

DWIBAHASA
BILINGUAL

PERTAMINA

energia

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OKTOBER - OCTOBER 2020



YANG MUDA YANG MEMBANGUN PERTAMINA

YOUNG, YEARNING TO POWER PERTAMINA

**4 FILM DARING AGAR
HIDUP TAK GARING**
WHEN THEATERS CLOSE,
THESE MOVIES COME CLOSE

**IDE BERNAS
MEMANFAATKAN
SAMPAH KERTAS**
TRANSFORMING PAPERS INTO
PLANT CONTAINERS

**GO FOAM
DATANG,
BUSA HILANG**
GO (AWAY), FOAM!



Bright Gas ^{5,5} Kg

Ceraiakan Kehangatan Keluarga

Teknologi Double Spindle Valve System (DSVS) untuk menjaga tabung LPG tetap aman dari kebocoran.

Sticker petunjuk penggunaan tabung LPG yang aman.

Kualitas LPG sesuai dengan Standar dan Mutu (Spesifikasi) Bahan Bakar Gas di dalam negeri.

Seal Cap Hologram & feature Optical Color Switch (OCS) dan **Laser Marking Code Pertamina** yang tidak dapat dipalsukan sehingga ketepatan isi LPG lebih terjamin.

Kemasan yang lebih ringan dan praktis dengan berat isi 5,5 Kg dan berat tabung kosong 7,1 Kg. Sesuai untuk dapur Apartemen dan Rumah minimalis.



ASET TERDAHSYAT

Semua orang pasti setuju bahwa manusia adalah aset terbesar perusahaan. Tanpa manusia, perusahaan secanggih apa pun tidak akan bisa berjalan. Untuk itulah, banyak pakar manajemen menegaskan pengelolaan karyawan tidak bisa dilakukan sekadarnya jika perusahaan ingin bisnisnya berkembang pesat.

Pertamina sebagai sebuah entitas bisnis besar pun sangat serius mengelola SDM-nya. BUMN ini sangat menyadari keberhasilan menjadi *global energy champion* dapat diwujudkan jika SDM sebagai aset paling berharga bagi perusahaan memiliki kapabilitas yang mumpuni dan bersedia untuk memberikan kontribusi maksimal bagi perusahaan.

Karena itu, pada edisi ini, kami mengulas tentang hal tersebut dalam laporan utama. Kami berharap pembahasan ini dapat memberikan gambaran umum tentang pengelolaan SDM sebagai “modal manusia” di Pertamina. ▀

THE GREATEST ASSET

Everyone must have agreed that people are a company's greatest asset. Without its people, a company, no matter how sophisticated, will not be able to run its business. For this reason, many management experts emphasize that human resource management cannot be done carelessly if the company desires its business to grow rapidly.

Pertamina as a large business entity is also exceptionally serious about managing its human resources. This SOE is aware that the success of becoming a global energy champion can be realized if the human resources, as the most valuable asset for the company, have great capabilities and are willing to provide maximum contribution to the company.

Therefore, in this edition, we are discussing this matter in the main issue. We are hopeful that it will be able to provide an insightful overview of the human capital management in Pertamina. ▀



Cover Story

YANG MUDA YANG MEMBANGUN PERTAMINA

YOUNG, YEARNING TO POWER PERTAMINA

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Main Issue



Septian Tri Kusuma



MENINGKATKAN NILAI ASET BERNILAI

THE MOST VALUABLE ASSET

2020 menjadi periode yang penuh tantangan bagi Pertamina. Dinamika

bisnis yang berubah sangat cepat di era *Volatility, Uncertainty, Complexity, Ambiguity* (VUCA) membuat Pertamina harus bergerak lincah untuk beradaptasi dengan perubahan tersebut. Belum lagi pandemi COVID-19 yang terjadi hampir di seluruh belahan bumi, termasuk Indonesia. Di masa pagebluk ini, Pertamina mengalami tiga guncangan (*triple shock*), yaitu merosotnya harga minyak dunia, fluktuasi nilai tukar rupiah terhadap dolar AS, serta menurunnya demand produk BBM.

Dalam Rapat Dengar Pendapat bersama Komisi VII DPR pada akhir Juni lalu, Direktur Utama Pertamina Nicke Widyawati mengakui guncangan tersebut mempengaruhi pendapatan perusahaan. Karena itu, sejak awal terjadi pandemi, Nicke yang didukung oleh seluruh jajaran Pertamina mengambil beberapa langkah strategis demi menghadapi tantangan tersebut.

