

ABSTRACT

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HUMAN RESOURCES DIVISION ACTIVITIES IN ORGANIZATIONAL DEVELOPMENT AT PT. RAJAWALI NUSANTARA INDONESIA (Persero)

While carrying out professional work at PT. Rajawali Nusantara Indonesia (Company), I work under the direct supervision and guidance of the HR & Organizational Development Manager. In professional work, I had the opportunity to participate and be directly involved in the implementation of the HR & Organizational Development function at PT. Rajawali Nusantara Indonesia (Company) is like working on Man Power Planning, Decree, Working on Program Curriculum, Working on a Technical Competency Dictionary, and recapitulating employee data at the PT. Rajawali Nusantara Indonesia (Company). Not only doing a series of tasks given by the mentor, but I also learned several lessons such as: Studying Human Resources Organization Development (HR), Studying Workload analysis and Job description creation, Studying Man Power Planning, Studying Functional Competency Models and making Technical Competencies, and learn about the Food Cluster Process.

The activities or responsibilities of the Division of Human Resources Development (HR) & Organizations are increasing employee productivity, monitoring the management of Human Resources (HR) in each subsidiary of PT. Rajawali Nusantara Indonesia (Company), the consolidation of the Food Cluster Human Capital Management, and the establishment of the Food Cluster Integrated Talent Management System (ITMS). Not only that, the Human Resources Development (HR) division of PT. Rajawali Nusantara Indonesia (Company) also established the Indonesia Food & Agriculture Institute, the development of a Learning Management System which is useful to support Corpu, mapping learning for PT. Rajawali Nusantara Indonesia (Company) & Food Clusters, empowering the millennial generation, as well as implementing or internalizing AKHLAK culture.

Keywords: *Professional Work, Implementation of HR & Organizational Development Functions, Division of Human Resources (HR) & Organization.*