StellarHR | PREMYSIS

HR Partner in creating star employee
to achieve business impact

360 Degree
HR Solutions

Stellar HR is a Human Resources Management Consultant for behavior change centre, HR system development, and corporate culture development in purpose to rise productivity and to create star employee.

Starting from the Premysis Consulting Group and Altia Consulting Group experience which established since 1996 as a productivity consulting group, we have successfully developed human resources management system in various sectors of industry.

Our core pillars of our service offerings are:

1 Corporate Culture

Culture is the core foundation and one of the most precious things a company has. Culture will shape organizational behavior that affecting strategy execution, organization's decision, policy, and the way they threat their stakeholders. We help our clients to identify the pressing culture change issues, perception gap between current and expecting culture from all level of employees through Organizational Culture Assessment Inventory (OCAI) and validated with many others culture assessment tools. We also develop strategy for internalizing corporate culture for each level of employee.

2 People Management

We help our clients in developing and implementing best practices in HR Management System to achieve business impact.

3 Behavior Change Centre

Corporate strategy execution should be aligned with employee's working behavior. We help our clients to assess competency gap between existing and desired competency. We also provide specific recommendation on individual development plan for each participant.

4 HR Certification Program

We deliver a comprehensive HR Certification program that bring best practices skill and knowledge by applicable Training Module and HR system template. Our speaker came from various industries with thousand years experiences as a success HR Practitioner in their industries.

People Management Services

We help our clients in developing and implementing best practices in HR Management System to achieve business impact.

MANAGEMENT TRAINEE PROGRAM

In every industry, there is a need of managerial staff. From first-line supervisors to top executives, managers plan and direct the work of the organization, set policy, establish channels of communication, and evaluate the work that have done. These functions require knowledge, skills, and judgments which are most effectively developed on the job. To prepare individuals for management responsibilities, many companies use MANAGEMENT TRAINEE (MT) positions. We help our clients in designing MT Program Blue print until placement and MT development program.

RECRUITMENT SERVICES

Recruitment is the first gate to create star employee. If a company gets real talent, then they will get real impact to business. We help our clients in the process of finding and hiring the best-qualified candidate (from within or outside of an organization) for a job opening, in a timely and cost-effectively manner. The recruitment process includes analyzing the requirements of a job, attracting employees to that job, screening and selecting applicants, hiring, and integrating the new employees to the organization.

TRAINING NEEDS ANALYSIS AND CURRICULUM DEVELOPMENT

Expanding your people's capabilities and growing the business in the necessary directions for the future require a thoughtful approach of skill building and development. Root offers curriculum and training programs that build your people's skills specifically and accelerated results in mind. We help our clients in developing Training Curriculum based on Training Need Analysis. This approach helps your people to translate strategic intent into operational change based on business process changes, roles and responsibility adjustments, or a new organizational structure. Bonus: Workers who receive training are happier and more committed, fulfilled, and excited on work.

TALENT MANAGEMENT

The goal of talent management is to create a high-performance, sustainable organization that meets its strategic and operational goals and objectives. We help our clients in designing an integrated HR system to attract, develop, motivate, and retain productive, engaged employees.

PERFORMANCE MANAGEMENT SYSTEM

The fundamental goal of performance management is to promote and improve employee effectiveness. It is a continuous process which managers and employees work together to plan, monitor, and review an employee's work objectives or goals and his or her overall contribution to the organization. We help our clients in developing performance management system that aligned with their organization's strategic direction and culture.

360 DEGREE BEHAVIOR FEEDBACK

360-degree feedback has a great promise as a method of creating both behavior and organization changes, yet research demonstrating results to this effect has been mixed. When behavior change is created, the data must be sufficiently reliable to detect it, and we highlight current and needed research in the measurement domain, using response scale research as a prime example. We help our clients for conducting valid and reliable 360 degree assessment by identifying four characteristics of a 360 process that are required to successful creating organization change, (1) relevant content, (2) credible data, (3) accountability, and (4) census participation, and cite the important research issues in each of those areas relative to design decisions.

SUCCESSION PLANNING SYSTEM

Talent is the most important differentiator for a company, and it's not just about a handful of leaders at the top. In today's highly competitive global marketplace, companies those continuously cultivate the next generation of leaders enjoy a business advantage. SuccessFactors Succession & Development helps you to identify and develop the talent needed to improve organizational strength and achieve today's business goals, while providing visibility and planning capabilities to support future growth.

