



“Skills Development as a Contribution to the Synergies between Human Rights, Decent Work and Inclusive Growth”



Yunus Triyonggo
HR-GA Director,
PT Bridgestone Tire Indonesia

Safety Declaration: *Practice safety, mental health & well-being are important for company growth sustainability*



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Chairman of Steering Committee
Gerakan Nasional Indonesia Kompeten
(GNIK)

Portfolios :



HR & GA Director
PT Bridgestone Tire Indonesia



Chief of Human Capital Officer
PT Sierad Produce, Tbk.



Vice President Human Resources
PT Nestle Indonesia



HR Business Partner
PT Unilever Indonesia, Tbk.



PT HM SAMPOERNA Tbk.

Personnel & GA Manager
PT HM Sampoerna, Tbk.



Branch Personnel Manager
PT Indofood Sukses Makmur, Tbk.

Organization:



Chairman of Indonesia HR Institute
(IndHRI)



Founder of Gerakan Nasional Indonesia
Kompeten (GNIK)

Bridgestone
Solutions for your journey



AGENDA

01 Company Profile

02 Talent Pipeline Strategy – *Skills Challenge*

03 Human Rights & Labor Practices –

Decent Work & Inclusive Growth

04 Vendors Compliance Audit

Company Profile

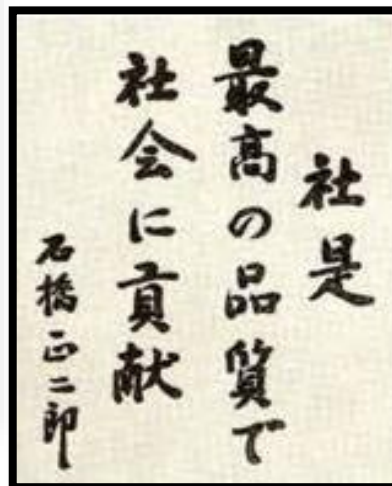
PT Bridgestone Tire Indonesia [BSIN]



"I'm convinced that a simple profit-seeking business will never thrive, but a business that contributes to its society and country will be forever profitable..."

Shojiro Ishibashi

Founder Bridgestone



Bridgestone company mission

"Serving Society with Superior Quality"

Written by the founder in 1968

企業理念 The Bridgestone Essence

使命
Mission

最高の品質で社会に貢献
Serving Society with Superior Quality

心構え
Foundation

誠実協調
Seijitsu-Kyocho
[Integrity and Teamwork]

進取独創
Shinshu-Dokuso
[Creative Pioneering]

現物現場
Genbutsu-Genba
[Decision-Making Based on Verified, On-Site Observations]

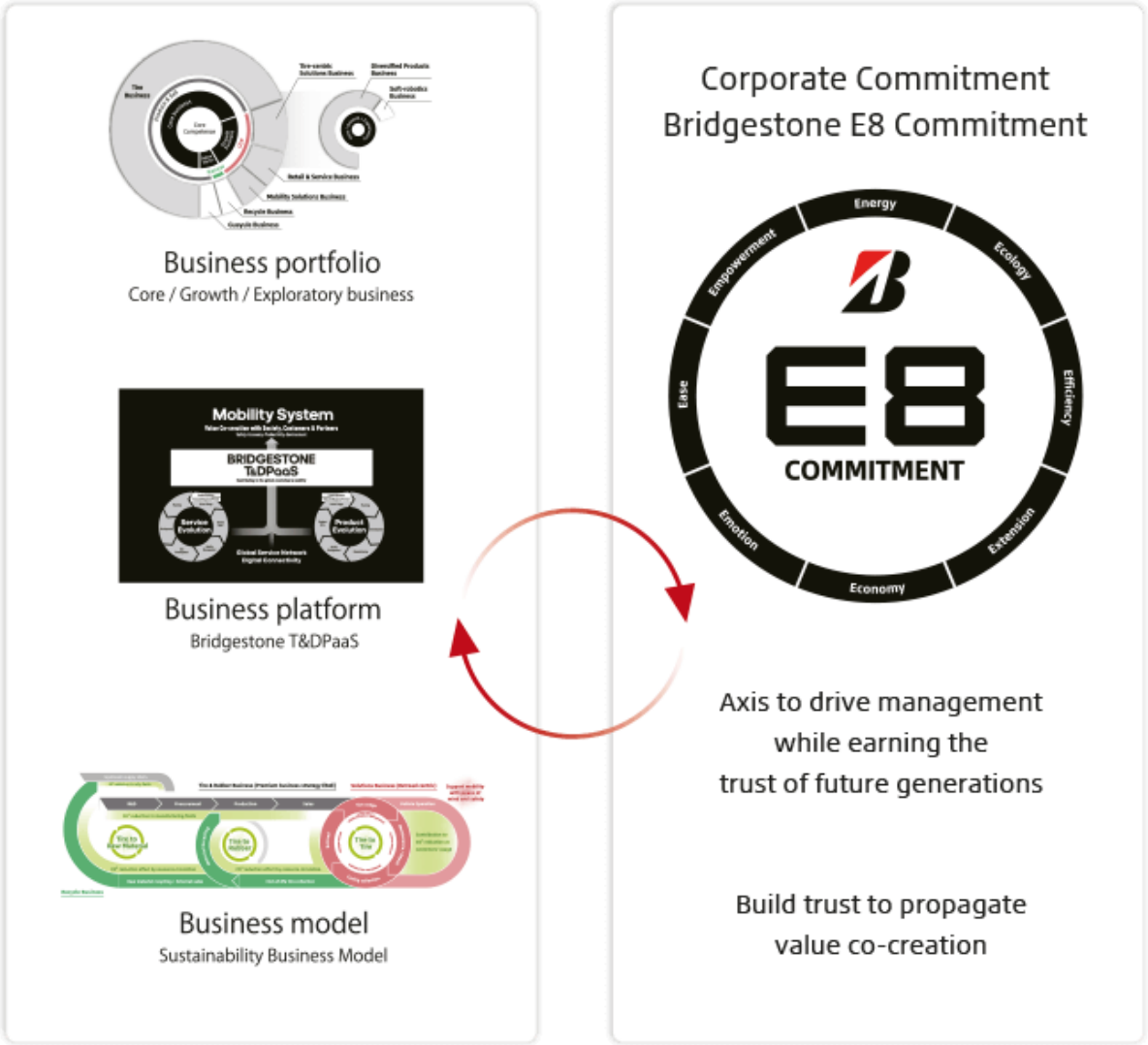
熟慮断行
Jukuryo-Danko
[Decisive Action after Thorough Planning]

BRIDGESTONE

Core Values

BRIDGESTONE GLOBAL GROUP

THE WORLD’S LEADING TIRE AND RUBBER COMPANY



“For the sake of the Earth, which future generations of children have entrusted in our care. Together with you.
In 2022, the Bridgestone Group established the “Bridgestone E8 Commitment” – a new corporate commitment in its “third foundation” – or Bridgestone 3.0. This will serve as the axis to drive management while earning the trust of future generations, as the Group accelerates transformation toward becoming a sustainable solutions company.
We will reinforce and accelerate initiatives for sustainability across the entire value chain, in all of our “produce and sell”, “use”, and “renew” phases.”

