

TRAKINDO UTAMA  
TEMBAGAPURA DIVISION  
EMPLOYEE ENGAGEMENT

Trakindo 

# BUDGET PROPOSAL



**BEST SERVICEMAN  
AWARD PROGRAM  
2021**

# BSAP - Reward (Budget Proposal)

## 1. Background

In order of implementation the Trakindo Tembapura Division - Best serviceman Award Program (BSAP) 2021, which has been begun from April 1<sup>st</sup>, 2021 up to the end of this year, it needs rewards to stimulate and make this implementation more effective.

It will be continued with the participation from the winner of this competition to attends the Trakindo Serviceman Award Program (TSAP), competition of Trakindo Pan Indonesia at Head Office – Jakarta.

## 2. Reward Goals

- To give motivation and attract more employees to participate in this program.
- To make this program interesting and routinely performed in subsequent years.
- To engaged and build a deep relation between employees with the company (Trakindo).

## 3. Phase of BSAP 1, 2 & 3

### 3.1 Phase I

#### Administration Filtering

- BSAP 1 → 47 candidates
- BSAP 2 → 46 candidates
- BSAP 3 → 16 candidates

### 3.2 Phase II

#### Knowledge Test and case analyze session then Troubleshooting and Interview

- BSAP 1

Knowledge and Cognitive test 47 candidates, pass 5 candidates to Troubleshooting session.

- BSAP 2

Knowledge and Case Analyze 46 candidates, pass 5 candidates to Troubleshooting session.

- BSAP 3

Curriculum vitae review by committee, pass 5 candidates.

### 3.3 Phase III

#### Divisional Selection

Total 15 candidates for BSAP - 1, BSAP - 2 & BSAP - 3 there are three categories / levels that competed:

BSAP - 1 (Apprentice) → best 5 candidates from Highland and Lowland

BSAP - 2 (Performance) → best 5 candidates from Highland and Lowland

BSAP - 3 (Achievement) → from Highland and Lowland

### 3.4 Phase IV

Reinforcement for the best candidates (1<sup>st</sup> rank of BSAP-1, BSAP-2 and BSAP-3 category) to prepare for TSAP 2021 at Cileungsi.

#### 4. Awards

##### Divisional Competition

#### 4.1 Knowledge Test, Case Analyze, Troubleshooting and Interview Session

15 candidates got Trakindo Polo-shirt ( 15 pcs ) and Direct Superior Winner ( 3 pcs )

- **BSAP 1 2021**
  - a. 1<sup>st</sup> winner candidate got CAT watch and trophy + voucher Rp. 1.000.000
  - b. 2<sup>nd</sup> winner candidate got voucher Rp. 750.000
  - c. 3<sup>rd</sup> winner candidate got voucher RP. 500.000
- **BSAP 2 2021**
  - a. 1<sup>st</sup> winner candidate got CAT watch and trophy + voucher Rp. 1.000.000
  - b. 2<sup>nd</sup> winner candidate got voucher Rp. 750.000
  - c. 3<sup>rd</sup> winner candidate got voucher RP. 500.000
- **BSAP 3 2021**
  - a. 1<sup>st</sup> winner candidate got CAT watch and trophy + voucher Rp. 1.000.000
  - b. 2<sup>nd</sup> winner candidate got voucher Rp. 750.000
  - c. 3<sup>rd</sup> winner candidate got voucher RP. 500.000

#### 5. Budget

| NO | AWARDS            | PRICE (IDR) | QTY (PIECES) | SUB TOTAL  |
|----|-------------------|-------------|--------------|------------|
| 1  | Polo Shirt        | -           | 18           | 1800000    |
| 2  | Trophy/ plaque    | -           | 3            | 1500000    |
| 3  | Caterpillar watch |             | 3            | 4500000    |
| 4  | Voucher           |             | 9            | 6750000    |
|    | Total             |             |              | 14.550.000 |

#### 6. Final

The final event of this program and the prize for the winners on each level will be held in April 2021.

*approved, however i suggest  
max budget is Rp 10 mio.  
due to last year was Rp 4 mio*

*As per discuss with P'Devi  
will reuse EE budget.*

Reviewed by



Devi Sumarhadi  
HC & SS Manager

Reviewed by



Leonardo Pomantow  
Finance Manager

Reviewed by



26/3/21

Irwan Sihaloho  
Branch Manager

Approved by



Peter Dudley  
General Manager

Attachment :

## **AWARDS FOR BEST SERVICEMAN AWARD PROGRAMS 2021**

**(All Categories)**

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1. **1<sup>st</sup> winners of BSAP 1,2,3 2021**  
One candidate got CAT Watch



2. **All best 5 BSAP 1,2,3 Divisional Selection Phase**  
All Candidates got CAT Polo T-shirt



3. **1<sup>st</sup> winners of BSAP 1,2,3 Divisional Selection Phase**  
Candidates got plaque (on progress desain)

