggo.wordpress.com)



**Chairman of Steering Committee**  
Gerakan Nasional  
Indonesia Kompeten  
(GNIK)



## PORTFOLIOS:

- **HR & GA Director**  
PT Bridgestone Tire Indonesia
- **Chief of Human Capital Officer**  
PT Sierad Produce, Tbk.
- **Vice President Human Resources**  
PT Nestle Indonesia
- **HR Business Partner**  
PT Unilever Indonesia, Tbk.
- **Personnel & GA Manager**  
PT HM Sampoerna, Tbk.
- **Branch Personnel Manager**  
PT Indofood Sukses Makmur, Tbk.



PT HM SAMPOERNA Tbk.



## ORGANIZATION:

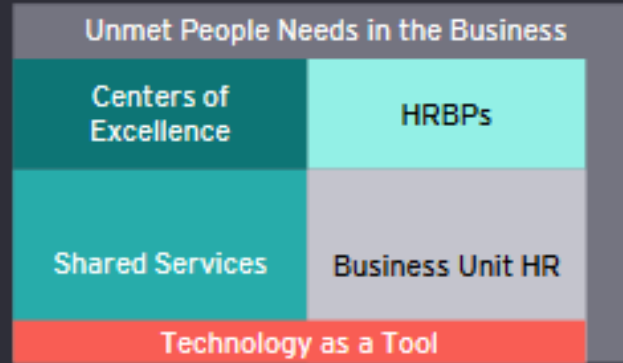
- **Chairman of Indonesia HR Institute (IndHRI)**
- **Founder of Gerakan Nasional Indonesia Kompeten (GNIK)**

# Future State HR Operating Model

Current Model



Dave Ulrich Model



**High Headcount  
Regional Services**

Transformative Model



**Medium Headcount  
Standardized Services**

Future of HR Model



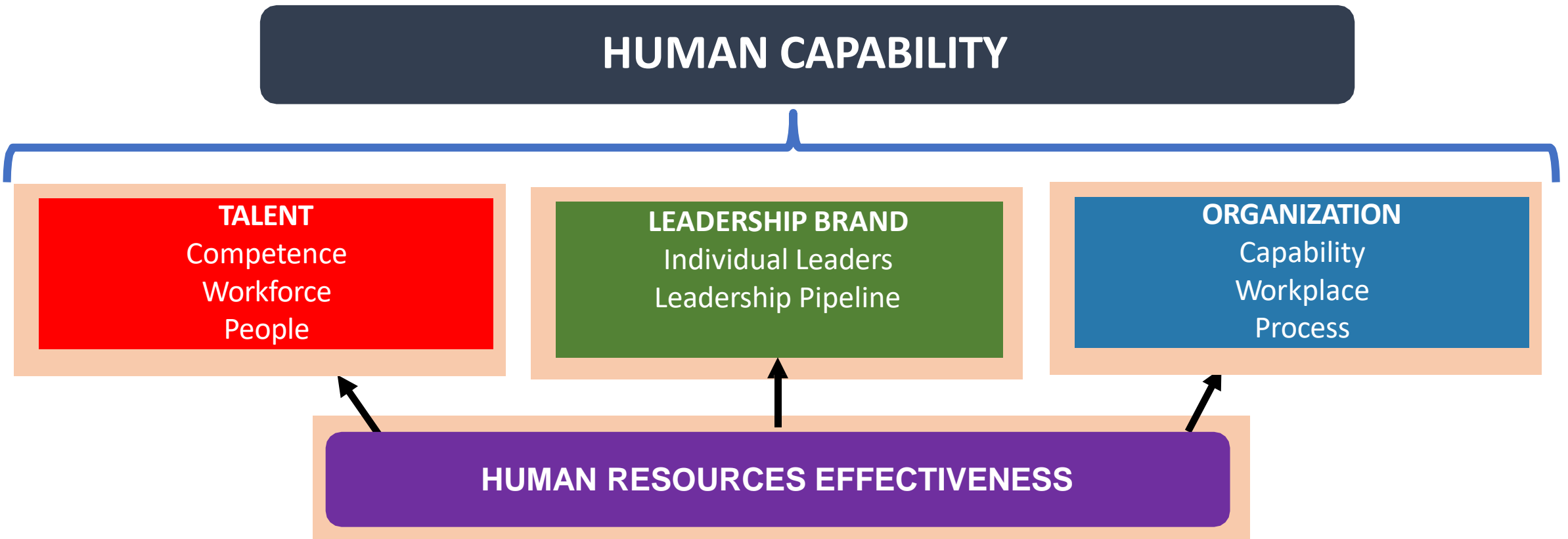
**Low Headcount  
Centralized Services**