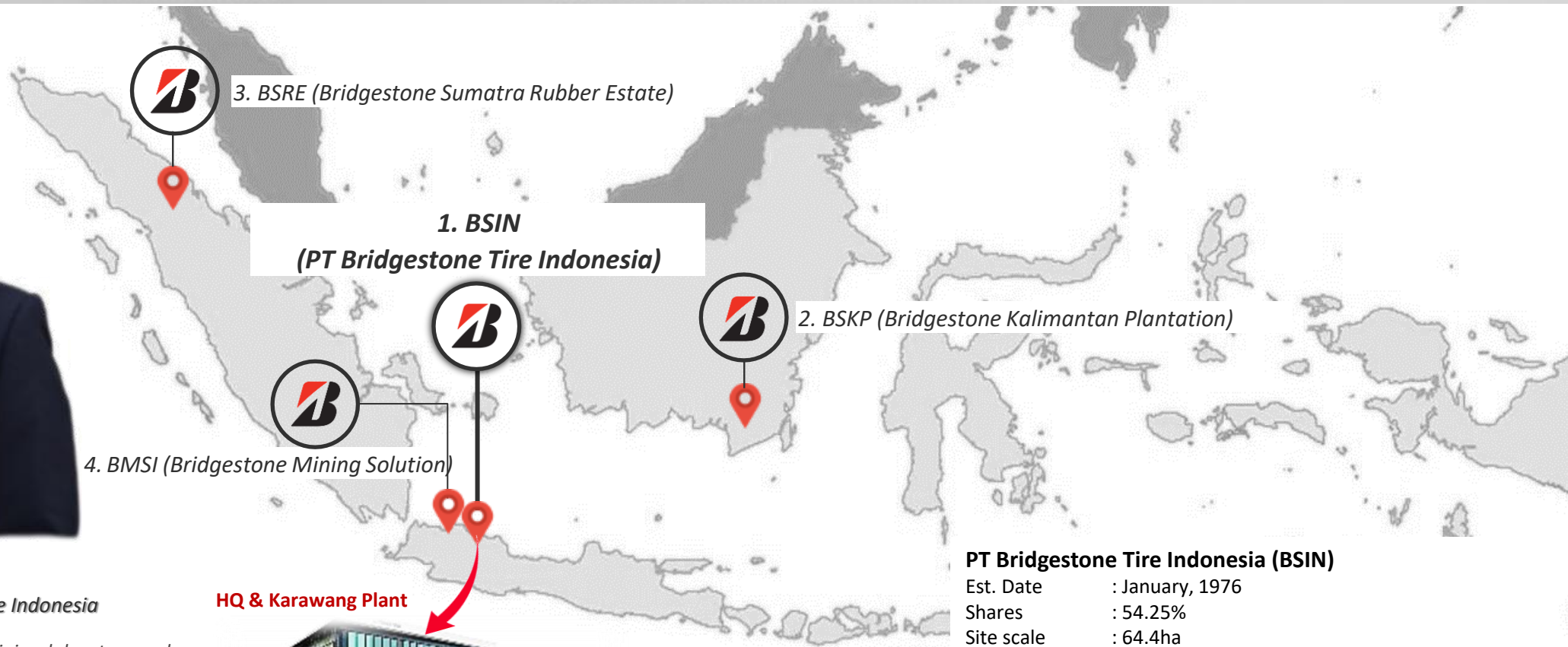
“Bridgestone E8 Commitment” – a new corporate commitment in its “third foundation”



Mukiat Sutikno

President Director PT. Bridgestone Tire Indonesia

"Saya bangga menjadi bagian dari Tim ini, salah satu merek ban terkemuka di Indonesia dan dunia. Saya yakin, semua prestasi Bridgestone Indonesia saat ini adalah hasil kerja keras semua pihak di perusahaan ini untuk memberi layanan terbaik semua pelanggan Bridgestone."



HQ & Karawang Plant



Bekasi Plant



PT Bridgestone Tire Indonesia (BSIN)

Est. Date : January, 1976
Shares : 54.25%
Site scale : 64.4ha
Employees : ± 3,400 (9 J-expats)
Business : Passenger, Commercial, & Industrial tires

HQ & Karawang Plant

Kawasan Industri Surya Cipta Kav. 8 - 13, Ciampel, Kutaneegara, Kec. Ciampel, Kabupaten Karawang, Jawa Barat 41363.

Bekasi Plant

Jalan Raya Kaliabang Km 27, Harapan Jaya, Bekasi Utara, RT.007/RW.016, Harapan Jaya, Kec. Bekasi Utara, Kota Bks, Jawa Barat 17124.

Bridgestone will continue to maintain its position as a market leader in Indonesian tire industry

Introduction to Bridgestone Tire Indonesia (BSIN)

Corporate Name : **PT Bridgestone Tire Indonesia (BSIN)**
Head Office Location : Kawasan Industri Surya Cipta
Jl. Surya Utama Kav. 8 - 13
Karawang – West Java.
Incorporated : 1973
President Director : Mr. Mukiat Sutikno
Commissioner : Mr. Yasuhiro Morita
Majority Shareholder : Bridgestone Asia Pacific Pte. Ltd, Singapore
Number of Employees : +/- 3.400



President Director
Mr. Mukiat Sutikno



Commissioner
Mr. Yasuhiro Morita

Board of Directors:



Yoshikazu Iwasaki
Technical Director



Satoshi Shinohara
Finance Director



Masaki Abe
Sales & Marketing Director



Yunus Triyonggo
HRGA Director



BSIN Head Office and Karawang Plant



Bridgestone is No.1 Tire Brand in Indonesia

Our Product:



POTENZA
Performance



TURANZA
Ride In Comfort



ECOPIA
Fuel Efficiency



ALENZA
CUVs & SUVs



DUELER
Off-Road Traction



TECHNO
Reliability



DURAVIS
Durable &
Endurance



**TRUCKS & BUSES
TYRES**
Long Distance
Durability

Talent Pipeline Strategy

Skills Challenge

Skills Challenge // Digital Disruption Is Inevitable



52% of Companies are worried about becoming obsolete¹⁾



Only **28%** of companies are able to implement innovation in all aspects of the organization (*organization-wide innovation*)¹⁾



90% of CEOs believe their companies will face disruptive change but **70%** feel their companies lack the skills to adapt²⁾

The era of disruption demands new business skills and ways of working. Larger companies are now working to develop new organizational models, leadership, skills, and technologies needed to face an era of disruption, while smaller companies may not even realize that they have entered an era of disruption...

1) *Embracing Digital Future – Vanson Bourne 2016 Research Report Commissioned by Dell Technologies*

2) *Rewriting The Rules of Digital Age – 2017 Deloitte Global Human Capital Trends*



Skills Challenge // The Industry 4.0 Revolution has started

Robotic technology and artificial intelligence continue to develop, especially in the field of tasks/work that operate based on standardized logic and rules.

ZERO

Creating artificial intelligence costs almost nothing ³⁾

10X

Technology grows 10x stronger every 5 years ⁴⁾

**5.1
MIO**

By 2020, 5.1 million jobs will be lost due to disruption in the labor market ⁵⁾

Technological advances in the field of automation are increasingly rapid, meaning that more and more human tasks and jobs are being taken over by machines. Human Resources who are creative and have deep skills are currently needed to ensure the continued competitiveness of the National Workforce.

