

## DEMOGRAFI DAN PENGEMBANGAN KOMPETENSI KARYAWAN

### EMPLOYEE DEMOGRAPHICS AND COMPETENCY DEVELOPMENT PROGRAM

#### Demografi Karyawan

Per 31 Desember 2020, karyawan Perusahaan tercatat sebanyak 77 orang, mengalami peningkatan 84% dibandingkan jumlah karyawan per 31 Desember 2019 yang sebanyak 48 orang. Hal ini dikarenakan PT Bahana Pembinaan Usaha Indonesia (Persero) mendapatkan mandat dari KBUMN menjadi *holding* asuransi dan penjaminan.

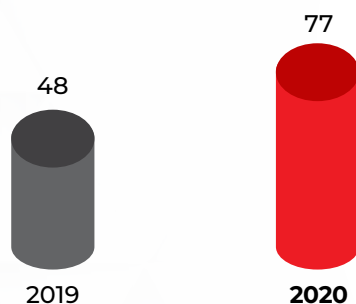
Profil demografi karyawan Perusahaan dapat dilihat pada tabel dan bagan berikut ini.

#### Employee Demographics

As of December 31, 2020, there were 77 employees of the Company, which was an increase of 84% compared to the number of employees as of December 31, 2019, which was 48 people. This was because PT Bahana Pembinaan Usaha Indonesia (Persero) received a mandate from the Ministry of SOEs to become a holding company of insurance and guarantee SOEs.

The demographic profile of the Company's employees can be seen in the following table and chart.

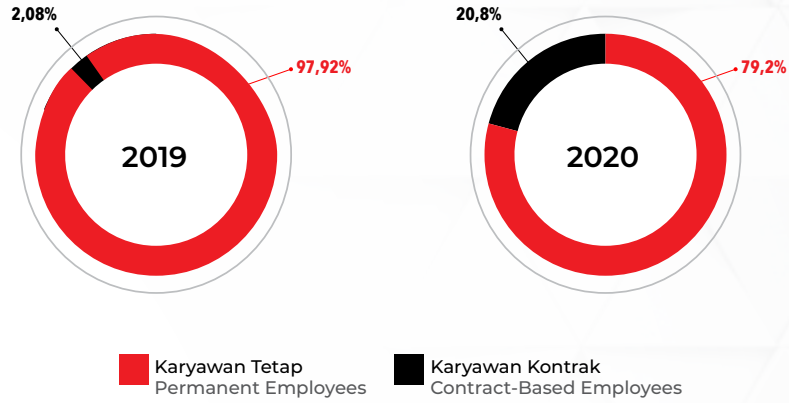
#### Pergerakan Jumlah Karyawan dalam 2 (Dua) Tahun Terakhir 2019-2020 The Trend of the Number of Employees in the Last 2 (Three) Years 2019-2020



#### Demografi Karyawan Berdasarkan Status Kepegawaian (orang) Demographics of Employees Based on Employment Status (in number of people)

Status Kepegawaian Employment Status	2020				2019				
	L	P	Jumlah Total	Persentase Percentage (%)	L	P	Jumlah Total	Persentase Percentage (%)	
Karyawan Tetap Permanent Employees	36	25	61	79,2	25	22	47	97,92	↑
Karyawan Kontrak Contract-Based Employees	5	11	16	20,8	1	-	1	2,08	↑
<b>Jumlah Total</b>	<b>41</b>	<b>36</b>	<b>77</b>	<b>100,00</b>	<b>26</b>	<b>22</b>	<b>48</b>	<b>100,00</b>	

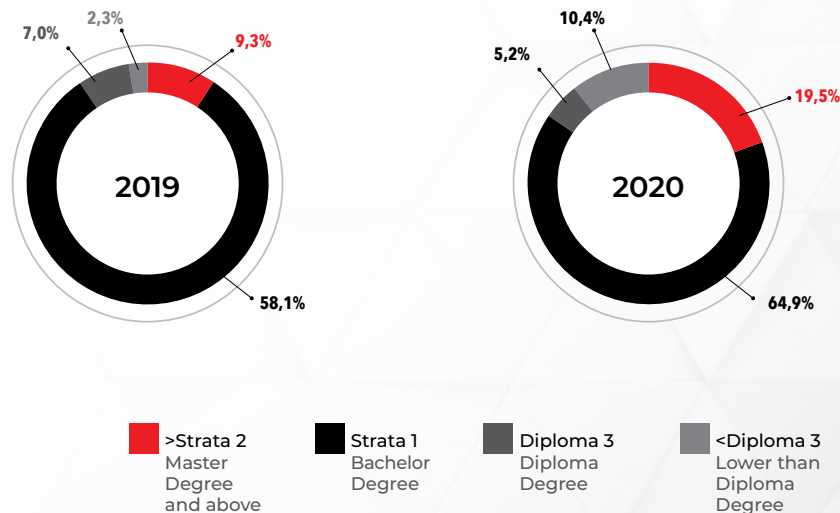
L = Laki-laki/P = Perempuan/M = Male/F = Female



