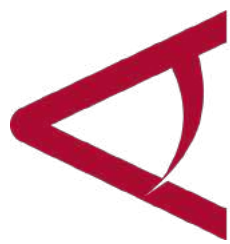




PEMANTAPAN **PERUBAHAN KORPORASI** MENDATANG

PERUM LKBN **ANTARA**

LAPORAN TAHUNAN **2021**



ANTARA
KANTOR BERITA INDONESIA

KARYAWAN LKBN ANTARA DAN PENGEMBANGAN KOMPETENSINYA

LKBN ANTARA EMPLOYEES AND ITS COMPETENCE DEVELOPMENT

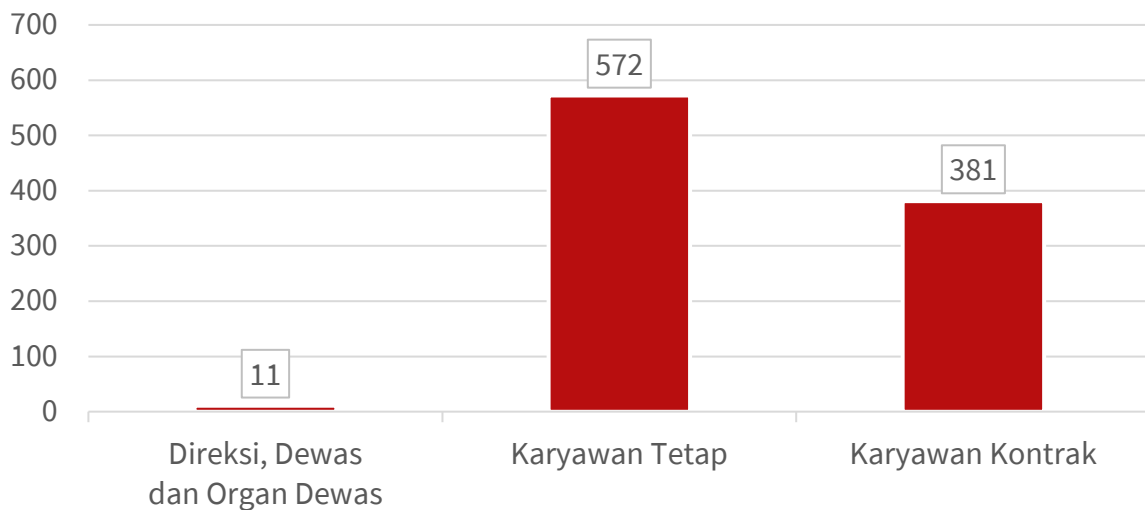
KOMPOSISI PEGAWAI

Karyawan di LKBN Antara terdiri dari wartawan dan non wartawan. Total karyawan LKBN Antara tahun 2021 sebanyak 964 karyawan yang terdiri dari 11 orang Pengurus Perusahaan (Dewan Pengawas, Direksi dan Organ Dewan Pengawas), 572 karyawan tetap dan 381 karyawan tidak tetap, dengan rincian komposisinya sebagai berikut:

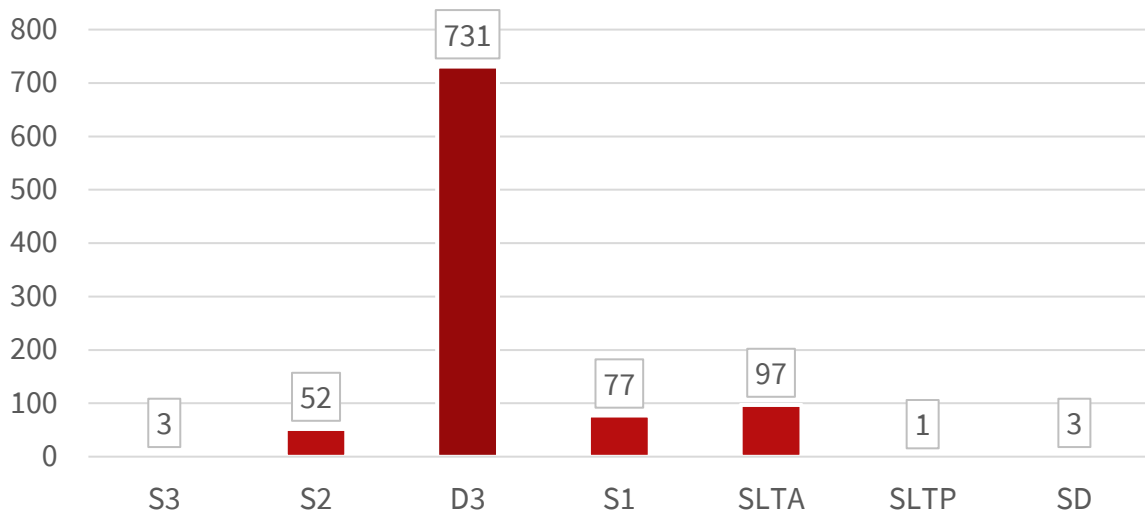
EMPLOYEE COMPOSITION

Employees at LKBN Antara consist of journalists and non-journalists. Total employees of LKBN Antara in 2021 are 964 employees consisting of 11 Company Management (Supervisory Board, Board of Directors, and Supervisory Board Organs), 572 permanent employees and 381 temporary employees, with details of the composition as follows:

Karyawan Berdasarkan Status
Based on Employee Status

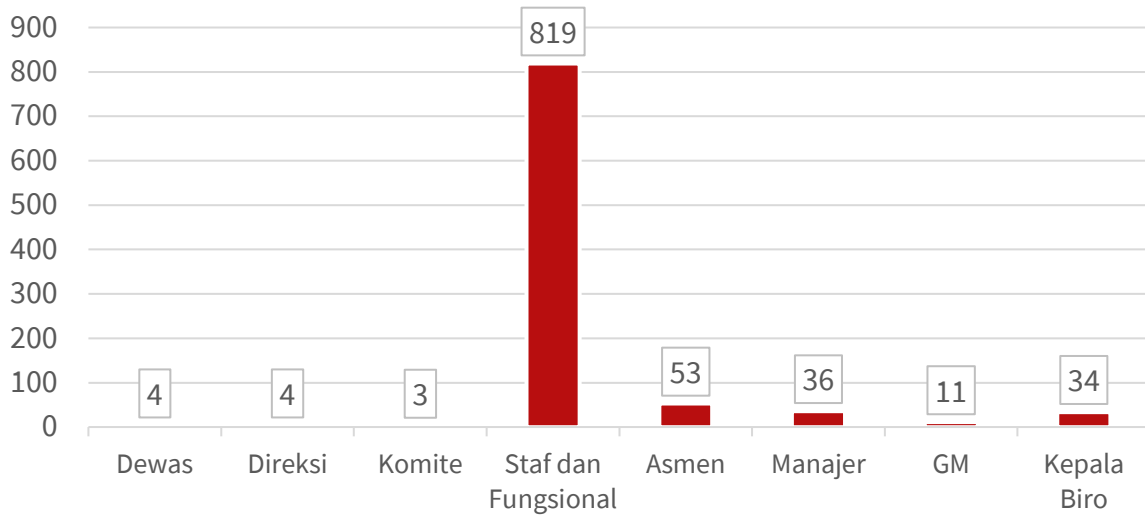


Karyawan Berdasarkan Pendidikan
Based on Education Level



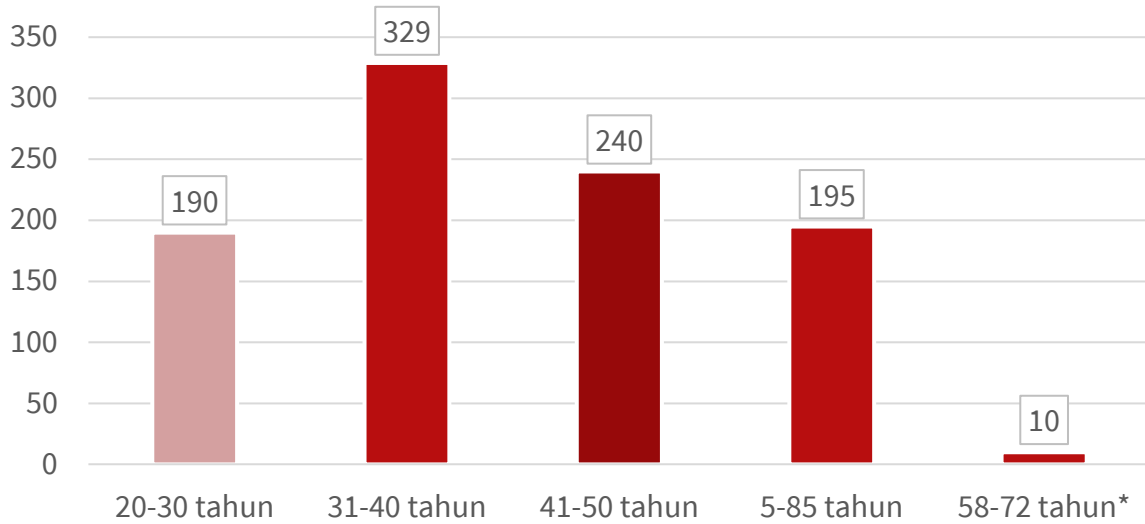
Karyawan Berdasarkan Jenjang Jabatan

Based on Position



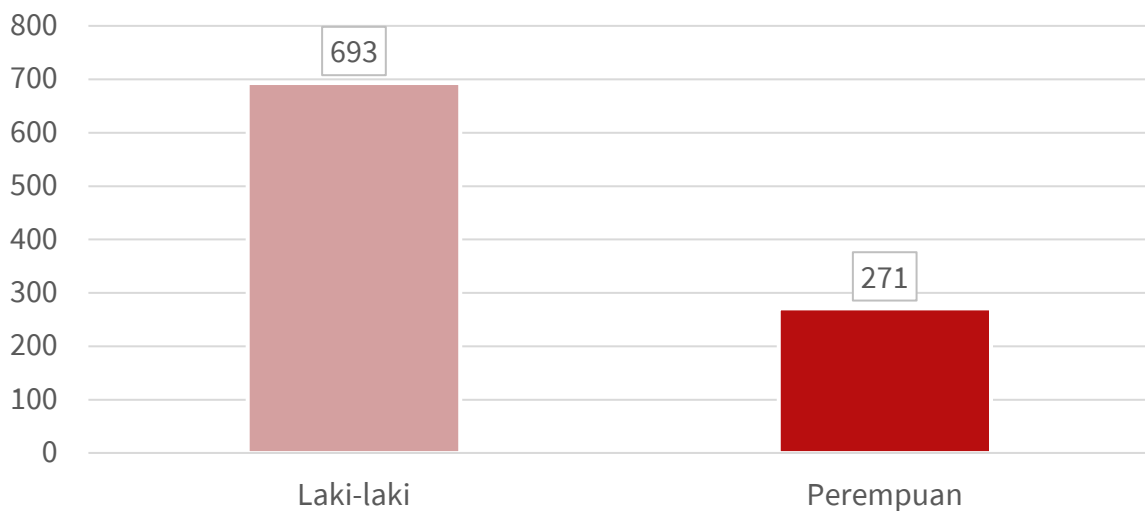
Karyawan Berdasarkan Rentang Usia

Based on Age Range



Karyawan Berdasarkan Jenis Kelamin

Based on Gender



PENINGKATAN KOMPETENSI SUMBER DAYA MANUSIA

Peningkatan kompetensi Sumber Daya Manusia dilakukan melalui penyelenggaraan pelatihan dan pengembangan yang bersifat *in-house training* atau mengirim karyawan ke kegiatan *public training* yang disesuaikan dengan Analisis kebutuhan Pelatihan Karyawan yang bersangkutan. Program pelatihan ini diharapkan dapat meningkatkan kompetensi dan produktivitas Karyawan yang pada gilirannya akan meningkatkan produktivitas dan kinerja Perusahaan.

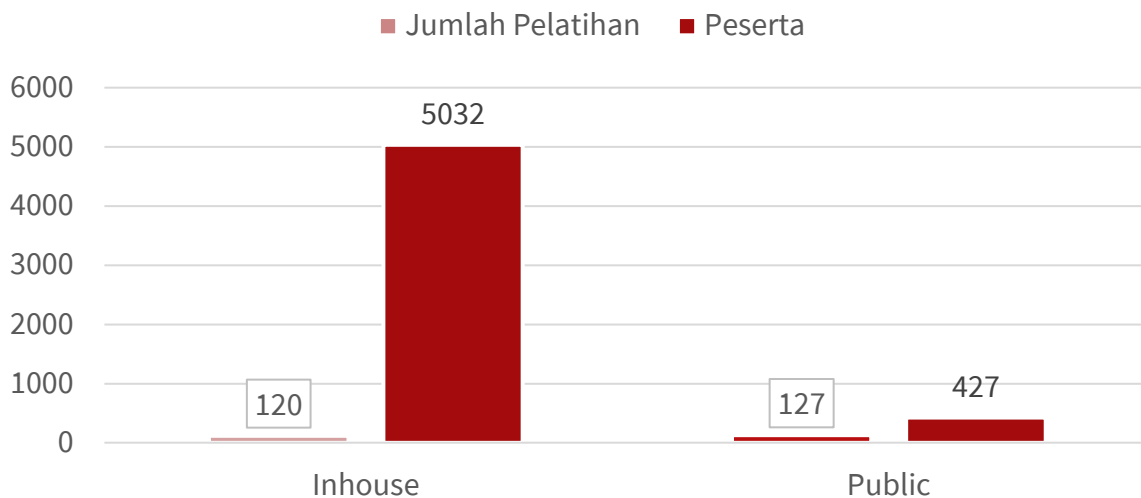
In-house training dan *public training* yang telah dilaksanakan pada periode Januari-Desember 2021 adalah sebagai berikut:

HUMAN RESOURCES COMPETENCE IMPROVEMENT

The improvement of Human Resources competence is conducted through the implementation of *in-house training* and development or sending employees to *public training* activities that are tailored to the analysis of the training needs of the employees concerned. This training program is expected to increase the competence and productivity of employees which in turn will increase the productivity and performance of the Company.

In-house Training and *public training* that has been conducted in the period January-December 2021 are as follows:

Pelatihan dan Pengembangan Karyawan Tahun 2021
Training and Employee Development in 2021



Program *in-house training* dan *public training* ini total melibatkan 5459 peserta/karyawan Perum LKBN Antara dengan investasi yang dikeluarkan sebesar Rp. 1.371.596.698,-

Selain itu program pelatihan juga diikuti oleh Dewan Pengawas dan Direksi Perum LKBN ANTARA, sebanyak 8 pelatihan dengan biaya total sebesar Rp. 12.000.000,-

This *in-house training* and *public training* program involved a total of 5459 participants/employees of Perum LKBN Antara with an investment of Rp. 1,371,596,698, -

In addition, the training program was also attended by the Supervisory Board and Directors of Perum LKBN ANTARA, as many as 8 training programs with a total cost of Rp. 12,000,000, -

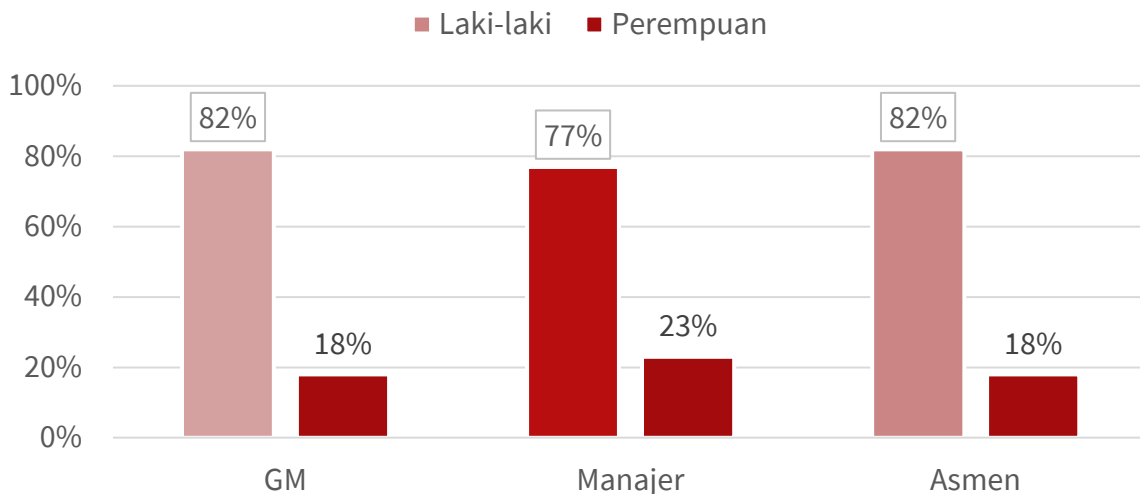
KESEMPATAN DAN KESETARAAN BEKERJA DI PERUSAHAAN

LKBN ANTARA mendukung kesetaraan kesempatan bekerja antar jenis kelamin, golongan, suku dan ras. Salah satunya dengan memberikan kesempatan perempuan menjadi pemimpin di unit kerja. Sebanyak 18% perempuan menjadi pemimpin pada level struktural Kepala Divisi, 23% perempuan menjadi pemimpin pada level struktural Kepala Departemen, 18% perempuan menjadi pemimpin pada level struktural Kepala Sub Departemen.

