

Talent Development: SG's Key to Success in Winning the Competition

Rembang, November 2, 2020 - PT Semen Gresik (SG) continues to strive to develop the potential of its human resources (HR) so that their competence will increase. SG's Head of Human Resources and Public Facilities Unit Taufik Santoso said that talent development is significant to support SG's position as a cement company with high competitiveness amid the increasingly dynamic industrial situation.

Taufik explained that SG had classified the development needs of each employee through Learning Need Diagnostic (LND), which included four methods: first, analysis based on the employees' competency gaps of their position. The goal is that the availability of employees with qualified competencies can be fulfilled when there is a promotion, succession, or transfer.

"If there is a manager who is promoted to another work unit that requires several competencies, it is the company's task to accelerate the fulfillment of the competence of the new official so that the duties will run smoothly," said Taufik in a press release, Monday (02/11).

He continued that the three other methods include the need for learning to support the achievement of work programs and company initiatives, a mandatory certification program for regulatory compliance, and a soft competency development program.

As part of PT Semen Indonesia Group (SIG), for the last two years, all Semen Gresik employees have carried out the learning programs in accordance with the priorities planned by the learning partners, who are representatives of each department.

"During this pandemic, SG continues to carry out online learning programs, webinars, e-learning, virtual coaching & mentoring from the leadership, including certification programs, especially for compliance with the regulations, such as energy manager certification, energy auditor certification, and so on", said Taufik.

Taufik further explained that the company also provides the opportunity for its employees to develop themselves to continue their master's degree in universities either at home or abroad.

Employees who are selected to continue their master's degree have certainly gone through a rigorous selection process either from Semen Gresik or from SIG's holding company. "Until now, there are two Semen Gresik employees who have graduated with master's degree," said Taufik.

In addition, Taufik continued, SG also conducted a competency assessment to measure employees' readiness or the availability of succession in the company. From these results, it was also obtained information on the strengths and weaknesses of each employee as well as necessary development suggestions.



Broadly speaking, the talent of SG employees is always monitored in the SAP success factors that have been integrated into the Semen Indonesia Group. There, the top 20% of each subsidiary's talent, including SG, will appear, and they are under the direct supervision and guidance of holding (SIG).

"Employee development can also be done through an intercompany experience where they have the opportunity to be placed in other subsidiaries or affiliates under SIG such as Semen Padang, Semen Tonasa, Business Unit Tuban, IKSG, Silog, Swadaya Graha, and so on. The hope is that the employees will have more mature competencies and can withstand the test," said Taufik.

About Semen Gresik

PT Semen Gresik (SG) is one of the subsidiaries of PT Semen Indonesia (Persero) Tbk or SIG, which was established on January 10, 2014. Having a factory located in Rembang, Central Java, SG has been trusted in providing high-quality cement products that are produced from the production process with cutting-edge and eco-friendly technology.

As a one hundred percent original Indonesian product, SG also contributes to building a country with a variety of world-class masterpieces that are a clear proof of the robustness of its products for millions of families and customers at large in Indonesia.

SG is always ready to provide the best service, from sustainable technology innovation to our commitment to preserving the environment and synergizing with the surrounding community. The Principles of Triple Bottom Line: People, Profit, and Planet are the shared values between the company and society.

By providing sustainable added value for stakeholders through a culture of hard work and a spirit of innovation from all elements of the company, Semen Gresik has become a major player in the cement industry not only in Indonesia but also in the regional arena.

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