3) *Forbes Greatest Living Business Mind on Artificial Intelligence – by Michael Dell, CEO of DELL*

4) *Accelerating Digital Business in the Era of 4th Industrial Revolution - Amit Midha, President of DELL EMC*

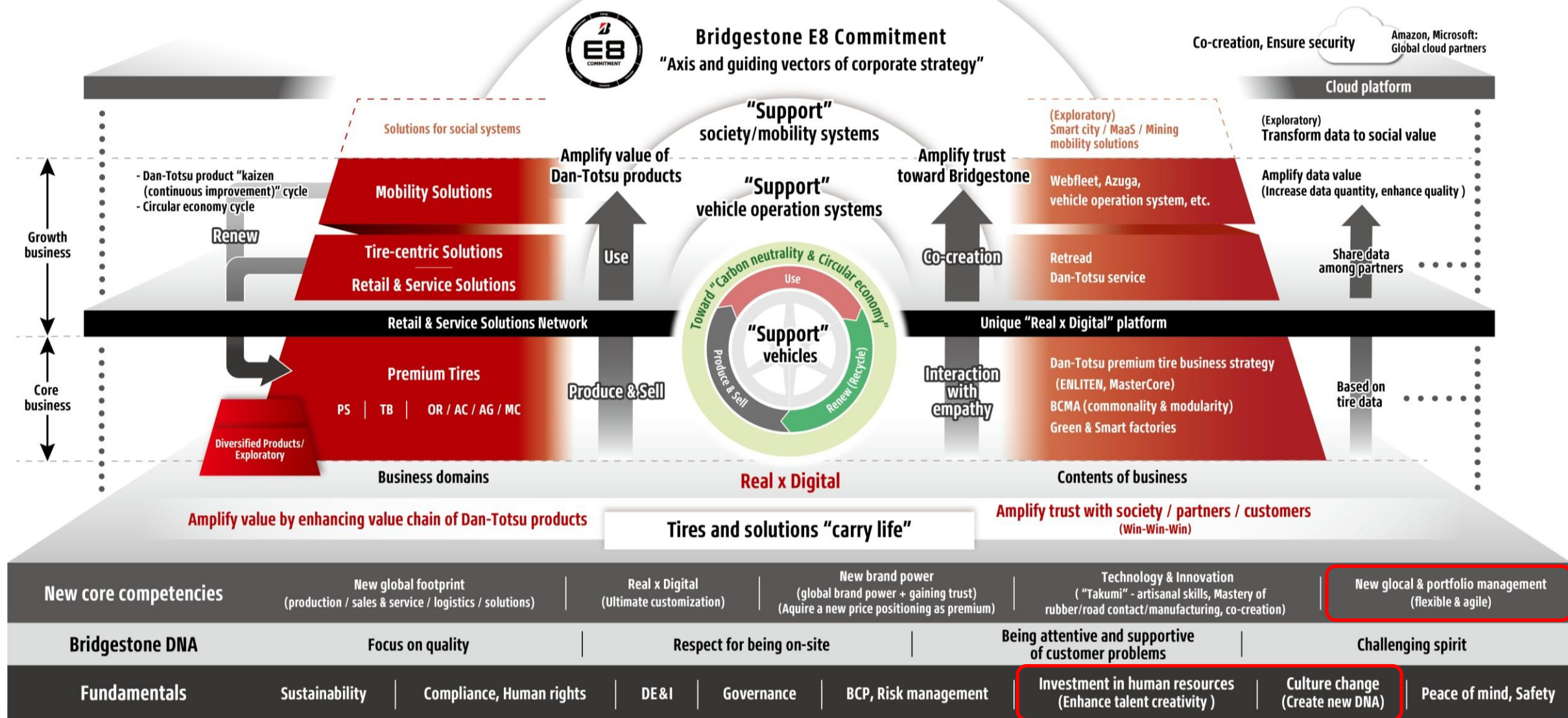
5) *The Future of Jobs : Employment, Skills, and Workforce Strategy for the 4th Industrial Revolution – WEC 2016 Executive Summary*



2050 Long term strategic aspiration : Strategic map

Mission: Serving Society with Superior Quality

Vision: 2050 Bridgestone continues to provide social value and customer value as a sustainable solutions company (Solutions for your journey)



Talent Pipeline Transformation Journey

Bridgestone Recruitment & Internship Program

Manual recruitment process & unstructured internship program

Hired
56
Operator

19%
Failure
Ratio

Onboard
100+
Interns

2017

2018-2019

Digitalize operator recruitment & collaborate with reputable school

Hired
369
Operator

14%
Failure
Ratio

Onboard
497
Interns

Online recruitment for Staff and change segmentation of internship activities

Hired
8
Staff

Hired
56
Operator

30%
Failure
Ratio

Focus internship
for **University
Students**

2020

2021

Utilize flexible employment opportunity & Initiate new talent pipeline strategy

Hired
18
Flexible Employment
Operator

Hired
15
Staff

16%
Staff
Turnover

New Talent Strategy

- **3 BE TEAM** Apprentices
- **9 BE INTERN** Students
- Preparation for **BE MANTAP**

Full utilization of new talent pipeline strategy with expanded population

48 BE MANTAP Operators
11 BE INTERN Students
14 BE TEAM Apprentices

2023

2022

Enhance utilization of new talent pipeline strategy

Onboard
25
BE MANTAP
Apprentice

Onboard
12
BE INTERN
Students

Hired
33%
BE TEAM
Graduate

Bridgestone continuously improve its talent acquisition strategy starting from manual process, digitalization, flexible employment, and transformation towards new talent pipeline strategy through utilization of internship & apprenticeship program.

Vocational Training Center (VTC)

Previous Program

Loka Latihan Keterampilan (LLKBS)