**Demografi Karyawan Berdasarkan Jenjang Pendidikan (orang)**  
Employee Demographics by Education Level (in number of people)

Jenjang Pendidikan Education Level	2020				2019				
	L	P	Jumlah Total	Persentase Percentage (%)	L	P	Jumlah Total	Persentase Percentage (%)	
>Strata 2 Master Degree and above	10	5	15	19,5	8	4	12	9,3	↑
Strata 1 Bachelor Degree	22	28	50	64,9	10	15	25	58,1	↑
Diploma 3 Diploma Degree	3	1	4	5,2	2	2	4	7,0	↑
<Diploma 3 Lower than Diploma Degree	6	2	8	10,4	6	1	7	2,3	↑
<b>Jumlah Total</b>	<b>41</b>	<b>36</b>	<b>77</b>	<b>100,00</b>	<b>26</b>	<b>22</b>	<b>48</b>	<b>100,00</b>	

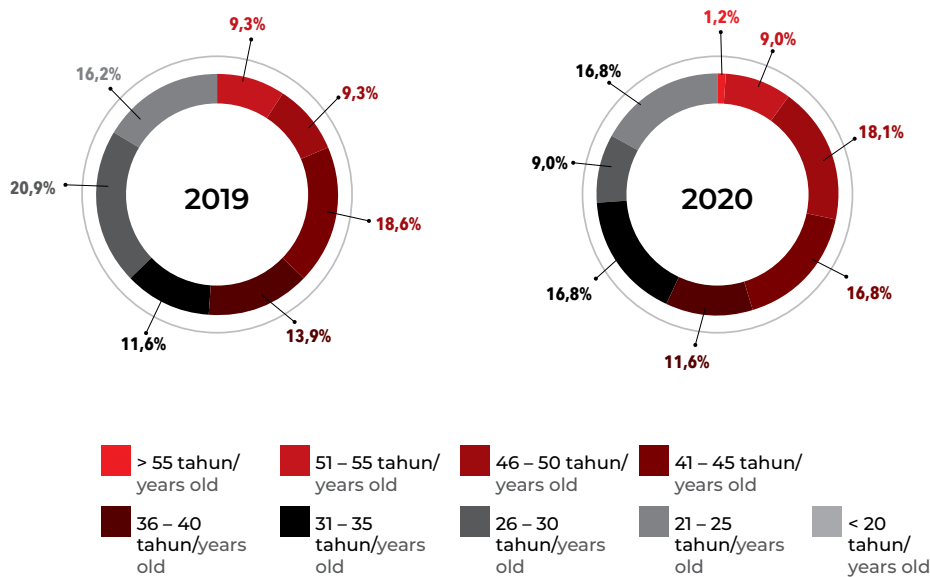
L = Laki-laki/P = Perempuan/M = Male/F = Female



### Demografi Karyawan Berdasarkan Rentang Usia (orang) Employee Demographics by Age Range (in number of people)

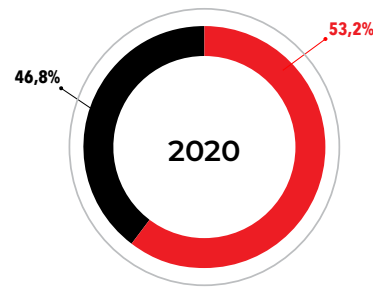
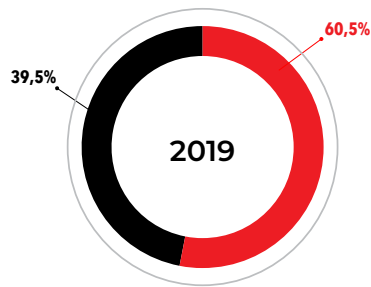
Rentang Usia Age Range	2020				2019				
	L	P	Jumlah Total	Persentase Percentage (%)	L	P	Jumlah Total	Persentase Percentage (%)	
> 55 tahun/years old	1	0	1	1,4	0	0	0	2,3	↑
51 – 55 tahun/years old	6	2	8	11,0	4	1	5	9,1	↑
46 – 50 tahun/years old	10	4	14	19,2	8	6	14	9,1	↑
41 – 45 tahun/years old	8	4	12	16,4	6	5	11	18,2	↑
36 – 40 tahun/years old	4	5	9	12,3	2	2	4	13,6	↑
31 – 35 tahun/years old	5	7	12	16,4	3	6	9	11,4	↑
26 – 30 tahun/years old	2	4	6	8,2	1	1	2	20,5	↓
21 – 25 tahun/years old	5	6	11	15,1	2	1	3	15,9	↑
< 20 tahun/years old	0	0	0	0	0	0	0	0	↑
<b>Jumlah Total</b>	<b>41</b>	<b>32</b>	<b>73</b>	<b>100,00</b>	<b>26</b>	<b>22</b>	<b>48</b>	<b>100,00</b>	

