
UN GLOBAL COMPACT:

COMMUNICATION OF ENGAGEMENT (COE) 2023

JANUARY 2023

PPM MANAJEMEN

Period covered by this Communication on Engagement
From 1 January 2023 to 31 December 2025

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Sekolah Tinggi Manajemen PPM



Integrated Management Solutions

Part I: Statement of Continued Support by the Executive Director

Jakarta, 1 January 2023

Dear Mr. Secretary-General,

I am pleased to confirm that PPM Manajemen, an independent Indonesian Institute for education and training in management, reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption.

This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents. In this Communication on Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours sincerely,



Bryan David Emil Tilaar

Board of Treasury of PPM Manajemen Foundation

***“Life is not just about being present, it has to bring
new meanings and enhancement”***

-PPM Manajemen Leaf Philosophy

Part II. Description of Actions

ABOUT PPM MANAJEMEN

PPM Management was established in the midst of Indonesia conditions which has just been reborn after periods of transition from the full period of 1945-1966, at an early stage more concentrated on building development in the agricultural sector, with at the same time also began to plan development in other sectors.

Development process of the course not only in need of raw materials, labor, and the spirit, but also requires the existence of a figure who was able to come across as thinkers, planners, and decision makers, in other word, development requires experts we can refer to as a Manager. A scarcity of a great talent raised, PPM Manajemen was established for these needs, PPM Manajemen is the place where the managers were born at that time, who will become agent of change and also those who will shape the future of the nation of Indonesia. Since 1967 until now PPM Manajemen still hold that timeless spirit.

PPM Manajemen's vision is become the preeminent management institutions not only in Indonesia but in Southeast Asia also, which is a popular choice and pride for the user services, employees, and stakeholders.

This vision achieved through:

- Providing cutting edge management services, applied-oriented, and relevant;
- Conduct continuous updates to keep paying attention to the needs of the market;
- Upholding and developing professionalism;
- Implement and disseminate social responsibility;
- Develop a network of national and international.

PPM Manajemen in rolling out variety of management education and management coaching process is well aware that there are demands to bring out what they have learned in PPM and connecting to the real world, but at the same time PPM also aware we bring that Indonesia values. Through PPM School of Mangement, PPM Manajemen is constantly working to establish good cooperation with local institutions, as well as with international academic institution.

While to enrich the content of the alumni, we also are partnering with a variety of professional organizations in Indonesia, so when will our student entering the real world, they have also been provided by a variety of certification. PPM Manajemen have established close cooperation with the Indonesia Logistics Association, Indonesia Association of Tax Consultant, and Indonesia Board of Professional Certification.

We also believe that research holds an important role in realizing life learn to teach the concept. So, it is not an exaggeration if we indeed pay attention to the development and research. In last decade we have established some new center that also become our laboratory to disseminate our thoughts and perspectives in management world, they are Center for Creative Innovation (CIC), Center for Human Capital Development (CHCD), and PEBOSS – Center for Ethical and Organization Behavior.

It turns out our desire that corresponds to the expectations of the business world, so that the last few years whenever Our Centers deploying event surrounding the Research management, Related to the development of human resources, innovation or organization behavior, could be said that PPM can answer the needs of both the private and government circles, especially in an effort to create human resources better, which led to the creation of better performance of the institution where the talent work.

A long track record and is recognized as one of the best in the country, making an everlastingly be citation PPM Manajemen for various institutions in the search for solutions in particular in matters of human resources. Leading institutions such as the Government agencies, the State-Owned Enterprises and the big number of private sectors, local government, has entrusted PPM Manajemen as their strategic partner.

Related to this, we shall not stay silent, but continued to perform a variety of innovations and breakthroughs, so we not only become the institution that is able to respond to the demands of the market, but also comes with carrying a new discourse in the study of human resource development in Indonesia.

We are aware of the challenge ahead is bigger. But we choose to strive and to innovate with some risks.