2020 has been a challenging period for Pertamina. The business dynamics

that have changed very rapidly in the era of *Volatility, Uncertainty, Complexity, Ambiguity* (VUCA) required Pertamina to move quickly to adapt to these changes. Not to mention the COVID-19 pandemic that occurs in almost all parts of the world, including Indonesia. During the pandemic, Pertamina has experienced triple shock, which are a drop in world oil prices, fluctuations in the Rupiah exchange rate against the US dollar, and a decrease in demand for fuel products.

In a joint hearing with Commission VII of the House of Representatives at the end of last June, Pertamina President Director Nicke Widyawati admitted that the shock had affected company revenues. Therefore, since the beginning of the pandemic, Widyawati, supported by everyone in Pertamina, has taken several strategic moves to face these challenges.



Salah satu langkah strategis yang diambil manajemen Pertamina adalah tetap mengoperasikan aktivitas hulu migas sampai hilir dan distribusi, bersama-sama dengan 1,2 juta tenaga kerja, baik dari Pertamina, mitra bisnis di seluruh ekosistem bisnis proses Pertamina. Nicke berupaya tidak menghentikan operasi atau melakukan pemutusan hubungan kerja (PHK), walaupun perusahaan migas global lainnya maupun industri lain melakukan PHK besar-besaran. Langkah tersebut diambil dengan pertimbangan mendalam untuk tetap membuat Pertamina dapat menjadi penggerak perekonomian di masa sulit ini.

Sumber Daya Manusia (SDM) memang aset terpenting dalam perusahaan karena menjadi tumpuan perusahaan untuk menjalankan roda bisnis, termasuk di tengah pandemi.

One of the strategic moves taken by Pertamina's management is to continue operating upstream to downstream oil and gas activities and distribution, together with 1.2 million workers, both from Pertamina and business partners throughout Pertamina's business process ecosystem. Widyawati tries not to stop operations or terminate employment, even though other global oil and gas companies and other industries have carried out massive layoffs. This move was taken with great consideration to keep Pertamina as an economic driving force during this difficult time.

Human Resources (HR) is indeed the most important asset in a company because it becomes a foundation for the company to run its business, including in the midst of a



SDM sebagai *human capital* merupakan *value-producing asset* yang perlu menjadi fokus bisnis dan bukan dianggap sebagai beban. Perusahaan perlu senantiasa mengevaluasi apakah sudah berhasil menciptakan *values* dari manusia yang ada. Perusahaan harus bisa menciptakan *human capital* yang mampu berperan mereka dapat menjadi pribadi yang *low profile*, tetapi *high profit*. Profesional, tetapi tetap membumi dengan peduli kepada masyarakat dan lingkungan.

HR as human capital is a value-producing asset that needs to be the focus of the business and not considered an expense. Companies need to constantly evaluate whether they have succeeded in creating values from their existing human resources. Companies must be able to create human capital that can become individuals with low profile but high profit. Professional but still down to earth with care for the community and the environment.

Banyak teori manajemen dan pemasaran yang menekankan pentingnya menciptakan nilai dalam bisnis bila perusahaan tidak mau tergilas. SDM sebagai *human capital* merupakan *value-producing asset* yang perlu menjadi fokus bisnis dan bukan dianggap sebagai beban. Perusahaan perlu senantiasa mengevaluasi apakah sudah berhasil menciptakan *values* dari manusia yang ada. Perusahaan harus bisa menciptakan *human capital* yang mampu berperan mereka dapat menjadi pribadi yang *low profile*, tetapi *high profit*. Profesional, tetapi tetap membumi dengan peduli kepada masyarakat dan lingkungan.

Sebagai sebuah entitas bisnis besar, Pertamina pun menempuh jalan tersebut. BUMN ini berupaya meningkatkan nilai SDM-nya

pandemic. Many management and marketing theories emphasize the importance of creating value in business if the company doesn't want to be destroyed. HR as human capital is a value-producing asset that needs to be the focus of the business and not considered an expense. Companies need to constantly evaluate whether they have succeeded in creating values from their existing human resources. Companies must be able to create human capital that can become individuals with low profile but high profit. Professional but still down to earth with care for the community and the environment.