L = Laki-laki/P = Perempuan/M = Male/F = Female



### Demografi Karyawan Berdasarkan Gender/Jenis Kelamin (orang) Employee Demographics by Gender (in number of people)

Gender/Jenis Kelamin	2020		2019		
	Jumlah Total	Persentase (%) Percentage	Jumlah Total	Persentase (%) Percentage	
Laki-laki Male	41	53,2	26	60,5	↑
Perempuan Female	36	46,8	22	39,5	↑
<b>Jumlah Total</b>	<b>77</b>	<b>100,00</b>	<b>48</b>	<b>100,00</b>	



Laki-laki  
Male

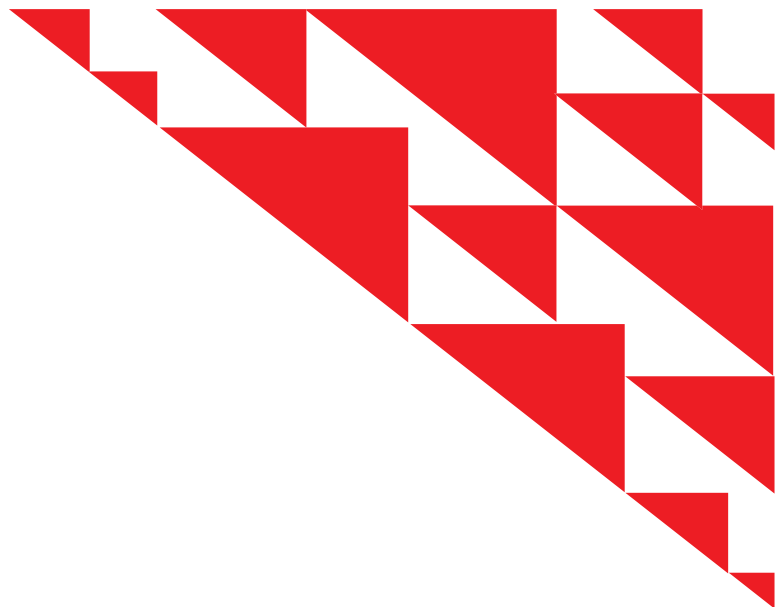
Perempuan  
Female

## BIAYA PENGEMBANGAN KOMPETENSI KARYAWAN

Perusahaan sangat mendukung program pengembangan karyawannya, dengan terus mengalokasikan biaya pengembangan karyawan secara berkala. Realisasi biaya pengembangan kompetensi karyawan pada tahun 2020 tercatat sebesar Rp1.270.000.000, menurun 46,22% atau sebesar Rp1.091.385.304 dibandingkan tahun 2019. Besaran biaya pengembangan kompetensi karyawan secara total dapat dilihat pada tabel berikut.

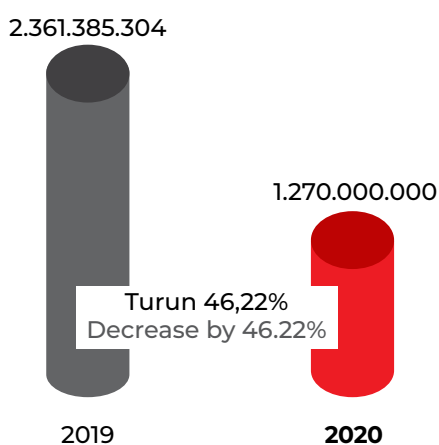
## EMPLOYEE COMPETENCY DEVELOPMENT COST

The Company strongly supports the employee development program, by continuing to provide budget for employee development costs on a regular basis. The realization of employee competency development costs in 2020 was recorded at IDR1,270,000,000, which was a decrease of 46.22% or IDR1,091,385,304 when compared to 2019. The total cost of developing employee competency can be seen in the following table.



**Biaya Pengembangan Kompetensi**  
Competency Development Costs

	2020 (Rp)	2019 (Rp)	Peningkatan (Penurunan) Increase (Decrease)	
			Selisih (Rp) Difference	Persentase (%) Percentage
Pendidikan dan Pelatihan Education and Training	1.270.000.000	2.361.385.304	(1.091.385.304)	(46,22) ↓

**Perbandingan Biaya Pengembangan Kompetensi (Rp)**  
Comparison of Competency Development Costs (Rp/IDR)

Uraian lengkap terkait kebijakan IFG dalam mengelola dan mengembangkan kompetensi SDM dapat dilihat pada pembahasan Sumber Daya Manusia di bab Fungsi Penunjang Bisnis dalam Laporan Tahunan ini.

A complete description of IFG's policies in managing and developing HR competencies can be seen in the discussion on Human Resources Section in the Business Support Functions chapter of this Annual Report.