



HRD DEVIATION FORM

Deviation Reporting Date : 12 Desember 2022

Deviation Type :

Deviation from procedure
 Deviation from regulation
 Planned Deviation

Deviation Level :

Low
 High
 Critical

Proposed by: FX Fernando S

Investigator/Reported by : Harys Oskandar

Deviation Details:

Description of Deviation (explain the deviation issue)

Ditemukan ketidaksesuaian dengan **requirement** yang sudah ditetapkan oleh Client (Medco E&P Indonesia) untuk posisi **Project Administrator**.
 Client menetapkan seorang Project Administrator harus memiliki pengalaman minimal 2 tahun di bidang Administrasi.
 Sementara itu, untuk kandidat atas nama Christopher Hamonangan Manurung belum memiliki pengalaman di bidang administrasi (Fresh Graduate)

Impact Assessment (list of any impact of deviation on related field, location, result or system) :

Impactnya Christopher Hamonangan Manurung **kurang memahami pekerjaan** sebagai Project Administrator

Approval





Approved to Implement

Rejected, Justification :

Approved to Implement with following actions :

Project Needs . and client recommendation .

Signature

Proposed by,	Prepared by,	Acknowledge by,	Approved by,
HOD	HR & Admin Officer	HR & Finance Manager	Director
			
Name : <u>FX BERNANDO S</u>	Name : <u>Harys Oskandar</u>	Name : <u>ari SAPUTRA</u>	Name : <u>Eka MS</u>
Date: <u>11/DEC/22</u>	Date: <u>12/12/22</u>	Date: <u>01/12/22</u>	Date: <u>01/2/2023</u>