As a large business entity, Pertamina has also made this move. This SOE is making efforts to increase the value and optimize the roles of its human resources as one of the proofs

sehingga mampu berperan lebih maksimal sebagai salah satu bukti bahwa Pertamina cepat beradaptasi dengan segala perubahan yang terjadi sekarang.

Bertepatan dengan Hari Ulang Tahun (HUT) Kemerdekaan ke-75 Indonesia, 17 Agustus lalu, Pertamina membuat sebuah gebrakan baru dengan meluncurkan Program Budaya Inti 135, yaitu 1 hal baru setiap hari dan berani bertindak; 3 solusi setiap minggu; 5 prinsip dasar dalam setiap interaksi, yaitu harus *on time, fun*, memiliki target, menyampaikan goals, dan memberi kesempatan kepada setiap perwira untuk berkontribusi bagi perusahaan.

“Program Budaya Inti 135 ini dimaksudkan untuk mendorong penerapan core values AKHLAK dan Critical 5 Behaviors (C5B) dalam kegiatan operasional perusahaan demi mendukung Indonesia maju,” ujar Direktur Utama Pertamina Nicke Widyawati.

Selain itu, untuk mendukung kinerja perusahaan di masa adaptasi kebiasaan baru, Direksi meluncurkan sebutan baru untuk pekerja Pertamina, yaitu Perwira. Sebutan ini menjadi salah satu tonggak kebaruan BUMN ini dalam bertransformasi dengan semangat baru dan *values* yang baru.

that Pertamina is able to quickly adapt to all the changes that are currently happening.

Coinciding with Indonesia's 75th Independence Day on last 17 August, Pertamina made a new breakthrough by launching the 135 Core Culture Program, consisting of 1 new thing to do every day and the courage to act; 3 solutions every week; 5 basic principles in every interaction, which include the requirements to be on time, be fun, have targets, convey goals, and provide opportunities for every perwira to contribute to the company.

“The 135 Core Culture Program is intended to encourage the application of AKHLAK and Critical 5 Behaviors (C5B) core values in the company's operational activities in order to support an advanced Indonesia,” said Pertamina President Director Nicke Widyawati.

In addition, to support the company's performance during the adaptation period for new habits, the Board of Directors launched a new title for Pertamina's employees, namely perwira (heroic Pertamina people). This title is one of the cornerstones of the renewal of this SOE in transforming with a new spirit and values.



Nicke Widyawati
Direktur Utama Pertamina
Pertamina President Director



“Program Budaya Inti 135 ini dimaksudkan untuk mendorong penerapan core values AKHLAK dan Critical 5 Behaviors (C5B) dalam kegiatan operasional perusahaan demi mendukung Indonesia maju.”

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Istilah perwira digagas dan diusung oleh insan muda Pertamina yang merupakan singkatan dari Pertamina Wira yang mendedikasikan diri dan memberikan kontribusi terbaik bagi kemajuan Pertamina. Setiap perwira harus mengimplementasi dan menginternalisasi nilai-nilai utama (*core values*) secara sungguh-sungguh, konsisten, dan konsekuen, termasuk *critical 5 behavior* (amanah, kompeten, harmonis, loyal adaptif, dan kolaboratif)

Initiated and promoted by the young generation in Pertamina, the term perwira stands for Pertamina Wira who dedicate themselves and provide the best contribution to Pertamina's progress. Every perwira must implement and internalize core values seriously, consistently and consequently, including the critical 5 behaviors (trustworthy, competent, harmonious, loyal, adaptive, and collaborative).

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Bahkan dalam acara Pertamina Online Learning and Sharing (POLS) yang mengangkat tema AKHLAK Action, Senin, 12 Oktober 2020, Nicke menegaskan, penerapan *core values* AKHLAK oleh seluruh perwira Pertamina dalam program kerja perusahaan menjadi kunci keberhasilan pengembangan bisnis.

Even during the Pertamina Online Learning and Sharing (POLS) event that brought up the theme of AKHLAK Action on Monday, 12 October 2020, Nicke emphasized that the implementation of AKHLAK core values by all Pertamina perwira in the company's work programs is the key to successful business development.


Nicke meminta kepada seluruh perwira untuk mengambil peran dalam berjuang mendukung pencapaian aspirasi, target perusahaan, serta cita-cita untuk menghadirkan merdeka energi. "Mari kita tunjukkan kemampuan, kompetensi dan harmoni sebagai kekuatan sebagai keluarga besar Pertamina Group," tambahnya.