January 1981

January 1982 by Minister of Industry and Minister of Man Power & Transmigration

CSR Commitment to contribute to society through education

Mechanical & Electrical

2 years

24 students/year

435 of 847 graduated were absorbed in BSIN

Program

Start Operation

Inaugurated

Purpose

Curriculum & Syllabus

Duration

Quota

Total Graduates

New Initiatives

Apprenticeship Program

January 13, 2023

January 12, 2022 by Minister of Man Power

Talent pipelining & CSR commitment

Tire Production Process

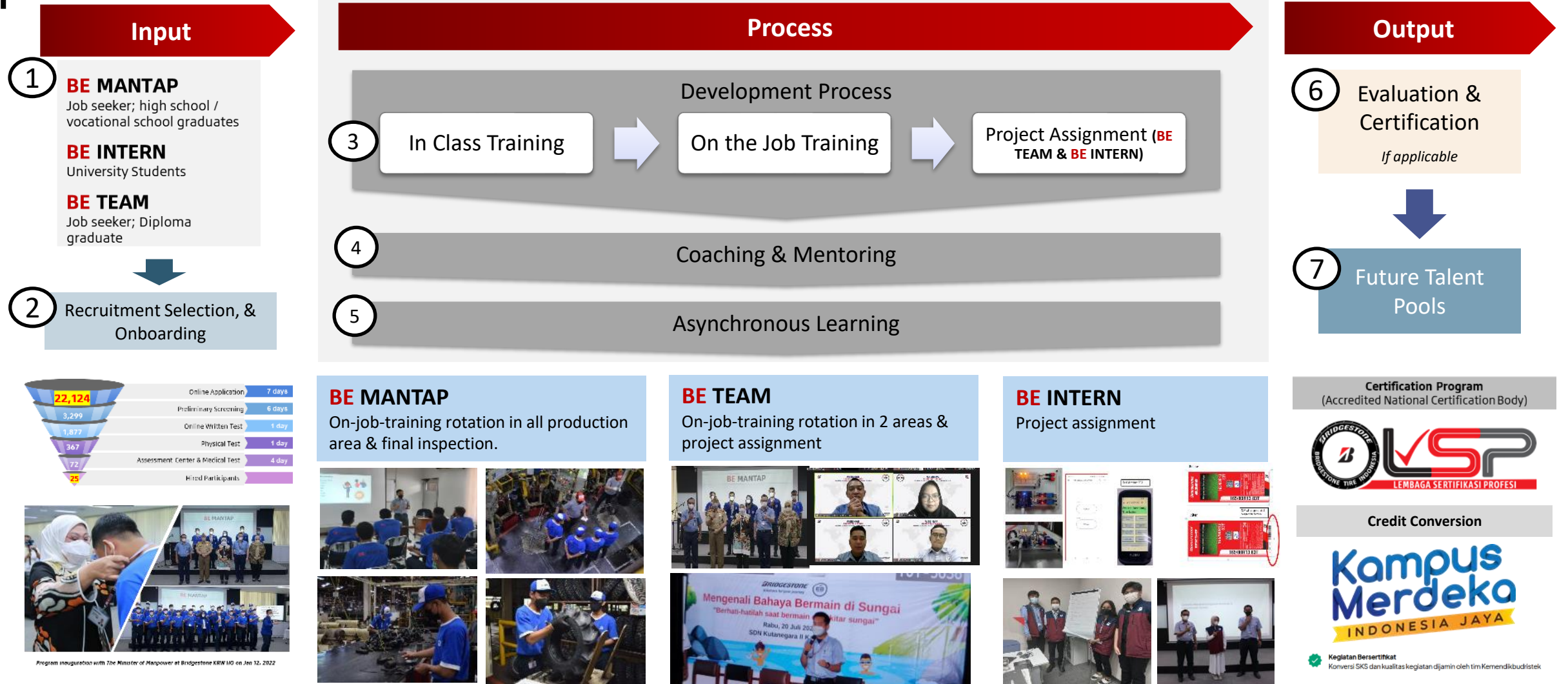
6 - 12 months

Flexible (based on MPP)

20 of 25 graduated were absorbed in BSIN



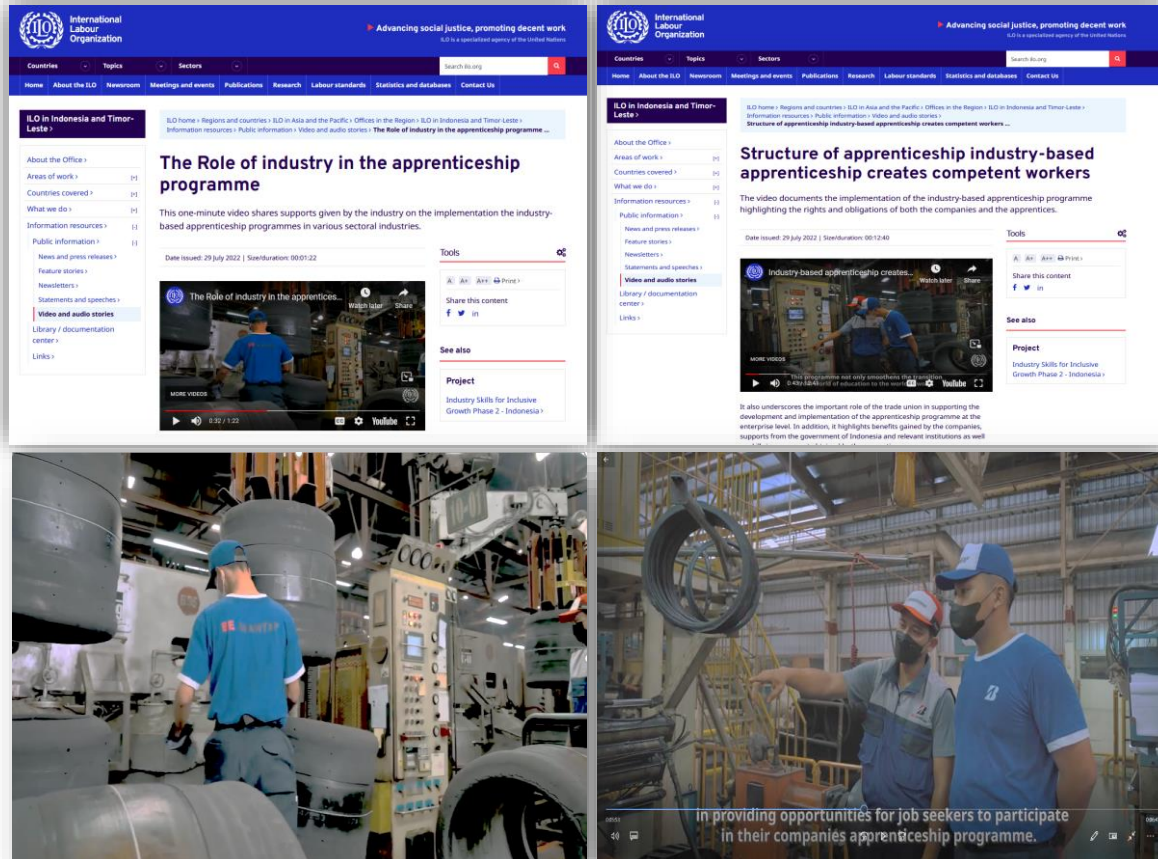
Program Framework



All programs will follow the **70-20-10** approach to Talent Development process

CSR Reputation and Super Tax Deduction (STD) Benefit

BSIN as a Role Model (Chosen by ILO)



International Labor Organization (ILO) choose BSIN as Role Model to others companies that conducted Integrated Apprenticeship program and they made a video which was shared on their Website.

