




Implementation of Management Strategic Human Resource for Job Function Standard in Bank Rakyat Indonesia Branch Office Slamet Riyadi, Solo

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ABSTRACT

This article discusses the internship program conducted at Bank Rakyat Indonesia (BRI) Solo Slamet Riyadi Branch from March 1st to May 31st, 2025. The objective of the internship was to observe and analyze the human resource management (HRM) strategies implemented to support the achievement of standard job functions within the Operational Department. The method used was qualitative-descriptive, involving direct observation, participation in administrative activities, and documentation. The results indicate that BRI applies structured HRM strategies such as orientation programs, work mentoring, and systematic task distribution, all of which contribute significantly to the effectiveness and efficiency of employees. The internship also provided valuable insight into the real-world banking environment, highlighting the importance of soft skills, adaptability, and work ethics. In conclusion, well-implemented HRM strategies positively impact job performance standards and prepare students for professional careers.

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A. INTRODUCTION

Human Resource Management (HRM) plays a crucial role in ensuring organizational effectiveness, particularly in the banking sector. Bank Rakyat Indonesia (BRI), as one of Indonesia's leading state-owned banks, has adopted various strategies to manage its human resources effectively in pursuit of operational excellence. This article is based on an internship experience conducted at the BRI Solo Slamet Riyadi Branch, aiming to analyze the contribution of HRM strategies in achieving standard job functions in the Operational Department. The internship was intended to bridge academic theory with real-world practice and prepare students for entering the workforce.



B. METHODS

The method used in this article is a descriptive qualitative approach. Data were collected through field observation, informal interviews with staff, documentation of work processes, and reflective analysis of tasks performed during the internship. The researcher actively participated in various activities, enabling an in-depth understanding of HRM practices in the workplace.

C. RESULTS AND DISCUSSION

HRM Strategies Implemented

Several strategies observed during the internship include:

- a. Work Orientation and Training: Interns and new employees are introduced to the bank's organizational structure, work culture, and standard procedures.
- b. Direct Mentoring System: Interns are assigned mentors (senior staff) who provide task guidance, supervision, and performance evaluation.
- c. Gradual Task Assignment: Work tasks are assigned progressively from basic administrative duties to more complex document handling.

The Role of HRM in Achieving Job Function Standards

The implementation of HRM strategies significantly contributes to:

- a. Improved task accuracy and efficiency
- b. Reduced error rates in data input and documentation
- c. Streamlined daily reporting processes
- d. Increased employee compliance with SOPs

Internship Experience and Learning Outcomes

Throughout the internship, the author was involved in:

- a. Data input and verification
- b. Archiving of customer documents and financial records
- c. Reviewing credit and transaction-related documentation

These activities enhanced practical understanding and improved various skills, including communication, time management, professionalism, and adaptability. Challenges faced included learning internal banking systems, time management, maintaining data confidentiality, and adjusting to a fast-paced work environment.



Figure 1.
sorting and grouping document



Figure 2.
Making money safety and operational management development with the Bank Rakyat Indonesia Kantor Cabang Solo Slamet Riyadi, Surakarta team



Figure 3.
Photo with intership mentor



Figure 4.
Photo with the BRI team from the selokaton unit

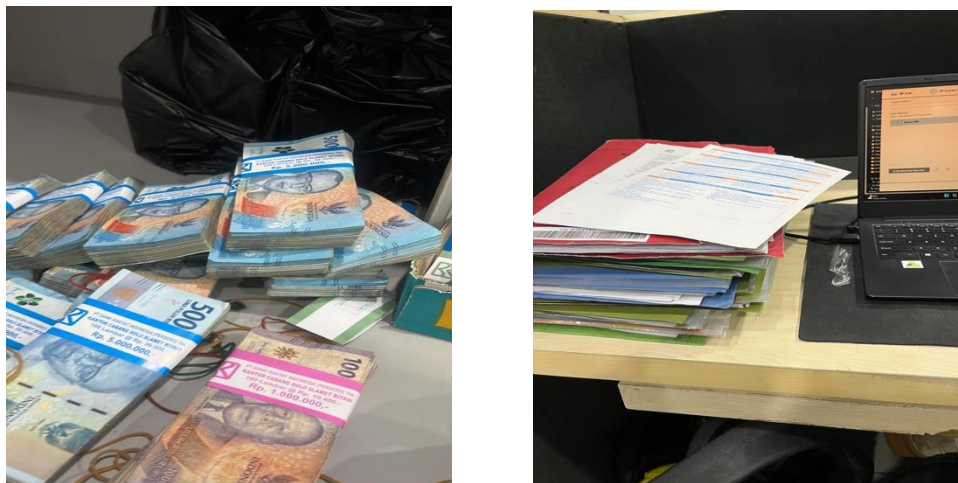


Figure 5 .
Money bundle and data input verification

D. CONCLUSION

The internship at BRI Solo Slamet Riyadi Branch confirmed that effective HRM strategies are vital in achieving standard job functions within banking operations. Orientation programs, mentoring systems, and structured task assignments enhance employee performance and foster a disciplined and responsive work environment. Additionally, internships serve as an essential platform for students to experience real business operations, develop practical skills, and build confidence before entering the professional world.

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