Hal tersebut dipertegas oleh Komisaris Utama Pertamina Basuki Tjahaja Purnama. "Mari kita fokus melayani dan menyelamatkan ekonomi bangsa ini," ajaknya.

Pria yang biasa dipanggil dengan sebutan BTP tersebut menganalogikan perjuangan ini seperti menanam padi. "Ini adalah saatnya kita bekerja. Saya harap kita ratakan, suburkan ladang sawah, kita umpamakan menanam padi. Jangan biarkan ada ilalang-ilalang yang menutupi pertumbuhan padi kita. Jadi seluruh perwira, biarkan benih padi yang baik ditanamkan di tempat yang subur. Tanpa dirusak oleh ilalang yang ada. Kita bersihkan ilalang, kita gemburkan tanah untuk benih-benih yang baik," imbaunya melalui perumpamaan. 

Widyawati asked all perwira to take part in supporting the achievement of the company's aspirations, targets, and goals to create energy independence. "Let us show our abilities, competence and harmony as the strengths of the big family of Pertamina Group," she added.

This was also confirmed by Pertamina President Commissioner Basuki Tjahaja Purnama. "Let us focus on serving and saving this nation's economy," he asked.

The man who is better known as BTP likened this struggle to the planting process of rice. "This is the time for us to work. I hope we flatten and fertilize the rice fields just like we do when planting rice. Don't let any weeds get in the way of the growth of our rice. So to all perwira, let the good rice seeds be planted in a fertile soil without being damaged by the weeds. We clean the weeds and we loosen the soil for the good seeds," he said through a parable. 

PILAR BUDAYA PERTAMINA SEBAGAI PERUSAHAAN ENERGI NASIONAL KELAS DUNIA

The Cultural Pillars of Pertamina as a World-Class National Energy Company



PERWIRA (Pertamina Wira)

Merupakan sebutan untuk pekerja Pertamina yang berdedikasi, siap menjadi penjaga Pertamina serta memberikan kontribusi terbaik bagi kemajuan Pertamina.

The title assigned to Pertamina workers who are dedicated and ready to be Pertamina's guardians and to give their best contributions to Pertamina's progress.



PERTAMINA CLEAN

Setiap perwira harus mengelola perusahaan secara profesional, menjunjung tinggi etika bisnis, dan bertanggung jawab serta berpegang teguh pada prinsip-prinsip GCG dan prinsip 4 NOs (No Bribery, No Kickback, No Gift, No Luxury)

Every perwira must manage the company in a professional manner, uphold business ethics, be responsible, and stick to the principles of GCG and 4 Nos (No Bribery, No Kickback, No Gift, No Luxury) 4 NOs (No Bribery, No Kickback, No Gift, No Luxury)



AKHLAK (Amanah-Kompeten-Harmonis-Loyal-Adaptif-Kolaboratif)

AKHLAK (Trustworthy-Competent-Harmonious-Loyal-Adaptive-Collaborative) Setiap perwira harus mengimplementasi dan menginternalisasi Nilai-Nilai Utama (Core Values) secara sungguh-sungguh, konsisten, dan konsekuen termasuk Critical 5 Behavior

Every perwira must implement and internalize core values seriously, consistently, and consequently, including the Critical 5 Behaviors



PROGRAM BUDAYA INTI - 135

- 1 - Hal baru setiap hari dan berani bertindak
- 3 - Solusi setiap minggu
- 5 - Prinsip dalam setiap interaksi

CORE CULTURAL PROGRAM - 135

- 1 - New Thing Every Day and Dare to Act
- 3 - Solutions Every Week
- 5 - Principles in Every Interaction



PROGRAM BUDAYA INTI 135

Core Culture Program 135

Program Budaya Inti diperlukan untuk mendorong penerapan **AKHLAK** dan **Critical 5 Behaviors (C5B)** yang telah ditetapkan
Core Culture Program is needed to encourage the implementation of **AKHLAK** and **Critical 5 Behaviors (C5B)** that have been set.