Source: EY, 2021

- ✓ Saat ini peran Manajemen SDM → CoE, HRBP, Business Unit/ HR Operation
- ✓ Dave Ulrich menyempurnakan dengan menambahkan → Share Service
- ✓ Teknologi makin mendominasi Model fungsi Manajemen SDM
- ✓ Model Transformasi → Agile Team, Business Advisor, dan lebih ke People Solution & Services
- ✓ Masa depan fungsi Manajemen SDM : Digital People Team, People Consultant, dan Virtual Services

# Overview of Human Capability

Language in this area is often confusing. We are using the term “*human capability*” to refer to **talent, organization, leadership, and human resources (HR)**.



# HRCES

Human Resources Competency Study

C O - S P O N S O R S



**How can HR people and departments deliver more value?**



1987



1992



1997



2002



2007



2012



2016



2021

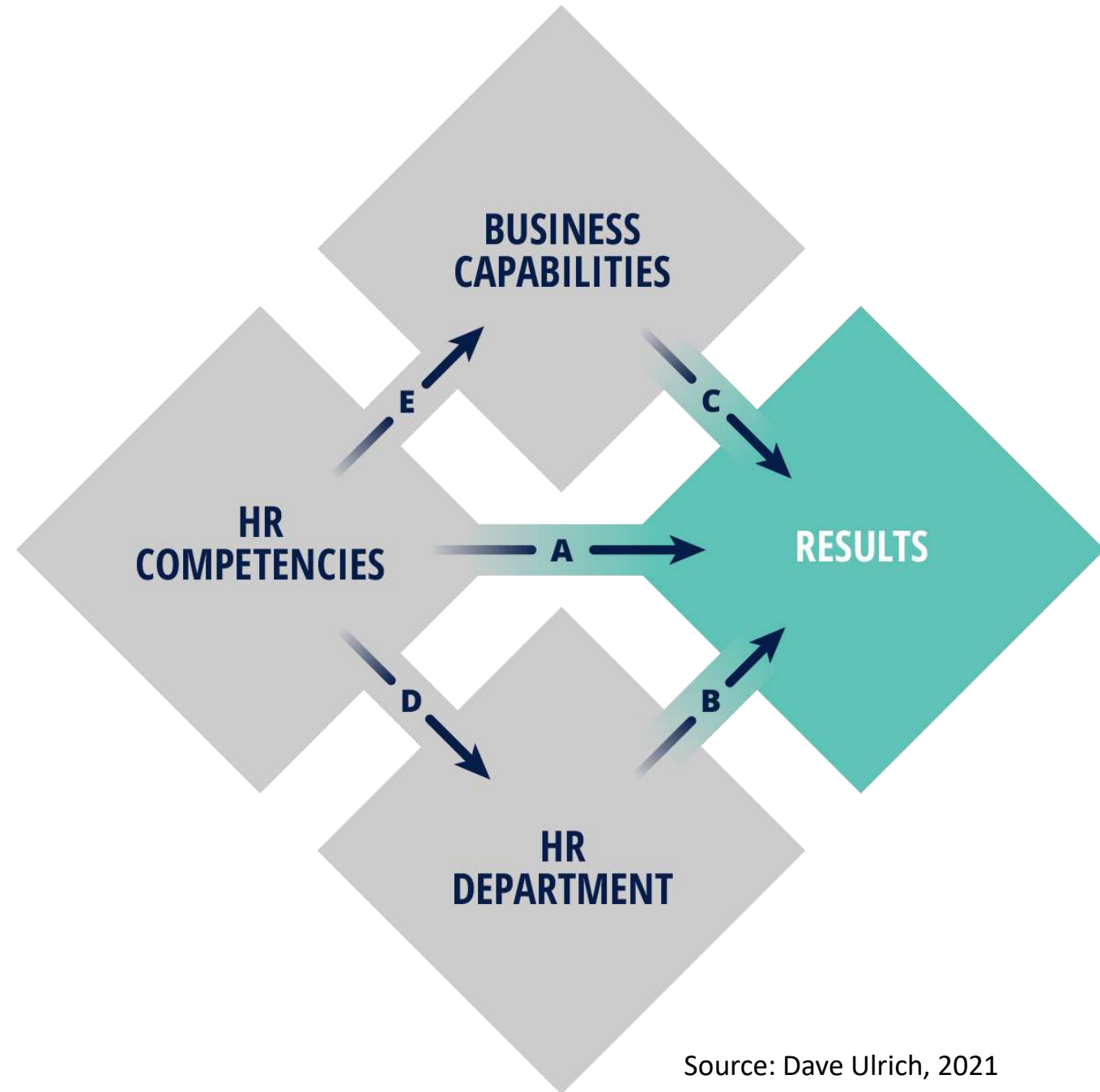
Source: Dave Ulrich, 2021

# How to navigate HR's impact:

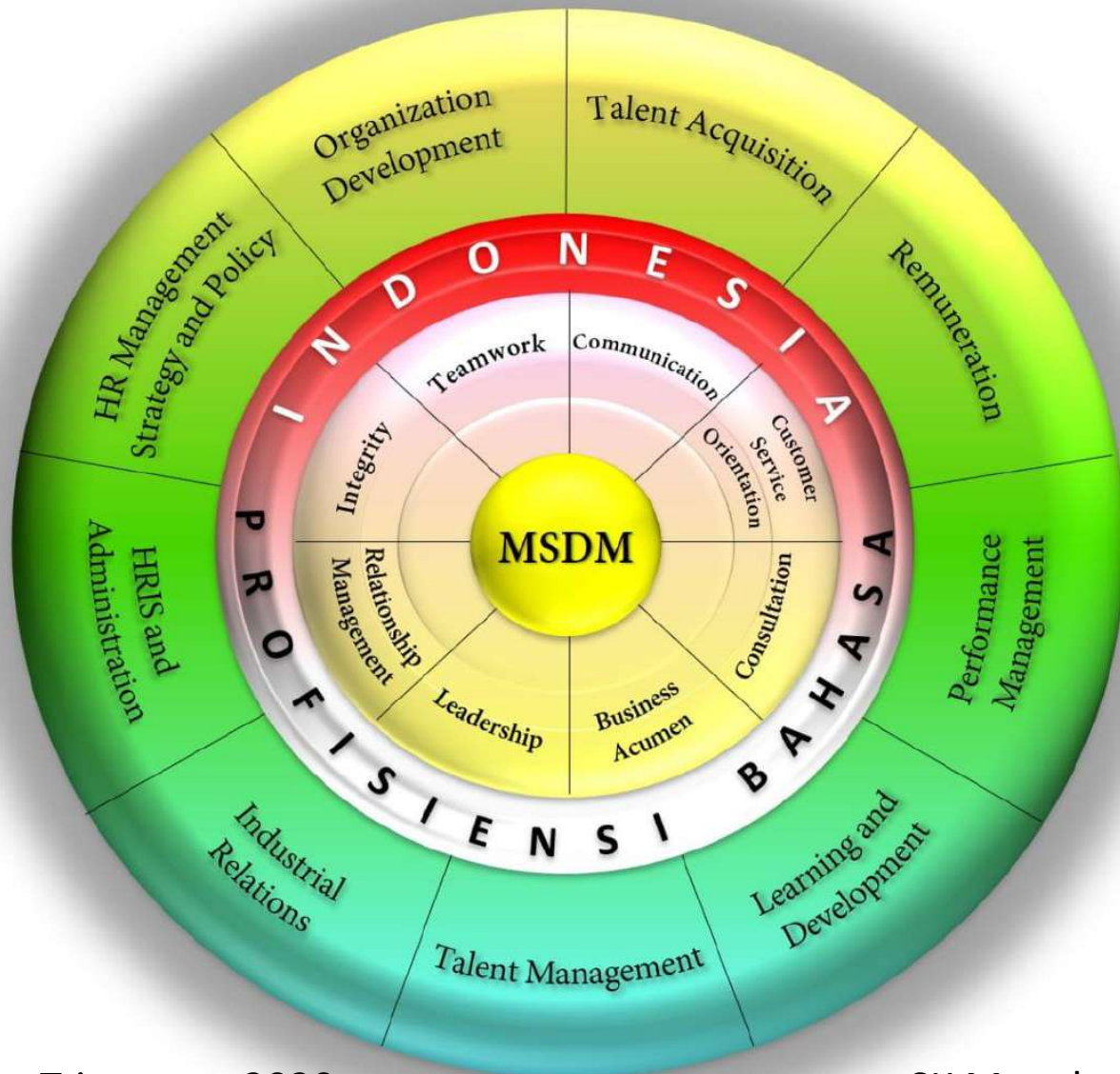
## Start with results:

HR is not about HR, but delivering results...