PPM Management is proud, because we are constantly working to not teach but also implemented good business ethics. For decades we practiced what is known as a Good

Corporate Governance, we continue to grow too. This challenge is not easy, many projects which has a huge chance to give us big amount of profit, but we have to declined them, we have to comply to some act that can led to a form of corruption and bribery act. But it turns out that in Indonesia is still a lot of businesses are in line with us, we grow together, and always attempts to share this 'virtues' to the rest of the circle of Indonesia business sectors.

PPM MANAJEMEN BUSINESS UNITS

PPM School of Management

PPM School of Management offers Bachelor of Management and Master of Management degrees. Since 2016, PPM School of Management has accredited as "Akreditasi Unggul" for Higher Education, placed as one of 4,23% of Excellent Accredited University in Indonesia and ABEST 21 International Accreditation.

Graduating more than 5000 alumni, PPM School of Management has a large alumni network throughout Indonesia. Supported by a strategic unit called the Research Center and Case Clearing House (RC-CCH) that is responsible for developing management research and business cases. Full and partial scholarship programs are available for Bachelor of Management and Master of Management programs.

PPM Executive Development Program

A Management Training that is scheduled every week with the goals to improve the knowledge and skills of executives in organizations or as individuals. This training is also known as the Executive Development Program.

The Executive Development Program has 4 (four) training methods:

1. In-Class Training, a training program with a physical face-to-face method.
2. Live Virtual Training, a virtual face-to-face training program (synchronous) and real-time methods using verified secure application (Zoom Meeting).
3. Online Training with Expert Personal Coach, a training program with a virtual (asynchronous) method using the PPM Learning Management System (LMS), a web-based application that helps participants do self-learning with flexible time.
4. Blended Learning, a training program by combining two methods:
 - asynchronous with PPM LMS.
 - synchronous with Zoom Meeting.

PPM Research & Consulting

PPM Research & Consulting is a leading and experienced management consultant in Indonesia, providing best solutions for organizational growth. Since 1973, over 500 organizations have experienced our services.

PPM Research & Consulting adds value by transfer knowledge from Consultants to the Counterpart Team or Organizational Assistance Team in order to achieve the work goal. Consulting services are provided using a value process consulting approach, as well as customized and applicable solutions.

PPM HR Assessment

With great of experience in recruitment, selection, and competency assessment services to corporations, both organizations and companies, to fill the needs of leaders, managerial levels, and new employees. PPM HR Assessment is one of the organizations designated by the Ministry of BUMN to conduct a fit and proper test for candidates for BUMN Board of Directors.

- **Competency Assessment**

A program to identify and capture individual competency profiles based on job competency requirements. Using a combination of approaches, such as personality-based assessment, knowledge-based assessment, and competency-based assessment, to generate a comprehensive description of individual profiles. Implementation can take place both online and face-to-face.

- **Recruitment & Selection**

A program designed to fulfill the needs of the company's prospective employees. This service is made up of several stages of activities that can be designed based on the user's needs. The implementation can take place both online and in person.

- **Feedback on Assessment Result**

This service provides assessment result delivery to participants in order to explain participant's excellency and priority development areas. The session can be held in one-on-one meetings and/or with one or more facilitators.

- **Setup Assessment Center**

It is a consultancy service for the establishment of an assessment center unit

PPM Inhouse Learning

PPM In-house Learning (PPM Pembelajaran Inggriya) is the best partner for company development. The training is designed according to the goals and characteristics of each company, resulting in a comprehensive, integrated, and memorable training.

To improve the satisfaction of the company and the trainees, the three (3) advantages of PPM In-house Learning are:

- Customized learning design is accomplished through a thorough analysis process to ensure that the learning program supports business and organizational strategies.
- Varied and memorable learning methods, with a variety of experiential approaches and blended learning using the most recent methods.
- Guided by internationally certified instructors and facilitators, with extensive conceptual and practical experience.