AMANAH Trustworthy Memegang teguh kepercayaan yang diberikan Upholding the trust that is given	KOMPETEN Competent Terus belajar & mengembangkan kapabilitas Keep learning and developing capabilities	HARMONIS Harmonious Saling peduli dan menghargai perbedaan Caring for each other and appreciating differences	LOYAL Loyal Berdedikasi dan mengutamakan kepentingan bangsa dan negara Dedicated and prioritizing the interests of the nation and the country	ADAPTIF Adaptive Terus berinovasi dan analitis dalam menggerakkan perubahan Keep innovating and being passionate in driving change	KOLABORATIF Collaborative Membangun semangat kerja yang sinergis Building a synergistic work spirit
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C5B

- Berani mengambil keputusan secara cepat dan tepat berdasarkan risiko yang tertukur (**KOMPETEN**)
Dare to make quick and right decisions based on structured risks (Competent)
- Bertanggung jawab atas tugas keputusan dan tindakan yang dilakukan hingga tuntas (**AMANAH**)
Responsible for doing and completing the tasks, decisions, and actions that are taken (Trustworthy)
- Berpegang teguh kepada nilai moral dan etika (**AMANAH**)
Adhering to moral and ethical values (TRUSTWORTHY)
- Bersinegi secara agresif untuk memberikan nilai tambah sebesar-besarnya untuk perusahaan dan stakeholder lainnya (**KOLABORATIF**)
Synergizing aggressively to provide maximum added value for the company and other stakeholders (COLLABORATIVE)
- Mencari solusi terbaik dalam menghadapi perbedaan kepentingan yang terjadi (**KOLABORATIF**)
Looking for the best solution in dealing with the conflict of interests that occurs (COLLABORATIVE)

1 HAL BARU SETIAP HARI DAN BERANI BERTINDAK

NEW THING EVERY DAY AND DARE TO ACT

- Meningkatkan pengetahuan dan pemahaman tentang hal baru setiap hari di antaranya:
Increasing knowledge and understanding of new things every day, including:
 - Building sense of urgency
 - Transformasi Pertamina
Pertamina transformation
 - Konteks industri dan wawasan ekonomi nasional
Industrial context and national economic insight
 - Meningkatkan kesadaran terhadap risiko, K3, GCG, dsb
Increasing awareness of risks, occupational safety and health, good corporate governance, etc
- Melatih keberanian mengambil keputusan berdasarkan risiko terstruktur
Exercising the courage to take decisions based on structured risks
- Membantu orang lain belajar
Assisting others to learn
- Peduli dan Terbuka
Caring and open-minded
- Memperkuat learning culture
Strengthen the learning culture

3 SOLUSI SETIAP MINGGU

SOLUTIONS EVERY WEEK

- Membangun sinergi/kolaborasi dengan mendorong setiap unit kerja untuk bekerja sama dengan 1 atau 2 unit/fungsi lain yang bertugas bertujuan untuk meningkatkan kinerja, menekan biaya, meningkatkan revenue, memuaskan pelanggan:
Building synergy/collaboration by encouraging each work unit to collaborate with 1 or 2 other units/functions to improve performance, reduce costs, increase revenue, and satisfy customers:
- Kerja tepat sasaran, tepat waktu dan efisien
Work on target, on time and efficiently
 - Update dan validasi data untuk dianalisa
Update and validate data for analysis
 - STK/SOP yang efisien, ringkas dan mudah dipahami
Efficient, concise and easy-to-understand work system/SOP
 - Berpikir dan bertindak solutif
Think and act to find solutions
 - Saling membantu
Help each other

5 PRINSIP DALAM SETIAP INTERAKSI

PRINCIPLES IN EVERY INTERACTION

- On-time: mulai dan selesai tepat waktu - max 60 menit
On time: Start and finish on time
- Share-fun: Serius tapi FUN
Share-fun: Be serious yet fun
- Mulai dengan: (max 5 menit)
Start with: (max 5 minutes)
 - Safety Moment
 - Sharing C5B: Pengalaman menerapkan C5B, Sharing C5B: Experience in implementing C5B
- Sampaikan ultimate goals, build sense of urgency, dan bagaimana rapat/pekerjaan hari ini berkontribusi pada Aspirasi Pertamina.
Convey ultimate goals, build sense of urgency, and share how today's meeting/work has contributed to Pertamina Aspirations
- Beri kesempatan setiap peserta berkontribusi, sepakat mana yang harus ditindaklanjuti, jaga kerahasiaan data perusahaan
Give every participant an opportunity to contribute, agree on which matter should be followed up, keep company data confidential





MASA DEPAN PERTAMINA DI TANGAN PERWIRA

PERWIRA,
THE TOMORROW
PEOPLE OF PERTAMINA



Segala upaya dilakukan Pertamina agar dapat tetap bertahan dan terus berkembang. Salah satunya melalui pengelolaan Sumber Daya Manusia (SDM) sebagai “modal manusia” yang bertujuan untuk mencetak SDM unggul dan adaptif terhadap perubahan yang terjadi.