Super Tax Deduction (STD) Benefit

Based on **Government Regulation PMK 128 year 2020**, Companies that conduct Apprenticeship Program/Vocational Training, will be eligible for **Super Tax Deduction 200%**

STD Submission requirement :

- Online Submission System (OSS)
- Agreement Letter (MoU)
- Fiscal Certificate

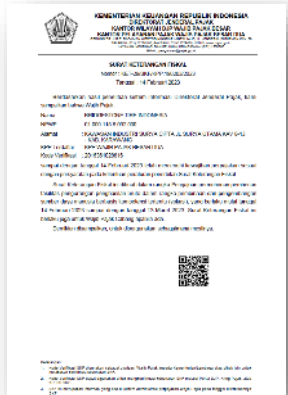
OSS Notification



Agreement Letter (MoU)



Fiscal Certificate



Potential to get Super Tax Deduction

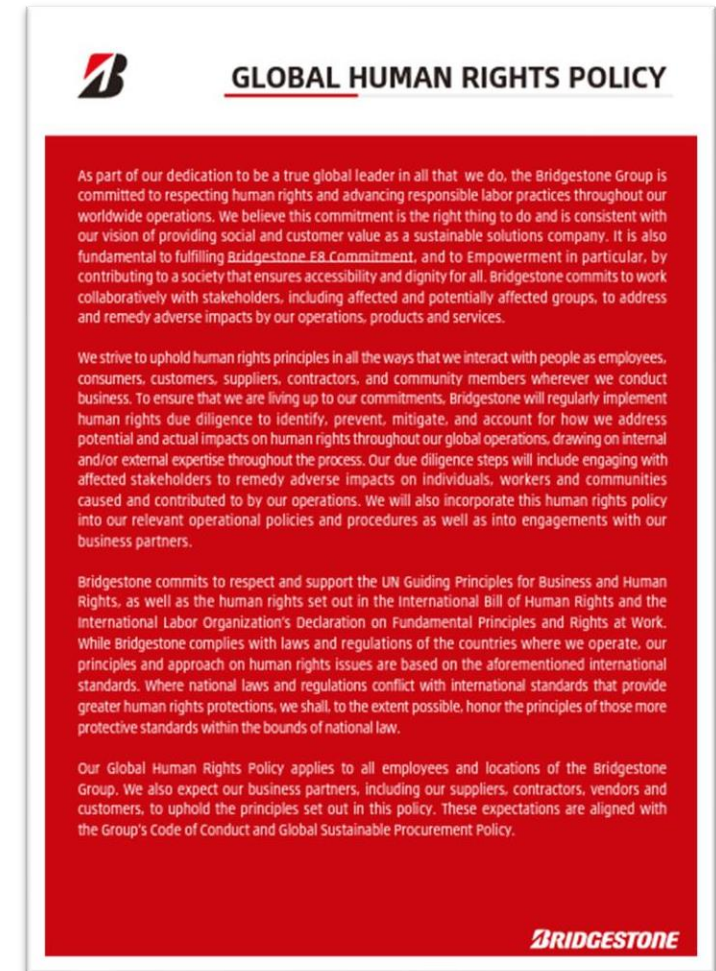
Human Rights & Labor Practices

Decent Work & Inclusive Growth

Bridgestone Group Global Human Rights Policy

The Bridgestone Group continues to embrace its Global Human Rights Policy launched in 2018. The Policy addresses the standards and behaviors that all Bridgestone Group employees around the globe can and should expect from the Group, their managers and fellow employees.

- The Bridgestone Group is **committed to respecting fundamental human rights and advancing responsible labor practices throughout its worldwide operations.**
- This policy outlines:
 - Respecting Diversity, Equity and Inclusion;
 - Prohibiting Discrimination and Harassment;
 - Occupational Health and Safety;
 - Providing Adequate Labour Conditions;
 - Protecting Freedom of Speech and Freedom of Association.
- Expectations laid out in this policy are closely aligned with the Group's Code of Conduct and Global Sustainable Procurement Policy.
- The Policy was updated in 2022.
- In 2023, Bridgestone Group plans to reflect its policy commitments within its operations, through the accompanying implementation guideline for this policy.



From Human Rights Policy to Human Rights Assessment

To uphold Bridgestone's policy, BSR worked with Bridgestone to conduct a corporate level human rights assessment to understand the company's workplace related human rights risks.

- In the corporate level human rights assessment that was conducted from September to November 2021, potential human rights risks in the company's workplace were identified globally. (Phase 1)
- In Phase 2, several sites were selected for pilot projects to conduct site-level human rights assessments so that site-level conditions and potential human rights risks could be further explored. **Bridgestone Indonesia was selected for an onsite assessment.**
- The Human Rights Assessment (HRA) assessed policies as well as their implementation status **in line with both Indonesian laws and international human rights standards.**
- BSR's evaluation methods for human rights assessments are aligned with **the United Nations Guiding Principles on Business and Human Rights (UNGPs)**. References are made to other relevant international human rights standards when analyzing specific human rights issues.



Photo Source: [Bridgestone 2020/2021 Sustainability Report](#)

Issues Reviewed under this Human Rights Risk Assessment

In order to run a comprehensive assessment of the human rights issues at the BSIN workplace, a mapping of potential human rights risk areas was made, identifying the following human rights issues. The human rights topic of operating in Conflict-Affected and High-Risk Areas (CAHRA) was excluded from the scope of the assessment due to low relevance/ risk in the workplace in Indonesia.

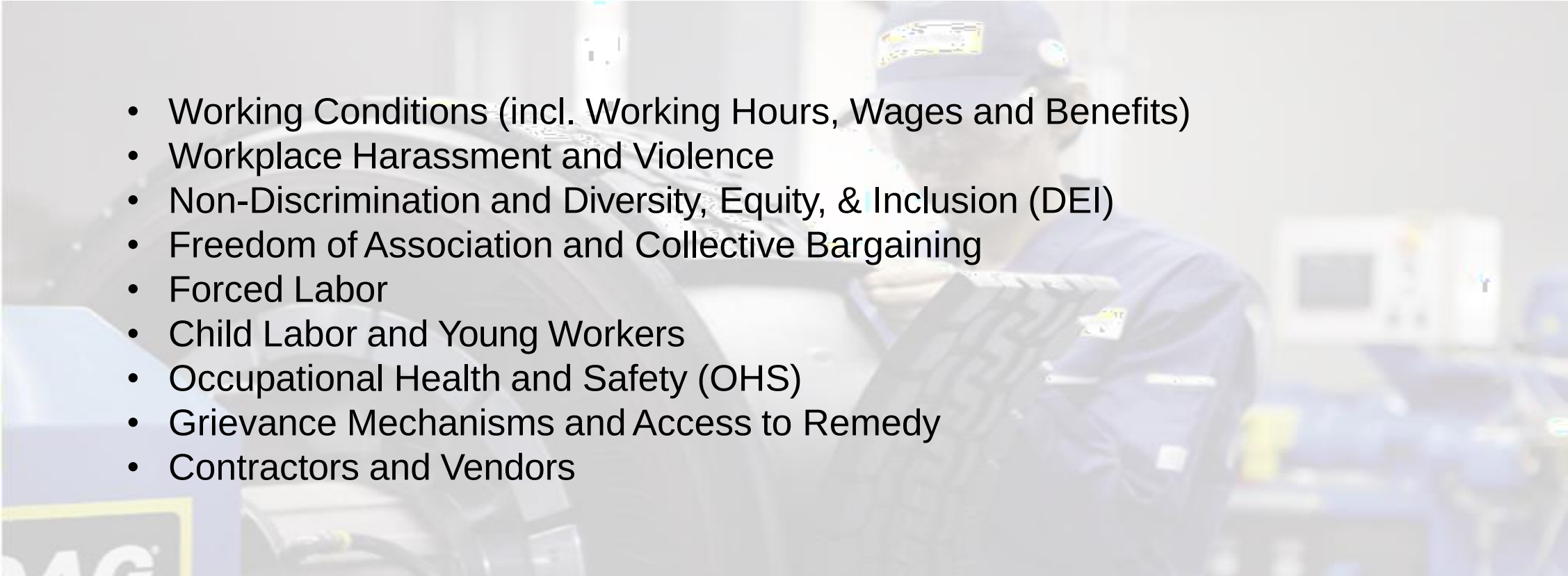
- 
- A background image showing a worker in a blue uniform and cap working on a machine. The worker is wearing a blue cap with a yellow label and a blue uniform with a yellow label. The machine is blue and has a yellow label. The background is a blurred industrial setting.
- Working Conditions (incl. Working Hours, Wages and Benefits)
 - Workplace Harassment and Violence
 - Non-Discrimination and Diversity, Equity, & Inclusion (DEI)
 - Freedom of Association and Collective Bargaining
 - Forced Labor
 - Child Labor and Young Workers
 - Occupational Health and Safety (OHS)
 - Grievance Mechanisms and Access to Remedy
 - Contractors and Vendors

