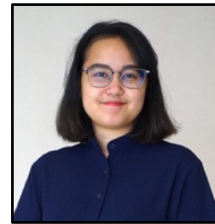


B. Indhira Widyaprameswari

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Notion Portofolio : bit.ly/portofolioDhira



Strong interest in roles related to training, learning-development, organization-people development, and people analytics while also exploring non-HR roles that focus on development and research analytics.

EDUCATION

Master's Degree (M.M) – MM Applied Business Analytics

Oct 2025 - now

Prasetiya Mulya University

Bachelor's Degree (S.Psi) - Psychology

Aug 2016 - Jul 2020

Atma Jaya Catholic University of Indonesia

- Thesis : Relationship Between E-Loyalty and Impulsive Buying Tendency on Women Who Used E-commerce Shopee

WORKING EXPERIENCES

PT Anabatic Technologies Tbk., Gading Serpong

(IT industry specializing in BPaaS & Cloud Digital Platform solution)

People & Organizational Development Officer

Dec 2025 – now

**acting since August 2025*

- Developing functional & soft competencies frameworks
- Designing training plans, managing training administration, supporting training program execution with vendors until create training report
- Creating and finalizing job descriptions
- Collaborating with the Board of Directors to develop new corporate values and designing a gamification program for value internalization
- Collaborating with the Corporate Secretary division to design a CSR gamification program
- Preparing E-Learning in HRIS

Talent Acquisition Officer

May 2023 – Nov 2025

- Managing recruitment process (including negotiation) for holding & subsidiaries.
- Interpreting psychological assessment results (DISC, PAPI Kostick, CFIT).
- Managing Integration Program (Pre-Onboarding, Onboarding, post-Onboarding/On-going Integration) and creating program report
- Creating quarterly turnover report
- Managing internship employee, including processing internship fees

Hired Position :

- Staff : Accounting, Finance, Purchasing, Import, Legal, DBBI, Developer, Risk Management, Internal Audit, QC Engineer, Creative Design, Payroll Specialist, ICOFR Analyst, Warehouse, System Analyst
- Team Leader : Legal, Accounting, Finance, Digital Marketing

PT Astra Agro Lestari, Tbk., East Jakarta

(Palm Oil Industry with plantations, mills, and refineries area)

Recruitment & People Development Analyst

May 2021 – May 2023

- Monitoring manpower planning and recruitment plan for Head Office & SITE on a weekly basis

- Managing recruitment process (sourcing, interviewing, and scheduling for user interview & medical checkup)
- Lead MT hiring (successfully recruited 100++ trainees)
- Managing potential reviews administration : coordinating with the third parties, arranging schedules, preparing participants lists, and briefing participants on preparations
- Lead recruitment branding : collaborating with universities, speakers, and Public Relations Teams to organize events and preparing speaker presentations

Hired Position :

- Staff : Accounting, Doctor for SITE, Tax, Refinery Assistant, Research & Development, Corporate Planning

PT Bank Permata, Tbk., South Jakarta

HR Mass Recruitment Internship

Feb 2020 - Mar 2020

- Sourcing candidate for marketing-related position such as Relationship Manager & Customer Services
- Conducting candidate profiling interviews (successfully recruiting for 2 employees for the West Jakarta district)

PT Buana Lintas Lautan, Tbk., South Jakarta

(Oil and gas tanker vessel chartering & shipping)

HR Recruitment Internship

Dec 2019 - Jan 2020

- Sourcing candidate for various position
- Conducting psychological test (DISC, Pauli, Grafis (WZT, Baum, DAP), CFIT) and test scoring

CERTIFICATIONS, TRAINING, COURSES E-LEARNING, & OTHERS ACHIEVEMENT

Certified Human Resources Supervisor

HR Academy 

BNSP SPV  2025

Guest Speaker – A-Z Recruitment Process

Multimedia Nusantara University (UMN) 2025

PD Basic Development Program

Astra International 2023

Targeted Selection

Astra International 2022

Best Presenter - Proceeding Journal

Konsorsium Psikologi Ilmiah Nusantara (KPIN) 2020

Proceeding Journal

IPB University - The 2nd International Seminar on Family and Consumer Issues in Asia Pacific 2019