

Country Statement – Indonesia

Agenda item 4 c

Thank you Mr. Chair for giving me the floor.
I would like to comment on Agenda 4.c

In transforming HRM to build NSO in BPS Statistics Indonesia for the future,
I would like to highlight some issues

- Presently, Indonesian HR policy through transformation programs have been rolled out at the national level, such as in simplifying the bureaucracy, competency-based in our HRM, and HR merit system.
- BPS-Statistics Indonesia (BPS) is also committed to escalate its function through a comprehensive corporate transformation program called STATCAP CERDAS. The Program consists of three pillars: Business Process Transformation; IT Transformation; and Organization and HR Transformation.

Business Process transformation as the leading component has been produced several concepts that changed the working culture as well as the use of technology and HR capabilities needed.

The organization has transformed from a structural body into a functional shape. The program is expected to be completed by the end of 2020 and it still runs gradually along with the finishing process on the job design and the human capital development plan requirement. Starting from the Specify Needs phase, job design and its mapping become the key success in the HR planning. It will imply on what the kind of capabilities so that the organization needs and the actions that need to be taken to fulfill the gap.

BPS's Polytechnic of Statistics (STIS) has been functioned as incubator for the knowledge excellences

BPS's Education and Training Center (ETC) becomes a knowledge catalyst in disseminating the statistical capabilities to other institutions in Indonesia. ETC also accepts training participants from several UNESCAP member state for some topics such as big data, sampling, Human Development Report, Demographic etc.