Photo Source: [Bridgestone 2020/2021 Sustainability Report](#)

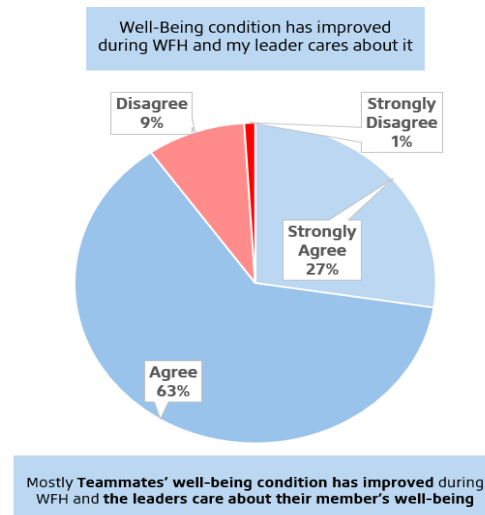
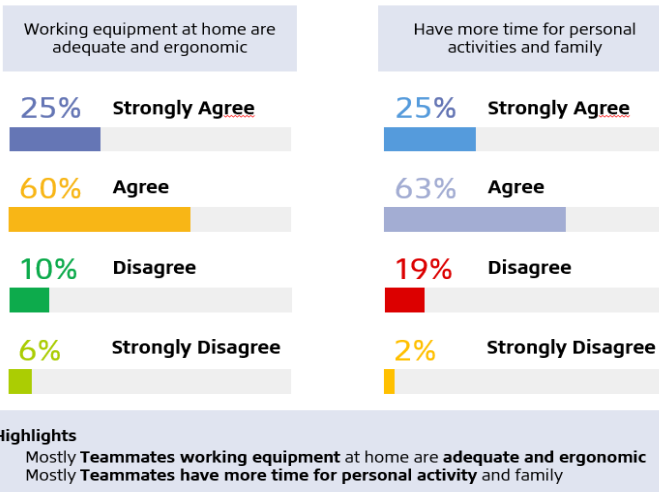
Hybrid Working Implementation in Bridgestone

Operational Policy on Hybrid Working Arrangement

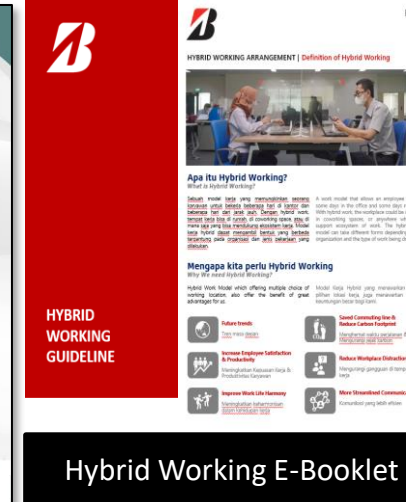
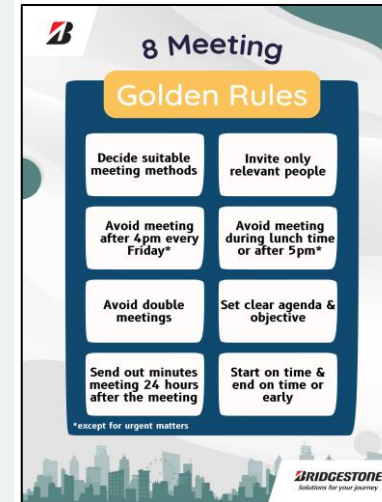
Launched on July 15th 2022

1. New **40:60 arrangement** or max. **2 days WFH** per week
2. Applicable for **HQ & Support function**
3. Dept Head / Managers to **assign work schedule** by considering the following factors
4. Each function must arrange **1 day of full WFO** for coordination purposes
5. **WFH arrangement can be revoked any time** teammates fail to comply with the regulation

Impacts to Employee Well-Being



Supporting Guidelines and Programs



Hybrid Working E-Booklet



Training to Support Hybrid Working

1. **Reduce commuting** time, cost, and stress due to traffic jam
2. Provide more opportunity for **hobby and physical exercise**
3. **More time spent with family** (drop off kids at school, having lunch together, more relaxed evening, etc.)
4. Provide more opportunity for **religious activities**

Bridgestone Employee Well-Being Program

Key Targets

Existing Programs

Building Employee's Awareness



Creating Ecosystem & Tools

Employee Well-Being Assessment



Gain Employee's Participation

Corporate Events



CFT Discussion



New Programs

1. Continue Campaign
2. Continue Education Activity (Health Talk, Webinar, Training)
3. Social Media Activation



1. Launch EWB Policy
2. Create various programs to promote EWB
3. Launch digital tools to monitor & track well-being

1. Create Cross Function Teams as EWB Champion
2. EWB Programs
 - a) Competition → Photo & Video competition, jingle competition, X-Factors, Ideal BMI competition
 - b) Content creation
 - c) Employee Assistance Program

Social Media Activation & Photo Contest

#EmployeeWellBeingBeginsWithMe



Ronny Des
13 April pada 21:57

Improving the health and Employee Well Being makes Good Business - Steve Flanagan

Dengan bermain Drum saya mendapatkan berbagai manfaat khusus teruji dalam sebuah penelitian (Columbia University, New York-Marie 2022)

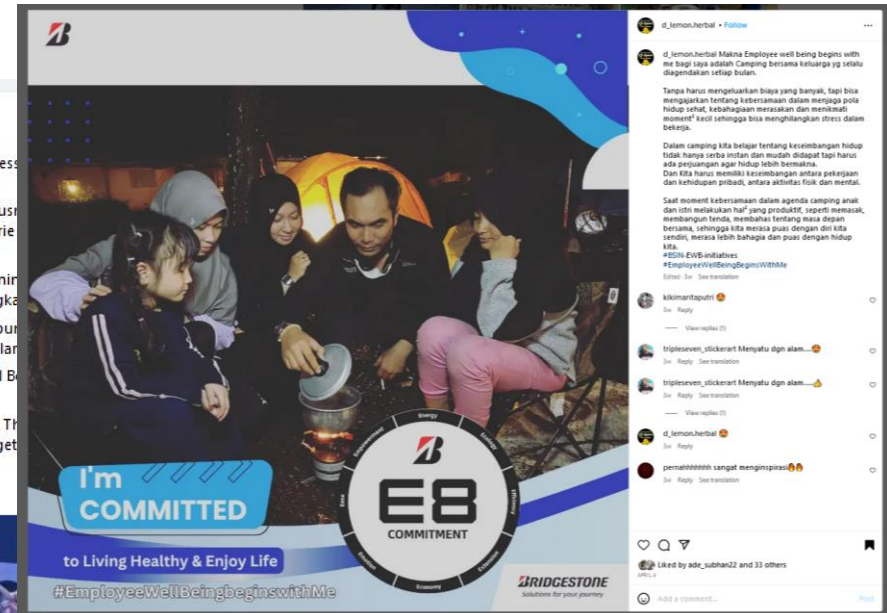
Adapun manfaatnya adalah Meningkatkan Daya Tahan Tubuh, Meningkatkan Kreativitas, Memperbaiki Manajemen Waktu, Meningkatkan

Dari semua hal positif tersebut saya implementasikan kedalam hubungan dengan rekan kerja, atasan dan koordinasi team yang tentunya selanjutnya.

