

THE Impact Rankings Questionnaire

University : Universitas Indonesia

Country : Indonesia

Web Address : www.ui.ac.id

[8] SDG8: DECENT WORK AND ECONOMIC GROWTH

[8.2] Employment practice

[8.2.2] Employment practice unions

Regulations of HR Management		Regulations of HR Management	
<p style="text-align: center;">BAB II PRINSIP-PRINSIP MANAJEMEN SUMBER DAYA MANUSIA</p> <p style="text-align: center;">Pasal 2</p> <p>(1) Manajemen SDM sebagai kegiatan penting di UI harus dilaksanakan pada prinsip-prinsip profesionalisme, keadilan, dan kesamaan hak yang tidak membedakan manusia atas dasar suku, agama, ras, dan gender serta memberikan kesamaan hak bagi penyandang disabilitas.</p> <p>(2) Pengembangan SDM ditujukan untuk meningkatkan keterampilan dan kepakaran sesuai nilai-nilai UI untuk mencapai visi dan misi UI.</p> <p style="text-align: center;">BAB III JENIS DAN STATUS PEGAWAI UI</p>		<p style="text-align: center;">Bagian Kesatu Hak Pegawai UI</p> <p style="text-align: center;">Pasal 44</p> <p>Pegawai Tetap berhak:</p> <ol style="list-style-type: none"> menerima gaji, tunjangan, insentif dan benefit berdasarkan penentuan yang berlaku; mendapatkan cuti; memiliki jenjang karier dan jabatan; memperoleh kesempatan pengembangan kompetensi; memperoleh perlindungan; memperoleh jaminan kesehatan; memperoleh jaminan pensiun; memberikan saran kepada pimpinan untuk kemajuan Unit Kerja dan/atau UI; mempunyai masa persiapan pensiun 1 (satu) tahun sebelum masa pensiun; memperoleh NIDW, Khusus untuk Dosen. 	
Peraturan Manajemen SDM		Peraturan Manajemen SDM	
Members of The Board of Trustees (Majelis Wali Amanat) UI			
<div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">  <p>Bambang P. S. Brodjonegoro Anggota MWA UI-Wakil Dosen</p> </div> <div style="text-align: center;">  <p>Corina D. S. Riantoputra Anggota MWA UI-Wakil Dosen</p> </div> <div style="text-align: center;">  <p>Fredy B. L. Tobing Anggota MWA UI-Wakil Dosen</p> </div> <div style="text-align: center;">  <p>Sri Mardiyati Anggota MWA UI-Wakil Dosen</p> </div> </div>			



<https://mwa.ui.ac.id/>

Main duties of The Board of Trustees



<https://mwa.ui.ac.id/>

Description:

Universitas Indonesia recognises union & labour rights including women and international staff. This includes unions for employees and lectures. The voice from the employee will be represented by Board of trustees

members elected from employees and lecturers. Their opinions will be considered in all University policy. All lectures and employees can create informal organizations and clubs based on hobbies and interest. They can gather in facilities at UI Faculty Club. All faculties have cooperatives to facilitate employees' needs for financial and grocery purposes.

The Human Resource Management in UI is based on professionalism, equity, and equal rights that do not discriminate against people based on their ethnicity, race, religion and gender. It also provides equal rights to handicapped people as written in Article 2 of Rector Decree No. 33/2018 concerning Human Resource Management.

In Article 44 of the same decree, other benefits that are acknowledged to be the parts of the workers' right are the right to obtain protection, as well as the right to express their opinion towards the management of the university.

The Board of Trustees (Majelis Wali Amanat, further abbreviated as MWA) is a part of Universitas Indonesia that carries out the normative functions in the non-academic field representing the government, the public, and the university itself to establish, observe, and evaluate the general policies and the management that are implemented in Universitas Indonesia, as well as the financial health of the university. The members of MWA include the representation of the lecturers. One of the main duties of MWA is to give out recommendations and suggestions to the rector on the management of the university and the execution of the decrees.

Evidence Link :

1. [Peraturan Manajemen SDM](#)
2. <https://mwa.ui.ac.id/>
3. https://www.ui.ac.id/wp-content/uploads/dlm_uploads/2014/11/PP68-2013StatutaUI.pdf
4. <http://kopkar.fk.ui.ac.id/>