JOB ANALYSIS

To identify the best person for the job, it is crucial to fully understand the nature of that job. Job analysis provides a way to develop this understanding by examining the tasks performed in a job, the competencies required to perform those tasks, and the connection between the tasks and competencies. Information from a job analysis can also be used to determine job requirements, training needs, position classification and grade levels, and inform other personnel actions, such as promotions and performance appraisals.

EMPLOYEE ENGAGEMENT SURVEY

An engaged employee experiences are a blend of job satisfaction, organizational commitment, job involvement, and feelings of empowerment. It is a concept that is greater than the sum of its parts. Engaged employees care about the future of the company and are willing to invest the discretionary effort – exceeding duty's call – to see that, the organization succeeds. We help our clients in conducting EEI Survey and providing recommendation program based on EEI Result.

COMPENSATION AND BENEFIT

A well-structured program with a good balance of wages, benefits, and rewards will support an organization to remain competitive in today's labor market and ensure sustainability in the future. Compensation includes not only salary, but also the direct and indirect rewards, and benefits the employee is provided with in return for their contribution to the organization. We help our clients in developing compensation and benefit system that aligned with corporate strategy and destination.

HR CERTIFICATION TRAINING

We deliver a comprehensive HR Certification program that brings best practice skills and knowledge with applicable Training Module and HR system template. Our speaker comes from various industries with thousand years experiences as a success HR Practitioner in their industries.

FRAMEWORK

Corporate Culture Services

We help our clients in executing their corporate strategy through behavior shaping to achieve corporate goals and strengthen the business

CULTURE ASSESSMENT AND CORE VALUE DEVELOPMENT

Culture is the core foundation and one of the most precious things which is had by a company. Culture will shape organizational behavior that affect strategy execution, organization's decision, policy, and the way they treat their stakeholders. We help our clients to identify the pressing culture change issues, perception gap between current and expecting culture from all level of employees through Organizational Culture Assessment Inventory (OCAI) and validated with many others culture assessment tools. Result of culture assessment will be formulated into core values recommendation.

COMPETENCY MODEL DEVELOPMENT

Core values must be cascaded into tangible working behavior. We help our clients to formulate competency model that describe behavior indicator based on organization core values. Competency model will be used for Competency Based Human Resources Management (CBHRM) practices.

BEHAVIOR CHANGE CENTRE

Corporate strategy execution should be aligned with employee's working behavior. We help our clients to assess competency gap between the existing and desired competency. We also provide specific recommendation on individual development plan for each participant.

TRAIN THE TRAINER

To create sustainable corporate culture implementation, an organization needs to create agent of change. We help our clients to develop training module and train the trainer program for corporate culture and core value socialization and internalization.

INTERNAL COMMUNICATION

One of successful key factor of strategy execution and corporate culture implementation is the way to communicate that strategy to every level of employees. We help our clients to create and implement internal communication program based on their business strategy direction.

COACHING CULTURE

Creating coaching culture allows leaders to boost employee engagement, unlock potentials, and maximize capabilities. The Entire program enables leaders to acquire strong proficiency in coaching skills and develop coaching style leadership so that whole teams and organizations can create high performance workplace together to achieve business impact.

CULTURE AUDIT

An organization needs to measure their activity in implementing corporate culture so they can correlate the impact of corporate culture to business achievement. We help our clients to audit corporate culture performance.