Sekali lagi, Saya sangat mendukung program EWB (Employee Well Being) PT. Bridgestone Tire Indonesia.

"The root of all health is in the brain. The trunk of it is in emotion. The body is the body. The flower of health blooms when all parts work together."

#employee wellbeing begins with me
#BSIN-EWB-initiative



Vendor Compliance Audit

Vendor Compliance Audit in Bridgestone



- Disseminate Global Human Rights Policies and invite vendors to comply with HRLP principles;
- Auditor team from HR-IR & Other Dept.
- Ministry of Manpower Expert briefed the outsourcing regulation (Manpower Law 6/ 2023);
- Total vendors involved: 25 companies

Assessment Scopes:

- ☐ Quality audit and process verification
- ☐ Process Control
- ☐ Safety Management
- ☐ Risk Management
- ☐ Legal Compliance and Environment
- ☐ Performance Management & Sustainability.

Vendor Assessment audit services for detailed study of the audit checklist and successful implementation at clients. The implementation involves training to follow actual shop floor practices and maintaining relevant documentation. Bridgestone team adopts a systematic approach that helps in effective implementation and better audit results



Toward 2050, Bridgestone is evolving into a sustainable solutions company.

Born of our enduring Bridgestone values, this is our personal E8 Commitment to support the realization of a sustainable society.

Energy Committed to the realization of a carbon neutral mobility society.

Ecology Committed to advancing sustainable tire technologies and solutions that preserve the environment for future generations.

Efficiency Committed to maximizing productivity through the advancement of mobility.

Extension Committed to nonstop mobility and innovation that keeps people and the world moving ahead.

Economy Committed to maximizing the economic value of mobility and business operations.

Emotion Committed to inspiring excitement and spreading joy to the world of mobility.

Ease Committed to bringing comfort and peace of mind to mobility life.

Empowerment Committed to contributing to a society that ensures accessibility and dignity for all.

Bridgestone E8 Commitment to Our Future

For the sake of the Earth, which future generations of children have entrusted in our care.

Together with you.



***“Serving Society with
Superior Quality”***

Thank you...

企業理念 The Bridgestone Essence

使命
Mission

最高の品質で社会に貢献
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誠実協調
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Jukuryo-Danko
[Decisive Action after Thorough Planning]

BRIDGESTONE

Core Values

Bridgestone China & Asia Pacific SBU

THE MOST TRUSTED LEADING BRAND

BRAND	CUSTOMER & SOCIETY	PEOPLE	BUSINESS GROWTH
Provide Superior Quality in All Aspects Innovate Through Diverse Ideas	Focus on Service Excellence Think Ahead of End-User Needs Give Back to Society	Develop the Diverse Teammates Recognise and Reward Performance Create a Safe Working Environment	Deliver Sustainable Growth and Profit Drive Operational Excellence
THE BRIDGESTONE ESSENCE			

trace

Transparency

Transparency means that we are clear, open & honest in sharing our thoughts candidly, so others can benefit from it and act ethically and with integrity in all our work responsibilities.

Respect

Respect means that we always care for fundamental human rights, show courtesy, value diversity & different points of view, and demonstrate mutual trust in our day-to-day interactions with each other.

Accountability

Accountability means that we take pride, ownership, are proactive and fully engaged in taking actions to deliver on our promises and provide the best quality in our work.

Collaboration

Collaboration means we work together as a team and support each other to harness the power of diversity and display unity of vision, so as to complement our own ideas and skills with others to achieve our business goals with pride and enthusiasm.

Embrace Change

Embrace change means we are constantly willing to adapt and promote positive change and see them as opportunities to advance BSCAP SBU to meet the needs of our customers. We recognize that without change there can be no improvement.

BRIDGESTONE

Our Culture



Safety Mission Statement

Safety First, Always

At Bridgestone, we make safety a business value. Creating a safe working place for all is everyone's responsibility.



We aim with pride to achieve perfect safety.

BRIDGESTONE

Safety as Basis of Operation

Quality Mission Statement

Creating Customer Value & Trust

Dan-Totsu is achieved through Innovation and Kaizen



Leadership empowers employee ownership, drives innovation and supports TQM

BRIDGESTONE

Creation of Customer Value

Environmental Mission Statement

To help ensure a healthy environment for current and future generations...

Therefore, we are focused on three objectives.



BRIDGESTONE

Creation of Social Value

- TRACE is to reinforce One SBU, One Team spirit. The "software" of how we achieve BSCAP SBU Vision.
- BSCAP SBU Vision and TRACE are consistent with our Global Core Values, The Bridgestone Essence.

BSIN Employee Well-Being Program

Kick Off Event (20-21 March 2023)

KICK OFF EMPLOYEE WELL-BEING & MENTAL HEALTH INITIATIVE
PT BRIDGESTONE TIRE INDONESIA

THANK YOU FOR YOUR PARTICIPATION

EUB Socialization

Mini MCU

Raising Mental Health Awareness

Mental Health Webinar

Health Talk

Doorprize

EMPOWERING TEAMMATES FOR CORPORATE SUSTAINABILITY

Senin-Selasa, 20-21 Maret 2023
MS. Teams & Kantin Produksi Karawang

#EmployeeWellBeingbeginswithMe

Confidential S3

BRIDGESTONE
Solutions for your journey

In-House Psychological Consultation Service (launched on 23 March 2023)

BSIN Employee Well Being Initiatives Program
Layanan Konseling Psikologi

Kami membuka layanan konsultasi psikologi di perusahaan bersama Psikolog Klinik, Rizky Febri Arum Pristanti, M.Psi., Psikolog.

Jadwal Layanan

Bekasi Plant
Setiap Senin
09.00 - 14.30 WIB
Ruang Konseling
Kirchoff LUK-BS

HO & Karawang Plant
Setiap Kamis
09.00 - 14.30 WIB
Ruang Konseling
Sebelah Ruang Klinik HO

Contact Person
HO & KP:
Ibu Ami (HR)
BP:
Ibu Ocky (HR)

Form Registrasi:

https://bit.ly/BSIN_LayananPsikolog

Form Pendaftaran Konsultasi Psikologi

Telima kasih telah menghubungi kami.

Form ini merupakan form pendaftaran konsultasi dengan Psikolog, Ibu Rizky Febri Arum, M.Psi., Psikolog. Konsultasi dilaksanakan setiap hari Senin di Bekasi dan setiap hari Kamis di Karawang & Head Office. Waktu konsultasi adalah maksimal 1 jam setiap pertemuan dari jam 9 s.d 14.30 WIB.

