



HRD DEVIATION FORM

Deviation Reporting Date : 30 Januari 2023

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 Akbar belum memiliki pengalaman di bidang administrasi (**Fresh Graduate**)

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

Impactnya Akbar kurang memahami pekerjaan sebagai Project Administrator

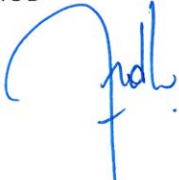


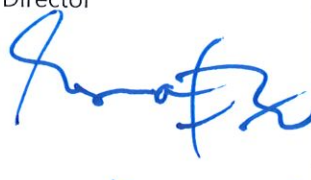
Approval

- Approved to Implement
 Rejected, Justification :

- Approved to Implement with following actions :

Project Needs and client recommendation.

Siganture

Proposed by,	Prepared by,	Acknowledge by,	Approved by,
HOD	HR & Admin Officer	HR & Finance Manager	Director
			
Name : <u>FX PERNANDO S</u>	Name : <u>Harys Oskandar</u>	Name : <u>Ori SAPUTRA</u>	Name : <u>Esra M</u>
Date : <u>29 JAN 2023</u>	Date : <u>30/01/23</u>	Date : <u>12/12/22</u>	Date : <u>21/2/2023</u>