PPM Certification Training Program

A licensed certification training service provider who is experienced, trustworthy, and covers all management functional areas on a national and international scale.

Value Proposition:

- National and International Competency Certification.
- More than 15 years of experience as an organizer of certification training programs.
- Guaranteed and trusted service quality with ISO 9001:2015 standardization. An accredited institution for Accredited “A” as a Goods or Services Procurement Training Organizing Institution from LKPP.

PPM Publication & Seminar

PPM Publication has published more than hundreds of management book such as Financial Management, Production/Operations Management, Strategic Management, Human Resource Management, Marketing Management, Government Management, and Entrepreneurship. PPM Publication also published e-book, which are distributed through various e-bookstores in Indonesia, in addition to printed books.

HUMAN RIGHTS

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2:

Make sure that they are not complicit in human rights abuses
Assessment, Policy and Goals

Assessment, Policy and Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments, and company goals on Human Rights. PPM Management aware that a good business is built on fundamental values that respect and protect all parties in the universal values of human rights. Implementation of these commitments, Implementation: Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

Implementation

PPM Manajemen was established by the Yayasan PPM (PPM foundation) which its members came from different and diverse religions and beliefs in Indonesia. PPM Manajemen currently equipped by two Musholla (Muslim praying room) and can accommodate up to 400 worshipers both men and women. PPM Manajemen also facilitating Christian religious services, both from the availability of the room of worship, also facilitates to invite the priest to share with the fellow Christians in PPM Manajemen. PPM Manajemen also has a Lactation room which designed to reduce barriers to breastfeeding

Measurement of outcomes

During the pandemic we are conducting fund raising and give some aid to help our community around our premises, and health worker, along with our PPM School of management alumni

Evidence



- On July 19th PPM Manajemen conducting an online socialization on how to coup and anticipating COVID19 in working environment
- The socialization led by Dr. Diana the company's in-house doctor
- The session was filled with some briefing about tips and tricks on how to anticipate and also deal with the illness during pandemic time. As one of the basic rights of the worker to have a healthy working condition and working environment

LABOR

Principle 3: Businesses should uphold the Freedom of association and the effective recognition of the right to collective bargaining; Principle

Principle 4: the elimination of all forms of forced and compulsory labor; Principle

Principle 5: the effective abolition of child labor; and, Principle

Principle 6: the elimination of discrimination in respect of employment and occupation.

Assessment, policy, and goals

Description of the relevance of labor rights for the company (i.e. labor rights-related risks and opportunities). Description of written policies, public commitments, and company goals on labor rights.

Implementation:

PPM Manajemen through Bipartite Forum seeks to accommodate the aspirations of employees PPM Manajemen to the Management and vice-versa, and seeks the alternative solution when there is a difference of understanding. Bipartite in practice is facilitated by the Division of Human Capital Management and aims to create conducive working atmosphere, and creating a harmonious relationship between employees and management. PPM Manajemen is completely comprehended that the availability of adequate working space, with a variety of supporting appliances is a must. Working actively with the local network on the Women empowerment Protocol and also doing research on empowering women entrepreneurship especially on small medium enterprises, such as business matching also gives the training on how to leverage the business with PPM School of management.

Measurement of outcomes

With IGCN Women Empowerment Program working group together we campaigning the woman role in the working environment, also the disabled to have equal opportunity and upholding the new working regulation that related to the current situation of working environment.

Evidence



- On September 2021, PPM Manajemen conducting a zoom meeting for all the staff, for a socialization on the newest regulation regarding the industrial relation that related to all aspects on the staff's professional life
- The session was conducted by the Human Capital Division and was facilitated by external consultant (subject matters experts)
- The session was a fruitful one, lots discussion and the engagement from both parties was constructive, regardless some of the question still remain as a follow ups questions for the managements to solve.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and,

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Assessment, policy, and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments, and company goals on environmental protection.