- For the business
- For stakeholders
- For self (personal effectiveness)



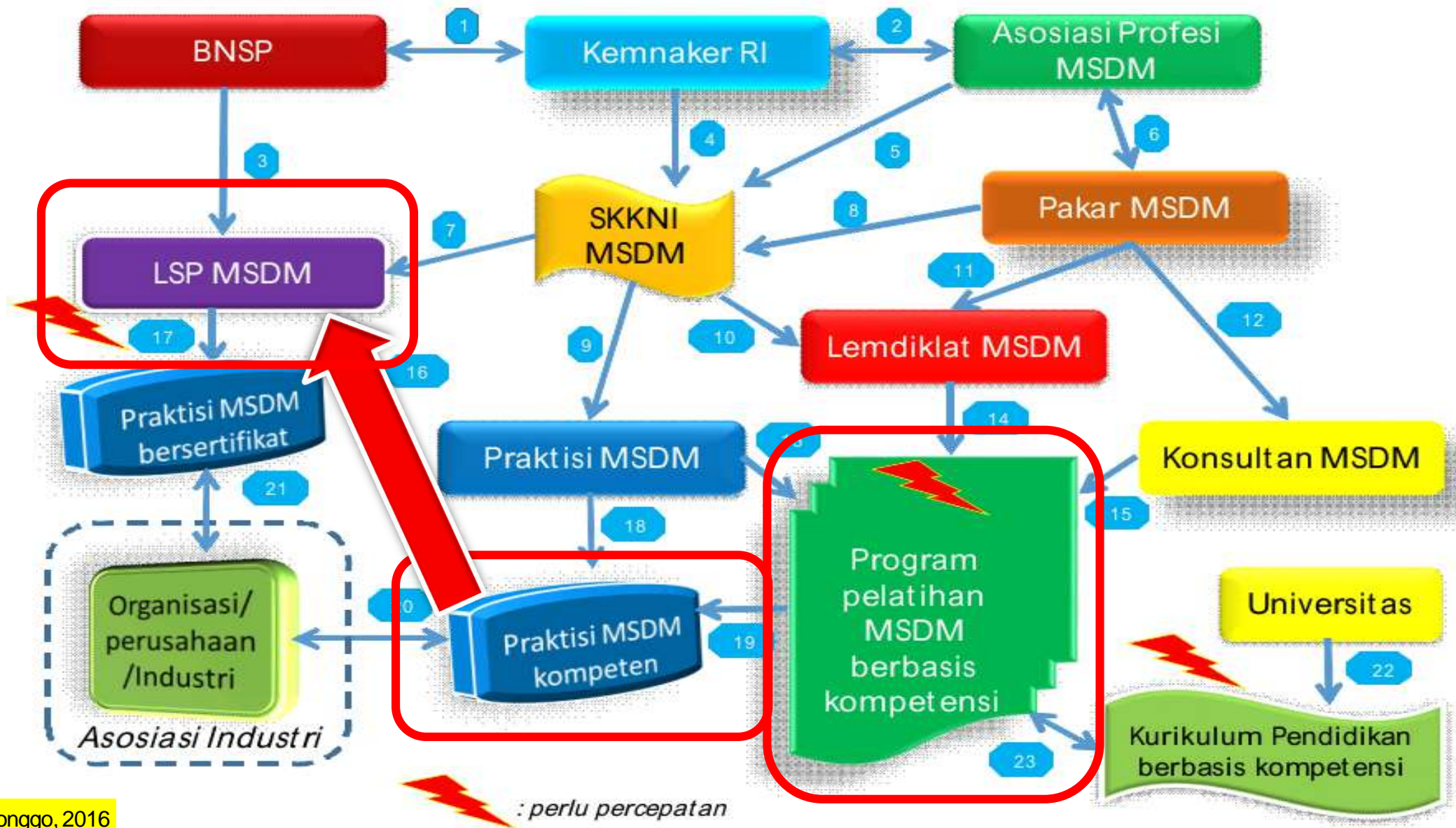
# Standar Kompetensi Praktisi HR di Indonesia



## Unit Kompetensi SKKNI MSDM

No	Cluster	Total Competency Unit
1	HR Management Strategy & Policy	7
2	Organization Development	9
3	Talent Acquisition	5
4	Remuneration	4
5	Performance Management	5
6	Learning & Development	4
7	Talent Management	7
8	Industrial Relations	13
9	HRIS and Administration	7
	Total	61

# HR Practitioner's Development Model





# Tips untuk MELOMPAT dalam Pengembangan Kompetensi

Menjadi kompeten adalah **komitmen profesi**



Mengkompetenkan anggota Tim adalah **tanggung jawab**



Memberikan kesempatan orang lain untuk menjadi kompeten adalah **panggilan hati**



- Jangan cepat puas
- Belajar tanpa batas
- Asah selalu keingintahuan



$$F = m \times a$$



Sekarang eranya **Kolaborasi**, bukan bekerja sendiri-sendiri

