

Demografi Karyawan dan Pengembangan Kompetensi

EMPLOYEE DEMOGRAPHICS AND COMPETENCY DEVELOPMENT

Ikhtisar
Utama

Laporan
Manajemen

Profil
Perusahaan

Pembahasan
dan Analisa
Manajemen

Tata Kelola
Perusahaan

Tanggung
Jawab Sosial
dan
Lingkungan
Perusahaan

DEMOGRAFI KARYAWAN

Per 31 Desember 2021, jumlah karyawan perusahaan sebanyak 166 orang, menurun 1,61% dibandingkan posisi tahun 2020 yang mencapai 169 orang. Rinciannya diuraikan dalam tabel di bawah ini:

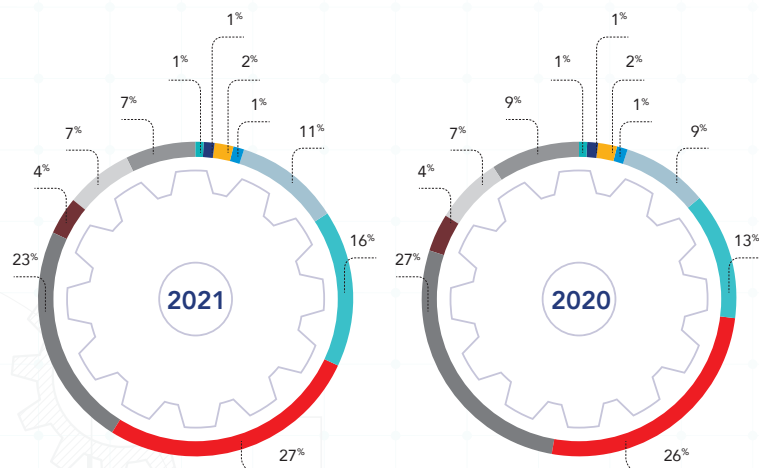
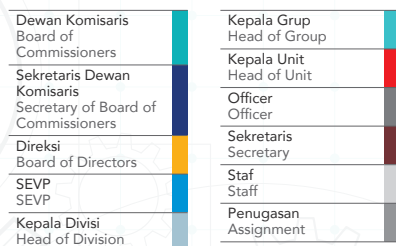
STRATEGIC INITIATIVES

As of December 31st, 2021, the Company employed 166 employees, a decrease of 1.61% from the 169 employees in 2020. The following table summarizes the details:

Komposisi Karyawan Berdasarkan Level Organisasi/Jabatan
Employee Composition By Organizational Level/Position

Level Organisasi/ Jabatan Organizational/ Position Level	2021				2020				Kenaikan (Penurunan) Increase (Decrease)		
	L M	P F	Jumlah Total	Komposisi Composition (%)	L M	P F	Jumlah Total	Komposisi Composition (%)	Selisih Difference	Persentase Percentage (%)	
Dewan Komisaris Board of Commissioners	2	0	2	1	2	0	2	1	0	-	↑↓
Sekretaris Dewan Komisaris Secretary of Board of Commissioners	0	1	1	1		1	1	1	0	-	↑↓
Direksi Board of Directors	4	0	4	2	3	0	3	2	1	33	↑
SEVP SEVP	2	0	2	1	1		1	1	1	100	↑
Kepala Divisi Head of Division	15	3	18	11	11	5	16	9	2	13	↑
Kepala Grup Head of Group	19	8	27	16	15	7	22	13	5	23	↑
Kepala Unit Head of Unit	27	18	45	27	23	21	44	26	1	2	↑
Officer Officer	24	14	38	23	29	17	46	27	-8	(17)	↑
Sekretaris Secretary	0	6	6	4	0	7	7	4	-1	(14)	↑
Staf Staff	5	6	11	7	7	5	12	7	-1	(8)	↑
Penugasan Assignment	11	1	12	7	13	2	15	9	-3	(20)	↓
Jumlah Total	109	57	166	100	104	65	169	100	-3	(2)	↓

