

Our People

The development of human resources focuses on the creation of a proficient, professional, committed, dedicated, and business-oriented employees. To achieve this, Company has determined the following corporate strategies for the development of its human resources:

- Implement an organized and consistent development of employees such that employees have the competency, skills, dedication, high performance and productivity.
- Appreciate in the form of welfare and competitive remuneration and also giving protection to employees according to the standard of oil and gas companies in Indonesia as well as the existing regulation.
- Establish and develop a broad and a secure industrial relationship in order to create a harmonious and comfortable atmosphere to support high productivity.

This corporate strategy will be the basis for the implementation of human resources development program. The Company convince that human resource development is a long-term investment and therefore is committed to a continuous and systematic development program in anticipation of changing business needs.

The Company has implemented transparent selection and recruitment process in recruiting experts and fresh graduates for regeneration. The preliminary selection and recruitment processes are conducted through independent third parties such as University of Indonesia, University of Gadjah Mada, and University of Padjadjaran.

Continuing 2001 policy, Company has developed a career management program and system that is based on ability and performance (merit system). The program and system are expected to improve effectiveness and transparency in developing the career of Pertamina's employees in the future.

To create a corporate culture that supports the Company's transformation process, Company has established and undertaken a socialization program on the new leading values known as the FIVE-M (Focus, Integrity, Visionary, Excellence and Mutual Respect). For performance measurements, the Company uses Key Performance Indicators (KPI or UKT) and Productivity Index. These measurements enhance continuous improvement, which accelerates the Company to an international status.