FRAMEWORK
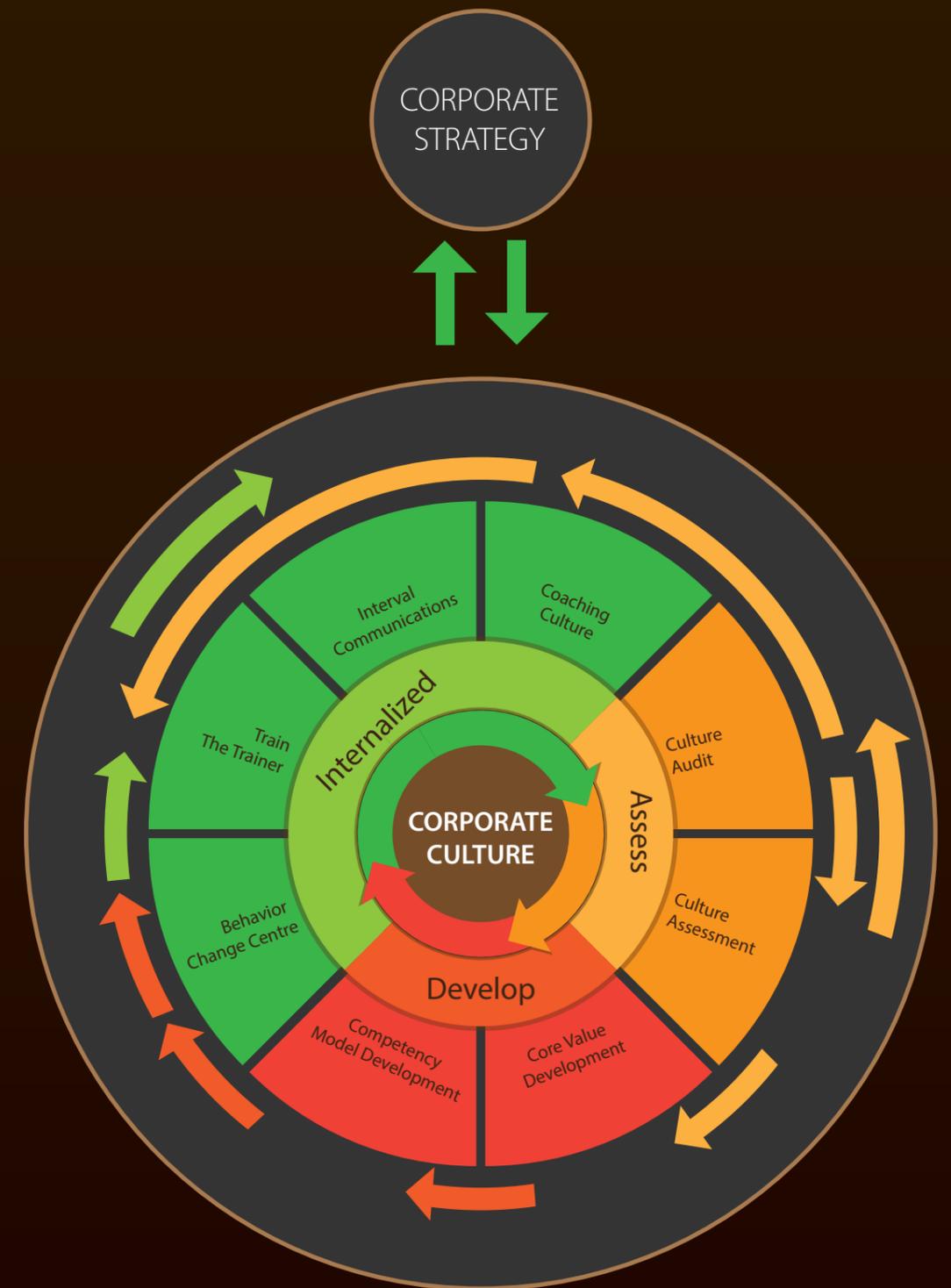
Success Stories

We helped one of top manufacture company in Indonesia in conducting their corporate culture assessment and mapping the current culture and desired future culture. We also helped them to and generating core values from desired future culture. For socialization purpose, we conducted training for the trainer to all managerial level.

We helped one of top communication company in Indonesia in conducting their corporate culture assessment and mapping the current culture and desired future culture.

We helped one of top marketing communication company in Indonesia in creating and implementing internal communication to internalize their corporate culture.

We helped one of top communication industry in conducting leader assessment center and corporate culture assessment survey.

We helped one of top Public Relation company in Indonesia to set up MT Program, Job Analysis, Balanced Score Card, Performance Management System based on BSC, Career Planning, and Compensation Benefit

We helped one of top PR and Advertising company in Indonesia in developing Training Curriculum, Employee Engagement Survey, 360 Degree Feedback, Succession Planning System, and Talent Management

Group Client

StellarHr

ALTIA
CONSULTING GROUP

ALTIA Consulting Group is a partnership of StellarHR, Fortia Strategic Partner, SSCX, and LSQ Academy

StellarHR   **Fortia** Strategic Partner   **SSCX**   LSQ ACADEMY