Menurut Direktur SDM Pertamina, Koeshartanto, perusahaan memiliki aspirasi yang ambisius dalam beberapa tahun ke depan, yakni menjadi perusahaan energi global yang unggul dan masuk dalam peringkat 100 besar Global Fortune pada 2024 sekaligus tetap berperan sebagai roda penggerak pertumbuhan ekonomi Indonesia sebagai mandat sosial dari pemerintah. Ia menegaskan, aspirasi tersebut dapat dicapai melalui organisasi berkinerja tinggi yang mengutamakan *value creation*, berfokus pada pertumbuhan, serta mengakselerasi talent.

Pertamina melakukan penyesuaian objektif dan strategi, diikuti dengan penyesuaian model bisnis (holding subholding), organisasi yang lebih agile, kompetensi yang unggul dan budaya baru yang kuat untuk mencapai aspirasi nilai pasar US\$100 billion.

“Disadari ataupun tidak, transformasi yang saat ini sedang kita jalani adalah salah satu proses untuk menyatukan semua, baik yang ada di anak perusahaan, afiliasi, yang ada di holding ataupun subholding. Ini semua adalah langkah menuju One Pertamina. Siapa pun dia, tua ataupun muda, sepanjang masih memiliki semangat untuk mewujudkan Pertamina sebagai perusahaan lebih baik dan lebih besar, kita sebut kalian sebagai *tomorrow people of Pertamina*.” ujar Koeshartanto.

Berdasarkan data perusahaan, setidaknya 67 persen perwira Pertamina adalah generasi muda berusia di bawah 40 tahun dan sekitar 11 persen level pimpinan merupakan perwira muda di bawah 40 tahun. Koeshartanto



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Every effort has been made by Pertamina in order to survive and continue to develop. One of them is through the management of Human Resources (HR) as human capital which aims to produce HR that are superior and adaptive to changes that occur.

According to Pertamina HR Director, Koeshartanto, the company has ambitious aspirations in the next few years, namely to become a leading global energy company



Based on company data, at least 67 percent of Pertamina's perwira are young people under 40 years of age and around 11 percent of the leadership level are young perwira under 40 years old. Koeshartanto is sure that within the next one or two years, there will be a growing number of young people who will occupy the position of Pertamina's future leaders.

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“Untuk mewujudkan hal itu, sejumlah langkah telah dilakukan perusahaan. Program yang berfokus pada pengembangan kualitas, *skill, knowledge, attitude* menjadi prioritas yang sedang dikerjakan Direktorat SDM untuk dapat memastikan pekerja Pertamina memiliki daya saing yang tinggi,” kata Koeshartanto.

and to be included in the top 100 of Fortune Global 500 in 2024, while still playing the role as a driving force for Indonesia's economic growth as mandated by the government. He emphasized that these aspirations could be achieved by high-performance organizations that prioritize value creation, focus on growth, and accelerate talents.

Pertamina has made adjustments to its objectives and strategies, followed by adjustments to its business model (holding subholding), and has become a more agile organization with superior competencies and a strong new culture to achieve the aspirations of a market value of US\$100 billion.

“Whether we realize it or not, the transformation that we are currently undergoing is one of the processes taken to unite everyone, whether in subsidiaries, affiliates, holding or subholding. All of this is the step towards One Pertamina. Whoever you are, whether young or old, as long as you still have the spirit to make Pertamina a better and bigger company, we will call you the tomorrow people of Pertamina,” said Koeshartanto.

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“To achieve this, the company has taken a number of steps. Programs that focus on developing quality, skills, knowledge, and attitude are a priority that is currently worked on by the HR Directorate to ensure that Pertamina's employees have high competitiveness,” said Koeshartanto.

Terkait pengelolaan SDM sebagai *human capital*, Koeshartanto mengungkapkan, perusahaan memberikan perhatian khusus, mulai dari proses rekrutmen dengan standar yang tinggi, proses *people mobilization* dengan prinsip *fit & proper* atau kesesuaian dengan jabatan yang dituju. “Hal ini yang akan menjadikan organisasi dapat hidup, tumbuh dan berkembang untuk mewujudkan aspirasi perusahaan,” tuturnya.

