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Human Capital Management

Knowing well that Human Resources (HR) is an important asset in maintaining the continuity of the company's business, especially in realizing the 2020 Bank Mandiri's vision to become the bank with best performance in ASEAN, so the management of human resources becomes one of priority focus of Bank Mandiri. Program improvement of human resources management policy always be carried continuously, such as in the case of employee competence development, evaluation of industrial relations and policies related to the recruitment process. This is done to create a comfortable working environment and harmonious in increasing the employee loyalty so that in the long-term could bring a positive influence on the business continuity of Bank Mandiri. Currently, the Directorate of Human Capital Bank Mandiri led by a Senior Executive Vice President (SEVP) Human Capital and responsible directly to the CEO, as well as the charge of 4 (four) units, namely Human Capital Services, Human Capital Talent, Organisation, & Performance, Mandiri University, and Human Capital Engagement. Currently, the Directorate of Human Capital Bank Mandiri led by a Senior Executive Vice President (SEVP) Human Capital and responsible directly to the President Director, as well as in charge of 4 working units, namely Human Capital Services, Human Capital Talent, Organisation & Performance, Mandiri University, and Human Capital Engagement.

HR Management Policy

In conducting the human resources management, Bank Mandiri always refers to the Human Resources Policy Manual Standard Bank Mandiri and Human Resources Bank Mandiri as a guideline in managing human resources throughout the lifecycle from hire to retire, namely architect, attract, align, advance, appraise, award and actualize. Besides referring to these guidelines, Bank Mandiri also adopted the strategy implementation of HR management best practices which generally accepted globally. Moreover, Bank Mandiri believes that the execution of human resource management policies can not be separated from the practice of Good Corporate Governance (GCG), which always prioritize the precautionary principle, and risk management practices.

As for the strategic initiatives of human resources management policy Bank Mandiri which still running until today, among others:

1. Developing the organization scale that supports the business strategy
2. Creating a system of on boarding of employees aligned with the Bank's culture and build relationships staffing an open, harmonious and equitable
3. Building management systems technical competence and leadership and learning that drives Bank Mandiri's strategy
4. Implementing a competitive total reward system
5. Preparing talent and successor who became the successor of Bank Mandiri in the long-term sustainability
6. Building a work culture that encourages productivity and create a work environment that is open, positive and progressive
7. Developing systems and technology infrastructure of effective human capital

Organization Development

In order for a business could grow and compete in the industry, both in domestic and international scale, so it is necessary having a strong, efficient, and effective organizational foundation as a crutch. Therefore, the development of an organization should focused to the sustainability of organizational reviews, for example by assessing how far the level of productivity and the effectiveness of the organizational structure, updating job competencies, job description and job requirements, as well as continue to evaluate employees promotion policy. Bank Mandiri continue to maintain its commitment to treat all employees as a valuable asset by making careful planning to the needs of employees which aligned with business growth. As for the planning of requirement for Bank Mandiri employees is done through capacity planning process that involves all working units, which then become a reference in the process of fulfillment capacity. Throughout 2016, Bank Mandiri has developed the organization in terms of the preparation of design career path based on job family, the preparation of employees compliance strategies (workforce planning) and evaluation of the organization to support business needs. Throughout 2016, Bank Mandiri has developed the organization in terms of the preparation of design career path based on job family, the preparation of employees compliance strategies (workforce planning) and evaluation of the organization to support business needs.