Apabila Anda ingin berkonsultasi dengan psikolog, mohon mengisi form yang terdapat di bagian 1 meliputi data diri dan pada bagian 2 terdapat pre-assesmen yang perlu diisi untuk mengetahui kondisi awal.

Sekelompok data diri, data hasil pre-assesmen, serta data hasil konsultasi dengan psikolog akan kami jaga kerahasiaannya. Data hasil akan dibagikan oleh psikolog untuk PC, Employee Well-Being & PC Medical di masing-masing area. Kami akan menjaga kerahasiaan data konsultasi dan diagnosis kepada Anda dan hanya akan digunakan untuk kepentingan pekerjaan yang berkaitan dengan (tanpa nama).

PC Employee Well-Being: Khairunnisa Putri
PC Medical: Afdhuan A Dhuhi (PC), Ocky Prima One (Bekasi), Ahmad Mantur (Karawang)

Data Diri

Mohon kerahasiaan data ini untuk mengisi data diri meliputi NIK & Nomor HP agar dapat kami hubungi untuk keperluan konsultasi, serta mohon bersedia mengisi konsultasi yang Anda inginkan.

1. Employee Code

Enter your answer

Confidential S3

BRIDGESTONE
Solutions for your journey

5 Easy Ways Workout at Work

IMPROVING PERFORMANCE AND KEEP MOTIVATED BUT CALM WITH STRESS

1. Raise the roof (20 reps)
While marching in place, push toward the ceiling with your palms up and thumbs almost touching your shoulders. Make it harder by holding water bottles.

2. Hamstring Curl (20 reps)
Bend arms at the elbow. Bring one foot up toward your rear and while straightening your arms so that your hands are down when your foot is up.

3. Knee Lift (20 reps)
Just like hamstring curls, except you lift your knee up in front as your arms go down.

4. Punching (20 reps)
While rocking foot to foot, punch with alternating arms. To reduce elbow stress, try not to fully straighten your arm.

5. Walking (10 min)
Lap your block or a floor of your office. Try for a pace of 100 steps per minute, which is easy if you don't stop to play.

Source: Washington Post, 2011

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BRIDGESTONE
Solutions for your journey

Campaign

EMPLOYEE WELLBEING IN THE WORK PLACE

WHAT IS EMPLOYEE WELL-BEING?
Employee wellbeing is a state of complete health, encompassing physical, emotional, social, and mental aspects, all of which are interconnected and affect the health and happiness of employees.

WHY IS IT IMPORTANT TO INVEST IN EMPLOYEE WELL-BEING?

- Employees feel valued
- Reducing employee's stress
- Increased employee engagement & productivity
- Employees feel more connected, their health is elevated, consequently their happiness is increased, and they are motivated to contribute positively to the organization.
- Improve productivity & creativity
- Employees are more focused on their work
- Increase positive relationship
- Have positive relationship with all employees

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CAUSES OF WORK-RELATED STRESS
According to Better Health Channel, Victoria State Government Australia

Some of the factors that commonly cause work-related stress include:

- Lack of Proper Resources
- Lack of Equipment
- Few Promotional Opportunities
- Harassment
- Discrimination
- Poor Relationship with Colleagues or Bosses
- Crisis Incidents, such as an armed hold-up or workplace death

Self-help for the individual

- Think about the changes you need to make
- Talk over your concerns with your HR Manager
- Make sure you are well organised
- Take care of yourself

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Initial programs are focused on building awareness and introducing the importance of employee well-being

From idea to impact for achieving Top Demographic Bonus 2030...

BSIN as PIONEER to conduct Integrated Apprenticeship Program in Tire Manufacturing

Curriculum & Syllabus



Item	Code	Competency Unit	Duration
in Class	Off		
Basic skill A Soft skill	P.05.0108.003.1	Having professional integrity	1W
	C.2010.002.001.1	Implementing safe practice at workplace	1W
	C.2010.002.001.2	Controling production quality	1W
	C.2010.002.001.3	Using working tools	1W
Hard skill	C.2010.002.001.4	Operating a electrical device	1W
	C.2010.002.001.5	Preparing rubber and chemical material	2W
	C.2010.002.001.6	Operating mixer machine	2W
	C.2010.002.001.7	Operating tread machine	2W
Soft skill	C.2010.002.001.8	Operating calendering machine	2W
	C.2010.002.001.9	Operating cutting machine	2W
	C.2010.002.001.10	Operating roller machine	2W
	C.2010.002.001.11	Operating the assembly machine - part1	2W
Hard skill	C.2010.002.001.12	Operating the assembly machine - part2	2W
	C.2010.002.001.13	Operating curing machine	2W
	C.2010.002.001.14	Conducting sorting process	2W
	C.2010.002.001.15	Conducting visual inspection	2W

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Process



Certification



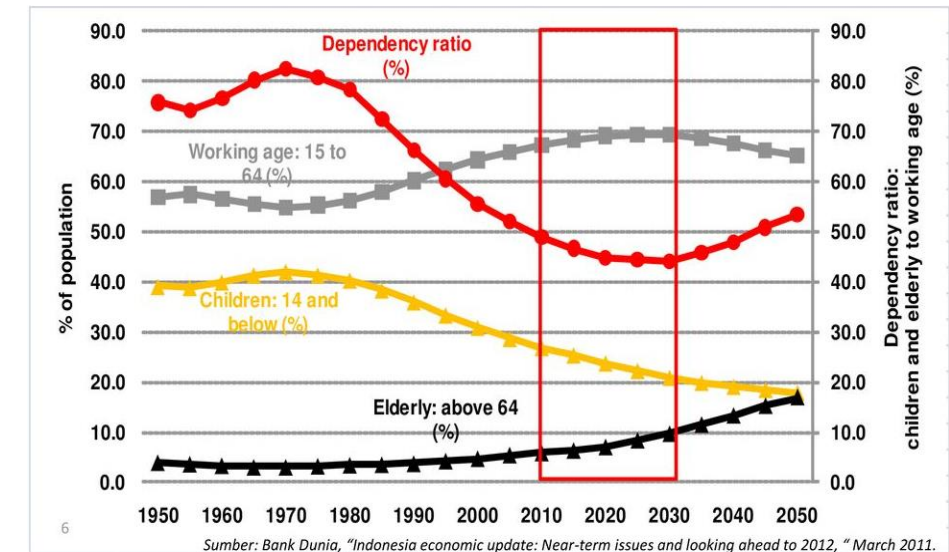
Highlights :

1. BE MANTAP focused on the Tire production process
2. This program is based on Indonesian national work competency standards (SKKNI) and INMEC Training Program
3. After completing the program, participants will get National Certification from Professional Certification Agency (LSP BSIN)

"The demographic bonus that will reach its peak in the 2030s is our big opportunity to achieve a Golden Indonesia 2045, where 68% of the population is of productive age. This is the key to increasing our national productivity" said Jokowi in his state speech at the MPR Annual Session in Jakarta, on Wednesday (15/8/2023).



Ir. H. Joko Widodo
Presiden Republik Indonesia



2010 – 2030 is the optimal period to increase growth, often called the demographic dividend because in this period the workforce reaches its peak, while the dependency ratio decreases.