L = Laki-laki / P = Perempuan
M = Male / F = Female



Komposisi Karyawan Berdasarkan Penugasan Employee Composition By Assignment

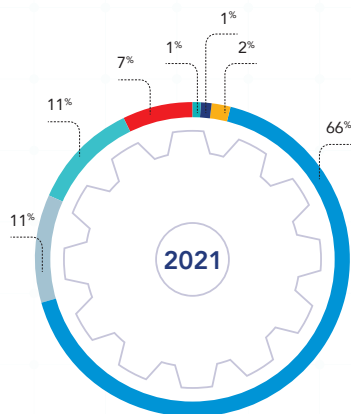
Penugasan Assignment	2021			
	L M	P F	Jumlah Total	Komposisi Composition (%)
Dewan Komisaris Board of Commissioners	2	0	2	1
Sekretaris Dewan Komisaris Secretary of Board of Commissioners	0	1	1	1
Direksi Board of Directors	4	0	4	2
Direktorat Utama Chief Directorate	68	42	110	66
Direktorat Investasi 1 dan Restrukturisasi Directorate of Investment 1 and Restructuring	16	3	19	11
Direktorat Investasi 2 Directorate of Investment 2	12	6	18	11
Direktorat Special Asset Management Directorate of Special Asset Management	7	5	12	7
Jumlah Total	109	57	166	100

Penugasan Assignment	2020			
	L M	P F	Jumlah Total	Komposisi Composition (%)
Dewan Komisaris Board of Commissioners	2	0	2	1
Sekretaris Dewan Komisaris Secretary of Board of Commissioners	0	1	1	1
Direksi Board of Directors	3	0	3	2
Direktorat Utama Main Directorate	68	44	112	66
Direktorat Investasi Investment Directorate	24	14	38	22
Direktorat Konsultasi Bisnis & Aset Manajemen Business Advisory and Asset Management	7	6	13	11
Jumlah Total	104	65	169	100

L = Laki-laki / P = Perempuan
M = Male / F = Female

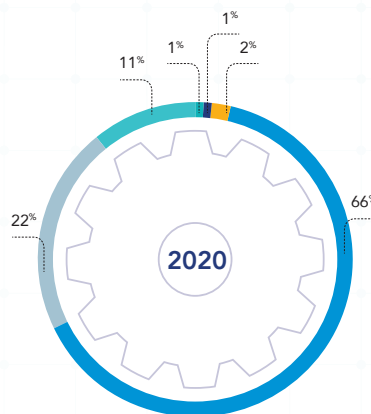
2021

Dewan Komisaris Board of Commissioners	1%
Sekretaris Dewan Komisaris Secretary of Board of Commissioners	1%
Direksi Board of Directors	2%
Direktorat Utama Chief Directorate	66%
Direktorat Investasi 1 dan Restrukturisasi Directorate of Investment 1 and Restructuring	11%
Direktorat Investasi 2 Directorate of Investment 2	11%
Direktorat Special Asset Management Directorate of Special Asset Management	7%



2020

Dewan Komisaris Board of Commissioners	1%
Sekretaris Dewan Komisaris Secretary of Board of Commissioners	1%
Direksi Board of Directors	2%
Direktorat Utama Main Directorate	66%
Direktorat Investasi Investment Directorate	22%
Direktorat Konsultasi Bisnis & Aset Manajemen Business Advisory and Asset Management	11%





Komposisi Karyawan Berdasarkan Status Kepegawaian Employee Composition By Employment Status

Status Status	2021				2020				Kenaikan (Penurunan) Increase (Decrease)		
	L M	P F	Jumlah Total	Komposisi Composition (%)	L M	P F	Jumlah Total	Komposisi Composition (%)	Selisih Difference	Persentase Percentage (%)	
Tetap Permanent	105	55	160	96	101	61	162	96	-2	(1)	↓
Tidak Tetap Contract	4	2	6	4	3	4	7	4	-1	(14)	↓
Jumlah Total	109	57	166	100	104	65	169	100	-3	(2)	↓

