CHAPTER II

THE BUSINESS OF PT. POS INDONESIA

2.1 History of PT. Pos Indonesia (PERSERO)

PT. Pos Indonesia is located on Jl. Banda 30, Citarum, Bandung is the oldest institution which is still exist today. Perum Pos and Giro is the root of the PT. Pos Indonesia (PERSERO) which is active in correspondence.

PT. Pos Indonesia was first formed on the Dutch era, which is beginning with the ideas and evolve with the needs. The idea was first served to facilitate the correspondence during the Dutch Colonial era. Governor General G.W. Baron established the first post office in Batavia on August 26, 1746. The role of post office more important and developed after found the telegraph and telephone technology, thus formed Jawatan Pos, Telegraf dan Telepon (Jawatan PTT) based on Staatblaad No. 395, on 1906. By the release of the State Enterprise Statute the Dutch East Indies (Indische Bedrijvenwet/IBW) since 1907, Jawatan is managed by the Ministry of PTT Companies (Department van Gouvernementsbedrijiven). During the Japanese occupation that took over by the Dutch in Indonesia, Jawatan PTT is divided according the organizational structure of the Japanese military administration, so there are a Jawatan PTT Sumatra, Jawatan PTT Jawa and Jawatan PTT Sulawesi. Jawatan PTT Republik Indonesia stood officially on 27 September 1975 after the takeover of the PTT Headquarters in Bandung by Angkatan Muda PTT (AMPTT) of the Japanese military administration. In the event a group of young members AMPTT broke and that date became a milestone

in the history of Jawatan PTT Republik Indonesia and commemorated every year as the day of Hari Bakti PTT and that is later became the day of Hari Bakti Parpostel.

The change of the name of Jawatan PTT occurs again and the postal service changed to Perusahaan Negara Pos dan Telekomunikasi (PN Postel) based on Government Regulation (PP) No. 240 of 1961.

With the issuance of law No.9 in 1969, the status of the company's business is grouped into three statues: Perusahaan Jawatan (Perjan), Perusahaan Umum (Perum) and Perusahaan Perseroan (Persero). The status of PN Pos dan Giro turned into Perum Pos dan Giro based on PP No. 9 on 1978. In relation with the changes in the business environment, as the status Perum and enhanced particularly concerning development and supervision of procedures based on PP No.24 on 1984. Facing the growth of business world is increasingly rife and full of competition is required adjustment with the status of business entities more flexible and dynamic to be able developing better service. For keep to remain competitive status of Perum Pos and Giro was changed to PT Pos Indonesia (Persero) conducted by PP No.5 of 1995 on 20 June 1995.

2.2 PT Pos Indonesia (Persero) and International Pos.

Indonesia Post Department is listed as a member of The Universal Postal Union (UPU) since the Dutch colonial period around 1878. In the last 3 UPU Congress, Indonesia has always followed with dispatch the delegation in Washington on 1989, Seoul on 1994, and Beijing 1999.

In Seoul Congress on 1994, Indonesia was elected as a member of Council of Administration (CA) that formerly named Executive Council (EC) and Postal Operations Council (POC) that formerly named Consultative Council for Postal Studies (CCPS). Even on membership in the POC, Indonesia appointed as Chairman of the Commission Post Packages. Other International events that actively followed are Postal Security Action Group (PSAG), Postal Development Action Group (PDAG) and several sub-commissions and the task force like, Terminal Dues, EMS and Postal Technology Center (PTC). Besides the membership in the UPU, Indonesia is also a member of Restricted Union that is Asia-Pacific Postal Union (APPU).

The two annual session organization by UPU has always attended by Indonesia, that is:

1. Council of Administration (CA)
2. Postal Operations Council (POC)

The international activities, followed by Indonesia briefly outlined below:

a. Session of Governing Board-Asia-Pacific Postal College (GB-APPC) discuses the training program post in the Asia-Pacific region include subjects, duration and the cost of the required training.
b. Session of Executive Council- Asia-Pacific Postal College (EC-APPC) discusses the follow up UPU Congress that shall be applied to the Restricted Union.
c. Various training programes were organized in both Indonesia and other countries, such as APPC in Bangkok-Thailand, AGCD in Brussels-

Belgium, Financial Management in Japan, and Express Products Seminar, Extended Training Program on Terminal Dues Workshop, Asian Postal Marketing Meeting and Asian Postal Business Meeting in Indonesia.

d. Exchange Program APPU, exchange of visits between officials posts Indonesia with other countries in Asia-Pacific region.