Implementation

PPM Manajemen building was designed with the concept of Green Building Concept. Exposure of sunlight serve as lights in the daytime, electric lights is only use when needed. Includes air conditioning (AC) activated only a moment before activities will take place and immediately deactivated once the activity completed. Aware that water resources are very limited PPM Manajemen published a call for using water as needed and strongly discourage excessive water usage. PPM Manajemen made several infiltration wells and infiltration holes as efforts to increase the availability of groundwater resources. Trees as a shade, also planted to catch the rainfall, reduce air pollution, and also reduce the noise pollution that caused by the traffic. Using the saving energy lamp. Also, we have new center to promote sustainability business and social entrepreneurship

Measurement of outcomes

Each year we have continuous improvement projects that aims to have efficiency and efficient working process that involved, sufficient energy and environment preserving, and also creating new partnership with external to promote sustainable business among academicians and practitioners.

Evidence



- On 27 Mei 2022 PPM School of Management together with WWF Indonesia through Plastic Smart Cities Program, has signed a Memorandum of Understanding to have some collaboration in some projects, especially to established Center of Excellent Circular Economy.
- The MoU Signing ceremony was attended by Dr. Pepey Riawati Kurnia, M.M as acting Dean of PPM School of Management and Mr. Aditya Bayuanda acting as Executive Director also witnessed by WWF-Norway CEO, Ms. Karoline Andaur as the funding principle to the Plastic Smart Cities Program, and board member of WWF Indonesia Ms. Najelaa Shihab.
- Then MoU signing ceremony between these respected institutions, is a sign of a commitment to strengthen the cooperation of the development and enhancement of circular economy through the establishment of Center of Excellent Circular Economy. This unit will be the center of Human resource capacity building, shared knowledge hub and networking that related to the circular economic, especially plastic circular management.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, policy, and goals

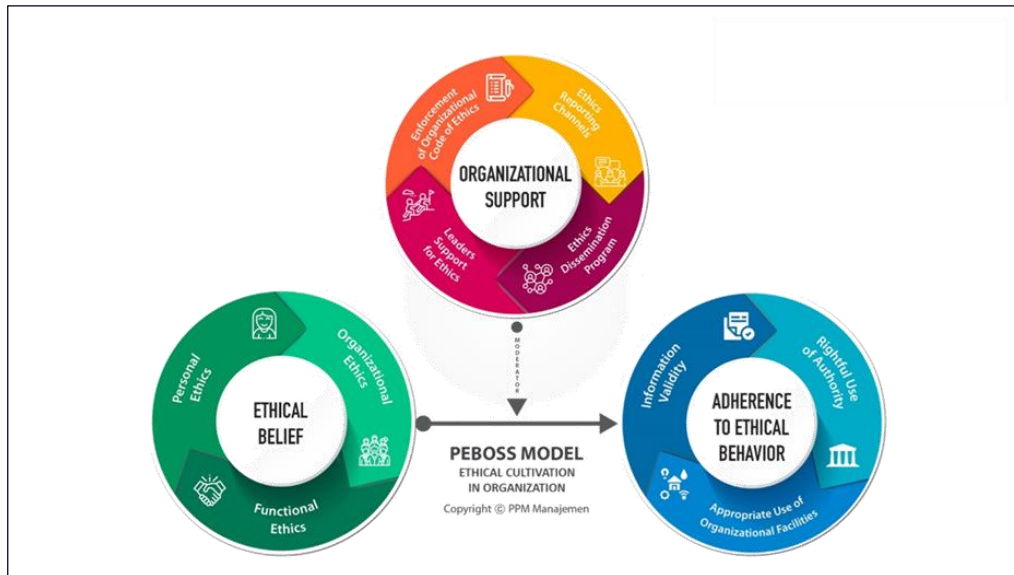
Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments, and company goals on anti-corruption.

