

DAFTAR GAMBAR

Gambar 2. 1 <i>Layout</i> Gedung PT ISS Indonesia	9
Gambar 2. 2 Struktur Organisasi <i>Country Leadership Team</i> (CLT) PT ISS Indonesia	10
Gambar 2. 3 Struktur Organisasi Departemen <i>Talent Management & Learning Development</i>	11
Gambar 3. 1 Struktur Organisasi <i>Performance & Succession Management</i>	19
Gambar 3. 2 Alur kerja dalam aktivitas <i>Business Process, SOP, dan Policy</i>	22
Gambar 3. 3 Alur Proses Rekrutmen & Seleksi <i>Global Management Trainee</i> PT ISS Indonesia.....	25
Gambar 3. 4 Alur Proses Rekrutmen & Seleksi Indonesia <i>Management Trainee</i> PT. ISS Indonesia.....	25
Gambar 3. 5 Alur Proses Pengelolaan Email Recruitment <i>Global & Indonesia Management Trainee</i>	26
Gambar 3. 6 <i>Email</i> Permintaan Pengisian <i>Office Form</i>	26
Gambar 3. 7 <i>Form</i> Pendaftaran <i>Management Trainee</i> PT ISS Indonesia	27
Gambar 3. 8 <i>Dashboard Master Data Management Trainee</i> PT ISS Indonesia ..	27
Gambar 3. 9 Laporan Distribusi Data Indonesia <i>Management Trainee</i>	28
Gambar 3. 10 <i>Email</i> Permintaan Sertifikat Nilai Bahasa Inggris dan CV.....	29
Gambar 3. 11 <i>Email</i> Pengiriman Tugas <i>Study Case</i>	29
Gambar 3. 12 Alur Proses tahap <i>Interview</i> dengan Tim <i>Talent Management</i>	30
Gambar 3. 13 <i>Email</i> Undangan <i>Interview</i> bersama <i>Talent Management</i>	30
Gambar 3. 14 Alur Proses tahap <i>interview</i> bersama dengan L2	31
Gambar 3. 15 <i>Email</i> Undangan <i>Interview</i> bersama L2.....	31
Gambar 3. 16 <i>Follow Up</i> kehadiran Panelis L2 <i>Interview</i> dan Kandidat	32
Gambar 3. 17 Mengirimkan Form Penilaian <i>Interview</i> L2.....	32
Gambar 3. 18 Alur Proses Presentasi bersama <i>Country Leadership Team</i> (CLT)	33
Gambar 3. 19 <i>Email</i> Penugasan Materi Presentasi.....	33
Gambar 3. 20 <i>Email</i> Undangan <i>Briefing</i> persiapan Presentasi CLT	34
Gambar 3. 21 <i>Email</i> Undangan Jadwal Presentasi bersama CLT	35
Gambar 3. 22 Permintaan <i>Approval</i> Konsumsi Presentasi CLT	35
Gambar 3. 23 Pemesanan Konsumsi pada Vendor	36
Gambar 3. 24 <i>Email</i> Permintaan <i>Form</i> Deklarasi dan Sertifikat Vaksin Booster .	37
Gambar 3. 25 <i>Email</i> Permohonan Izin Masuk Graha ISS kepada HSEQ.....	37
Gambar 3. 26 <i>Email</i> Permintaan <i>Medical Check Up</i> kandidat <i>Management Trainee</i>	38
Gambar 3. 27 Pemberian <i>Email Appreciation Letter</i> Format Foto.....	40
Gambar 3. 28 <i>Email Appreciation Letter</i> Format <i>Body Email</i>	40
Gambar 3. 29 Alur proses kerja Program <i>Internship</i> PT ISS Indonesia	42
Gambar 3. 30 <i>Master Data Internship</i>	44
Gambar 3. 31 Alur proses kerja Program Penelitian di PT ISS Indonesia	45