Pertamina menerapkan sistem rekrutmen dengan seleksi dan kualifikasi sangat ketat. Hal tersebut sebagai salah satu cara agar dapat mencetak perwira muda yang adaptif dengan tantangan bisnis ke depan. “Proses rekrutmen di Pertamina dilakukan dengan seleksi yang ketat agar perwira di *new entry level* memiliki kualifikasi tinggi,” ucap Koeshartanto.

Regarding the management of HR as human capital, Koeshartanto revealed that the company paid special attention on it, starting from the recruitment process that was done with high standards, to the people mobilization process that was done with the principle of fit & proper or conformity to the intended position. “This will enable the organization to live, grow and develop to realize the aspirations of the company,” he said.

Pertamina implements a recruitment system with very strict selection and qualifications. This is one way to produce young perwira who are adaptive to the business challenges ahead. “The recruitment process at Pertamina is carried out with a strict selection so that perwira at the new entry level have high qualifications,” said Koeshartanto.

Pertamina menerapkan sistem rekrutmen dengan seleksi dan kualifikasi sangat ketat. Hal tersebut sebagai salah satu cara agar dapat mencetak perwira muda yang adaptif dengan tantangan bisnis ke depan.

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Perusahaan menerapkan berbagai inisiatif, program, dan platform dalam rangka menggali dan mengembangkan inovasi dari perwira, khususnya yang memiliki potensi dan kinerja yang baik.

The company implements various initiatives, programs and platforms in order to explore and develop innovations from perwira, especially those with good potential and performance.

Terkait dengan penyesuaian organisasi, ia menggarisbawahi, hal tersebut bukanlah sebuah tujuan. Penyesuaian merupakan alat yang digunakan agar Pertamina *survive, secure, success dan sustain*.

Regarding organizational adjustment, he emphasized that it was not a goal. Adjustment is a tool that is used to enable Pertamina to survive, secure, be successful and sustain.

Di samping itu, untuk dapat memenangkan kompetisi bisnis di zaman yang penuh dengan ketidakpastian (*disruption*) ini, perusahaan harus melakukan berbagai inovasi. Perusahaan menerapkan berbagai inisiatif, program, dan *platform* dalam rangka menggali dan mengembangkan inovasi dari perwira, khususnya yang memiliki potensi dan kinerja yang baik.

In addition, to be able to win business competition in this era of disruption, companies must carry out various innovations. The company implements various initiatives, programs and platforms in order to explore and develop innovations from perwira, especially those with good potential and performance.

Program pengembangan kompetensi kepemimpinan dan teknis dilakukan secara berjenjang mulai dari level SVP/setara sampai

The leadership and technical competency development program is carried out in stages starting from the level of SVP/ equivalent to the operator level, such as



Program pengembangan kompetensi kepemimpinan dan teknis dilakukan secara berjenjang mulai dari level SVP/setara sampai ke level operator, seperti Senior Executive Development Program (SEDP), Executive Development Program (EDP), Managerial Development Program (MDP), Supervisory Development Program (SDP) dan Officers Development Program (ODP). Selain itu, ada pula program tugas belajar dan pendidikan lanjutan, Continuous Improvement Program (CIP) serta program-program budaya yang melibatkan partisipasi aktif dari semua perwira Pertamina Group.

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“Kami juga menciptakan ekosistem serta program-program pengembangan yang disesuaikan dengan kebutuhan dan karakteristik para perwira, khususnya mereka yang terbelang generasi milenial. Contohnya, mengoptimalkan teknologi digital, mendorong kemandirian

the Senior Executive Development Program (SEDP), Executive Development Program (EDP), Managerial Development Program (MDP), Supervisory Development Program (SDP) and Officers Development Program (ODP). In addition, there are also case study assignments and further education programs, Continuous Improvement Program (CIP) and cultural programs that involve active participation of all Pertamina Group perwira.

“We also create an ecosystem and development programs that are tailored to the needs and characteristics of the perwira, especially those who are considered the millennial generation. Some of the examples are optimizing the digital technology, encouraging independence to learn, work,

untuk belajar, berkarya, dan berinovasi, namun di lain pihak tetap mendorong kolaborasi,” jelasnya.