WORK OPPORTUNITY AND EQUALITY IN THE COMPANY

LKBN ANTARA supports equal employment opportunities between genders, groups, ethnicities, and races. One of them is by providing opportunities for women to become leaders in work units. As many as 18% women become leaders at the structural level of Division Heads, 23% women become leaders at the structural level of Department Heads, 18% women become leaders at the structural level of Sub Department Heads.

Komposisi Jabatan Berdasarkan Gender
Position Composition by Gender



Selain itu, LKBN ANTARA juga memberikan kesempatan bagi penyandang disabilitas untuk bekerja. Sebanyak 6 orang karyawan penyandang disabilitas bekerja di beberapa unit di Perusahaan, termasuk 1 orang perempuan.

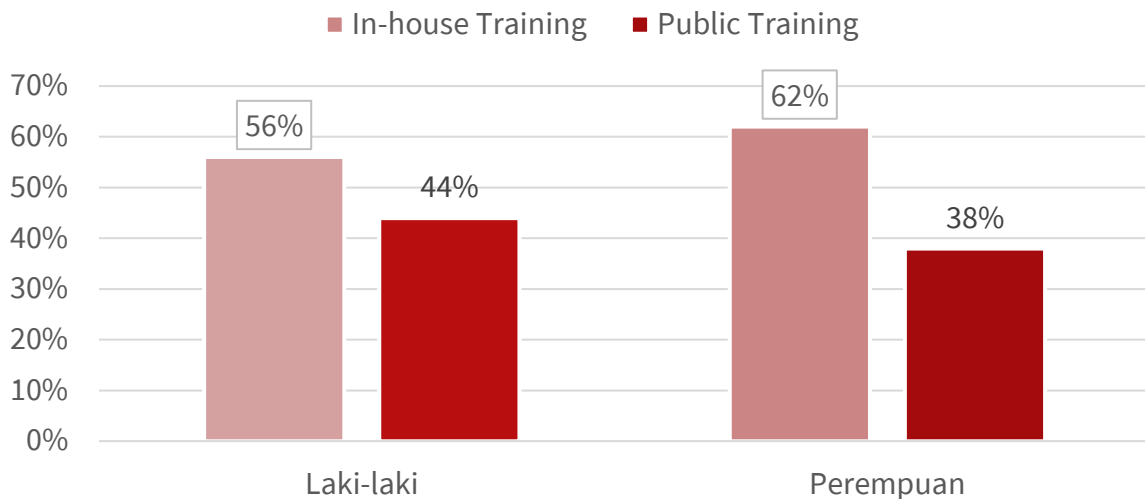
In addition, ANTARA's LKBN also provides opportunities for persons with disabilities to work. A total of 6 employees with disabilities work in several units in the Company, including 1 woman.

Perusahaan memberikan kesempatan kepada perempuan untuk dapat mengikuti pelatihan. Sebanyak 62% perempuan ikut serta dalam pelatihan *in-house training*, dan 38% perempuan ikut serta dalam pelatihan *public training*.

The company provides opportunities for women to be able to participate in training. As many as 62% of women participate in *inhouse training*, and 38% of women participate in *public training*.

Persentase Pelatihan yang Diikuti Berdasarkan Gender

Percentage of Training Attended by Gender



REWARD MANAGEMENT

Perusahaan secara rutin memberikan Jasa Produksi kepada karyawan sebesar 2 kali gaji dengan mendasarkan pada kinerja karyawan berdasarkan KPI.

Selain itu Perusahaan juga menetapkan 3 Biro Terbaik dengan memberikan penghargaan kepada Kepala Biro setiap tahunnya yang penilaiannya didasarkan pada:

- Pertumbuhan Pendapatan
- Pencapaian Produksi berita
- Aspek pembaca hasil produksi berita (page view)
- Aspek pengelolaan SDM dan Keuangan Biro Provinsi
- Manajemen umum di Biro Provinsi

Tahun 2021, perusahaan juga memberikan penghargaan khusus kepada kepala biro yang berhasil melampaui target tema pemberitaan PSO

REWARD MANAGEMENT

The company routinely provides Production Services to employees at the amount of 2 times the salary based on employee performance based on KPI.

In addition, the Company also determines the 3 Best Bureaus by giving awards to the Head of Bureau every year whose assessment is based on:

- Revenue Growth*
- News Production Achievements*
- Aspects of readers of news production (page view)*
- Aspects of HR and Finance Management of the Provincial Bureau*
- General management at Provincial Bureau*

In 2021, the company also gave a special award to the head of the bureau who succeeded in exceeding the target of the PSO news theme.