Implementation

We proudly said that, PPM Manajemen constantly try to not only teach but also implemented good business ethics. For decades we practiced what is known as a Good Corporate Governance (GCG), and we proved that we could even continue to grow. This challenge is not easy, many projects which has an huge chance to give us big amount of profit, but we have to let it go, because sometimes we were asked to obey the agreement with the various interests that led to a form of corruption and gratification act. We also established a new center called PEBOSS (Pusat Etki Bisnis dan Budaya Organisasi Soedarmo Sastrosatomo) which is our own initiative on capturing and mainstreaming the original ethical also the right way on how Organization culture according to the true value of Indonesian heritage. Doing research and socializing actively on the campaign of the noble and ethical business practices.

Measurement of outcomes

This year we conducted some events to promote ethical practices, and making model based on the survey conducted by PEBOSS (center of ethical business



Project/Initiative done in collaboration/partnership with:

- IBEC (International Business Ethics Conference) brings Ethics in Business: Big Challenge "Reinforcing Ethical Business and Integrity Practices" as the theme is held on July 7 - 8th, 2021
- Workshop Cultivating an Ethical Culture in the Organization as a series of IBEC 2021 is held on July 14 - 15th, 2021

- PEBOSS model generated is based on data processing of 2101 respondents from all over Indonesia representing the BUMN and private sectors PEBOSS Model launched on May 17th, 2022
- As a form of PEBOSS study dissemination, an ethical case titled ‘Tiga Tahun Suap Konstruksi’ is approved on April 27th, 2022 and an e-book Ethical Cultivation Model in Organizations is published on May 17, 2022



Soedarpo Sastrosatomo Center for Ethics and Organizational Culture (Pusat Etika dan Budaya Organisasi Soedarpo Sastrosatomo-PEBOSS) was established, in order to contribute in practicing and disseminating ethics in business. PEBOSS conducts studies and research on ethics and organizational culture, especially on ethical culture in Indonesia; disseminate the results of studies and research; become a partner of ethical culture in organizational practice and build local and global partnerships. These actions were carried out in order to promote peaceful and inclusive societies for sustainable development, especially for the PPM’s stakeholders. The actions were:

- In 2021, PEBOSS Model was released based on PEBOSS research from 2018-2021 involving 5079 respondents, from the company from all over Indonesia representing the BUMN and private sectors

- IBEC (International Business Ethics Conference) which was held by PEBOSS on 7 - 8 July 2021, has presented speakers Prof. Muchlis Hamdi (Special Staff of the Minister of Home Affairs for Government Affairs), Erry Riyana Hardjapamekas (Ketua Panitia Pembina Koalisi Anti Korupsi Indonesia – KAKI), Gibson Hayes (Indonesia’s Project Officer Center for International Private Enterprise – CIPE), Andi Ilham Said (PPM Manajemen – PEBOSS), Amien Sunaryadi, Basuki Tjahaja Purnama
- On July 14 – 15th, 2021, as a series of IBEC, a workshop was held which 18 participants attended. Participants practiced using PEBOSS Model Worksheet to identify what efforts they could propose to significantly reinforce personal ethics, to increase the role of leaders in ethical culture in their organization and to change the employee behavior in support of appropriate use of organizational facilities.
- PEBOSS model generated is based on data processing of 2101 respondents from all over Indonesia representing the BUMN and private sectors. PEBOSS Model was launched on May 17th, 2022
- As a form of PEBOSS study dissemination, an ethical case titled ‘ Tiga Tahun Suap Konstruksi (three year of constructive bribery) ’ was approved on April 27th, 2022 and an e-book Ethical Cultivation Model in Organizations is published on May 17th, 2022. The ethical case and teaching materials have been used for ‘Pemimpin Beretika (Ethical leader)’ subject and during the Mid-Semester Examination for EM 26 class. For further utilization, the e-book (PEBOSS Model) is a supporting reference book accompanied by ethical case for ‘Pemimpin Beretika’ subject.