# CHAPTER II

# THE GENERAL DESCRIPTION OF PT. INTI

## 2.1 Description of PT. INTI

PT. INTI (Indonesian Telecommunication Industry) is located in 77 Moh. Toha street Bandung, Indonesia with 700 employees. It has involved in telecommunication business for 35 years and INTI main customers includes "The Big Four" Indonesian telecommunication operators such as; Telkom, Indosat, Telkomsel and XL. Since the growth of convergence technology trends between telecommunication technology and information technology (IT), INTI has transformed it business orientation from pure manufacturing based industry to be system solution based industry, especially in the information and communication system and technology integration area. At the last two years INTI gives the solution for fixed and cellular network and develops new products such as IP PBX, NMS (Network Management System), SLIMS (Subscriber Line Management System), NGN Server, VMS (Video Messaging System), GPA (General Purpose Agent, SNMP based control and monitoring tools), Interface Monitoring System for CDMA network and Disaster Forecasting and Warning System, etc.

RICE-PT.INTI (Regional General Condition Information Technology Center of Excellence) is a main technology of Regional Information which was established by PT. INTI. RICE PT. CORE was founded in 2005, with SK Directors for RICE units. RICE PT.INTI has three units such as: 1) supervision of

Operation & Maintenance, 2) supervision of Administration and 3) Unit of expert groups. RICE PT. CORE is a service center in the field of entrepreneurship and business development for IT society, especially in Bandung. RICE INTI has some purposes such as: 1. Developing and stimulating new business in the field of software 2. Building business community of software at the regional and national level 3. Building long partnership with PT. CORE 4. Facing the competition of software business at global 5. Preparing the source "outsourcing" software for the company based on organizational structure in PT. CORE. RICE INTI also has important roles such as: Supporting INTI products especially in software application, supporting development and maintenance of SIM INTI, supporting transformation process in IT (IT Assessment and Certification Center and IT Training Center).

The Divisions in PT. INTI include of Business Development, Finance, Human Resource Department, Sales and Marketing and Operation and Enginering. Every division opens the opportunity for students who want to take job training especially in Human Resource Department division. In this case, the writer proposed to be a member of job training and was placed in Human Resource Department division.

**2.2 Description of Human Resource Department in PT. INTI**

The location of HRD division is on 7$^{th}$ floor. The employees consist of SLTA, D3, S1 and S2 graduates. Dayu P. Rengganis is the director of HR and general affairs. Human Resources Department division has important roles and

functions such as recruiting and training the good employees, managing payroll processes and developing employees' performance. Human Resource Department Systems also encompass: payroll, benefit administration, HR management information system, recruiting, training management system, and performance record. The payroll automates the payment process by gathering data on employee time and attendance, calculating various deductions and taxes, and generating periodic pay cheques and employee tax reports. The benefits administration provides a system for organizations to administer and track employee participation in benefits programs.

Nowadays, employee development sector in PT. INTI has a plan to make a good and a big repository. It will be fulfilled by knowledge which relates to human resources management. The repository is a file and will be linked to every employee's computer. All knowledge inside repository is in Bahasa Indonesia. So, every employee can see the unknown management knowledge through the repository. Unfortunately, there are some materials which have not been translated in to Indonesia, so the writer was asked to translate them especially translating HR challenges texts from "Strategic Human Resource Management" book by Anthony Perrewe Kacmar. The translation result will be moved to repository file and all employees can read it.