L = Laki-laki / P = Perempuan
M = Male / F = Female



Komposisi Karyawan Berdasarkan Tingkat Pendidikan Employee Composition By Education Level

Tingkat Pendidikan Education Level	2021				2020				Kenaikan (Penurunan) Increase (Decrease)		
	L M	P F	Jumlah Total	Komposisi Composition (%)	L M	P F	Jumlah Total	Komposisi Composition (%)	Selisih Difference	Persentase Percentage (%)	
Strata 3 Doctorate Degree	2	0	2	1	1	0	1	1	1	100	↑
Strata 2 Master Degree	38	9	47	28	27	10	37	22	10	27	↑
Strata 1 Bachelor Degree	67	42	109	66	71	46	117	69	-8	(7)	↓
Diploma 3 Diploma Degree	0	5	5	3	1	7	8	5	-3	(38)	↓
SMA Senior High School	2	1	3	2	4	2	6	4	-3	(50)	↓
Jumlah Total	109	57	166	100	104	65	169	100	-3	(2)	↓

Komposisi Karyawan Berdasarkan Usia Employee Composition By Age

Rentang Usia Age Range	2021				2020				Kenaikan (Penurunan) Increase (Decrease)		
	L	P	Jumlah	Komposisi	L	P	Jumlah	Komposisi	Selisih Difference	Persentase Percentage	
	M	F	Total	(%)	M	F	Total	(%)			
> 55 Tahun > 55 Years Old	6	1	7	4	5	1	6	4	1	17	↑
46-55 Tahun 46-55 Years Old	39	18	57	34	47	22	69	41	-12	(17)	↓
36-45 Tahun 36-45 Years Old	33	17	50	30	20	16	36	21	14	39	↑
26-35 Tahun 26-35 Years Old	31	15	46	28	30	19	49	29	-3	(6)	↓
<25 Tahun <25 Years Old	6	0	6	4	2	7	9	5	-3	(33)	↓
Jumlah Total	115	51	166	100	104	65	169	100	-3	-2	↓

Komposisi Karyawan Berdasarkan Masa Kerja Employee Composition By Service Period

Masa Kerja Service Period	2021				2020				Kenaikan (Penurunan) Increase (Decrease)		
	L	P	Jumlah	Komposisi	L	P	Jumlah	Komposisi	Selisih Difference	Persentase Percentage	
	M	F	Total	(%)	M	F	Total	(%)			
> 1 tahun >1 Years	29	10	39	23	10	6	16	9	23	144	↑
1 - 3 tahun 1-3 Years	23	10	33	20	26	13	39	23	-6	(15)	↓
4 - 6 tahun 4-6 Years	20	8	28	17	18	9	27	16	1	4	↑
7 - 10 tahun 7-10 Years	7	5	12	7	13	14	27	16	-15	(56)	↓
11 - 13 tahun 11-13 Years	14	21	35	21	16	17	33	20	2	6	↑
14 - 16 tahun 14-16 Years	2	0	2	1	21	6	27	16	-25	(93)	↓
> 17 tahun >17 Years	14	3	17	10	-	-	-	-	-	-	
Jumlah Total	109	57	166	100	104	65	169	100	-3	(2)	↓

Komposisi Karyawan Berdasarkan Jenis Kelamin Employee Composition by Gender

Jenis Kelamin Gender	2021		2020		Kenaikan (Penurunan) Increase (Decrease)		
	Jumlah Total	Komposisi Composition (%)	Jumlah Total	Komposisi Composition (%)	Selisih Difference	Persentase Percentage (%)	
Laki-laki Male	109	66	104	62	5	5	↑
Perempuan Female	57	34	65	38	-8	-12	↓
Jumlah Total	166	100	169	100	-3	-2	↓