2.3 International Relations Division in PT Pos Indonesia (Persero)

Before the 1990s, the implementation of operational for postal and giro services performed by PT Pos Indonesia as Operator (when it Public Company/Perum Pos dan Giro) refers to the results of UPU Congress received from Directorate General of Post and Telecommunications (DG Postel) as regulator. Delegation member of Indonesia who attended the UPU Congress only consist of officials from Directorate General of Post and Telecommunications. All documents are relating with the implementations of operational submitted to Perum Pos dan Giro to implement.

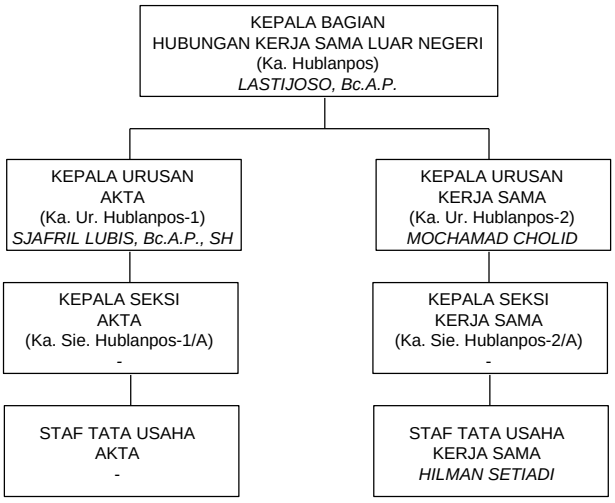
Since the 20th UPU Congress in Washington on 1989, Perum Pos dan Giro began to run formally. Then, the idea was born to form a new unit level, the level is equivalent with the part of responsible managing the various operational documents published by UPU. The aim is to facilitate the search references relating with provisions of basic postal services implementations.

2.4. The Formation of New Unit

2.4.1. Early Form

In early 1990, the operational document management unit UPU began to be formed and positioned same level as affairs is headed by a Chief of Affairs (now: Assistant Manager) without staff. This unit name is HUBINT (Hubungan International/International Relations). The head of Hubint is the staff of the head of Sub-Directorate of Tata Usaha Pimpinan Perusahaan (Kasubdit Tupinpos), or who are currently called as The Company Secretary. In anticipation that the workload in this unit will be increasingly, in 1991, the Head of Hubint proposes the development of this unit until same level with department.

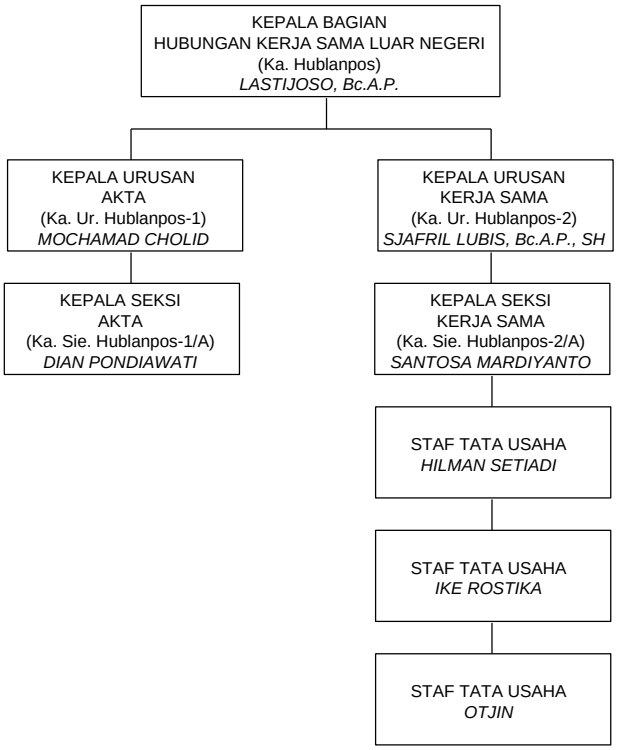
The drafting of duties concept, obligations and description of the work to be done immediately with the subject matter of the field of foreign cooperation between Perum Pos dan Giro and Postal Agency from other countries. This concept began to realize in 1992 with the formation of Bagian Hubungan Kerja Sama Luar Negeri (HUBLANPOS). The organizational structure this unit is simple with the following structure:



2.4.2 The Process of Developing

Facing the activity 21th UPU Congress in Seoul-South Korea in 1994, Hublanpos Department begins recruiting employees for the position of Kepala Seksi dan tambahan Tata Usaha. Gradually these positions begin to fill until the fourth quarters on 1992. The administrative staffs are placed on the line below the Head of Hublanpos-2, in accordance with one of the job descriptions like managing the administrative activities and administrative section.

Beginning of 1993, the two positions of Section Chief has been filled and with the extra staff serve as courier (mail carried between the unit works). With the structure of the employees this year, Hublanpos Department has qualified as an intact unit, which perform the function and responsibilities in full. The next stage is to conduct the necessary preparations ahead of the implementations Seoul Congress 1994. The complete structure is as follows:



Toward the second quarters of 1993 conducted the change of The Head (regular mutation) including mutations of staff and courier. At the same time, the two Section Chief is included in an international training program which held in Brussels-Belgium, for Ka. Hublan-1/A (AGCD Training Program) and for Ka. Hublan-2/A (PIC-APPTC) in Bangkok-Thailand. In third quarter on 1993 the official Ka. Ur. Hublanpos-1 and Ka. Ur. Hublanpos-2 underwent change accordance with the regular mutations. The preparation of the Seoul Congress commenced to translate the UPU proposal Acts. This proposal is the suggestion from the UPU member countries (administrasipos) and Restricted Union to adjust the UPU Act by the international condition at the time.

All proposals drafted in form of several documents in accordance with the Congress material. To prepare to that all ranks of Perum Pos dan Giro may exercise UPU Acts to be produced at Seoul Congress, all materials socialized to the unit concerned, particularly operating unit.

Start this stage already seen that the work management in Hublanpos department needs concentration and seriousness. The small library compiled and contains a variety of real documents that incorporated by reference herein. Division is conducted according to the specification of the material, for instance EC Executive Council) that is now become CA (Council of Administrations); CCPS (Consultative Council for Postal Studies) that is now become POC (Postal Operations Council); TA (Technical Assistance) is a technical assistance; kinds Action Group (Kelompok Langkah Tindak) in the field of security and international postal development as well as the various documents cooperation

both that was technical (Technical Cooperation) and non-technical (Exchange Program, Comparative Study, Benchmarking, Official Visit, etc...)

The organizational structure in above can be considered as the pioneer of teamwork in determining the function and the existence of Hublanpos department. Some tasks related with international activities and previously performed by Bagian Hubungan Masyarakat (Humaspos) submitted to the Hublanpos Division, including the protocol for visits foreign guests.

In relation with the change in company status from General Company (Perum Pos dan Giro) into a Limited Company (PT Pos Indonesia) on 20 June 1995 and the organizational structure began to change. By considering that activities of partnership are a fraction of the international relations, then this unit was changed to International Relations Section (Hubinpos).

Correspondingly, with the government policy, in this case through the Directorate General of Post and Telecommunications, the position in PT Pos Indonesia experienced change of name in accordance with the status of the new company. Thus, the name of the position/positions in organizational structure as follows:

Nama Semula	Penyesuaian
Kepala Bagian	Manajer
Kepala Urusan	Asisten Manajer
Kepala Seksi	Fungsional Perusahaan

After the changing of the company status, PT Pos Indonesia as Operator can concentrate fully towards the activity related to the operational of postal services. Thus, the preparation of Beijing Congress in 1999 conducted separately

between the Directorate General of Postal and Telecommunications and the Operators that is PT. Pos Indonesia.

2.4.3 Job Position

In this company, I was placed at the International Relations who handle mailing activities abroad. Where I was placed for translation work, examine the terms in the articles of the post and postal letters. During the job training, I did a lot of practical work to find the data I need for make this report.