Sejumlah program *learning and development* yang ramah terhadap perwira muda Pertamina juga digulirkan, antara lain Pertamina Online Learning and Sharing (POLLS), mobile learning, e-learning, Webinar, dan KOMET. Ke depannya Pertamina mengembangkan *podcast*, Pertamina wikis & journal, *leadership & technical micro learning*, serta *learning forums & blogs*.

“Serangkaian program pendidikan dan pelatihan yang sistematis tersebut merupakan upaya Pertamina dalam mencetak perwira yang berpikiran maju, modern, agresif, proaktif, dan tangkas. Dengan demikian mereka dapat menjadi kekuatan sinergis bagi Pertamina dalam merespon dinamika dan tantangan bisnis ke depan,” katanya.

Koeshartanto juga mengajak kepada seluruh perwira untuk dapat memperkuat persatuan dan kesatuan serta mengaplikasikan AKHLAK sebagai salah satu tata nilai perusahaan. “Percayalah dengan kekuatan kita, dengan tradisi sukses Pertamina, dengan *leadership* yang kuat, kita akan bisa melewati ini dengan baik dan menjadi pemenangnya,” ujarnya optimistis. ■

and innovate, yet still encouraging collaboration,” he explained.

A number of learning and development programs that are user friendly for young Pertamina perwira have also been rolled out, including Pertamina Online Learning and Sharing (POLLS), mobile learning, e-learning, Webinars, and KOMET. In the future, Pertamina will develop podcasts, Pertamina wikis & journals, leadership & technical micro learning, as well as learning forums & blogs.

“Those series of systematic education and training programs are Pertamina’s efforts in producing advanced, modern, aggressive, proactive and agile perwira. Therefore, they can become a synergistic force for Pertamina in responding to the future dynamics and business challenges,” he said.

Koeshartanto also asked all perwira to be able to strengthen unity and apply AKHLAK as one of the company’s values. “Trust in our strength, with Pertamina’s tradition of success, and with strong leadership, we will be able to go through this well as the winner,” he said optimistically. ■



Koeshartanto

Direktur SDM Pertamina
Pertamina HR Director



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UNTUK PERTAMINA DAN INDONESIA

FOR PERTAMINA AND INDONESIA

Banyak jalan menuju Roma. Bagi sebuah entitas bisnis, peribahasa itu bisa menjadi gambaran bahwa berbagai cara bisa dilakukan untuk memenuhi kebutuhan pelanggannya. Hal tersebut juga dilakukan Pertamina yang diamanatkan mengelola energi nasional. Aturan yang jelas, membuat langkah Pertamina sebagai pelaksana amanat pemerintah ini menjadi terukur.

Beragam program dijalankan perwira Pertamina untuk masyarakat Indonesia. Dari hulu sampai hilir, di dalam maupun luar negeri. Semua perwira bahu-membahu dalam memberikan kontribusi maksimal sekaligus mendukung transformasi yang tengah dijalankan perusahaan.

Febrian Dwi Prastyo adalah salah satu di antaranya. Lead of Process Engineering Refinery Unit (RU) II Dumai ini menyatakan, transformasi yang ada di Pertamina saat ini adalah sesuatu hal yang positif. "Saya yakin setiap perwira pasti mendedikasikan diri semaksimal mungkin demi kemajuan Pertamina," ujarnya.

Ia yakin, dimotori oleh para perwira yang memiliki kompetensi yang mumpuni, berbagai program *quick win* dan pengembangan jangka panjang di *subholding* Refining & Petrochemical dapat dicapai. "Para perwira harus menjadi *superteam* yang dapat berkolaborasi efektif demi tercapainya tujuan perusahaan. Untuk menjadi *superteam*, saya menerapkan 3 SP, yaitu Saling Paham, Saling Percaya dan Saling Peduli," ujar Febrian.

Febrian Dwi Prastyo is one of them. The Lead of Process Engineering of Refinery Unit (RU) II Dumai stated that the current transformation at Pertamina was something positive. "I am sure that every perwira will dedicate themselves as much as possible for the progress of Pertamina," he said.

He believes that driven by perwira with qualified competencies, various quick win programs and long-term development in Refining & Petrochemical subholding can be achieved. "Perwira must be a super team that can collaborate effectively in order to achieve company goals. To become a super team, I implemented 3 SPs, namely Saling Paham (Mutual Understanding), Saling Percaya (Mutual Trust), and Saling Peduli (Mutual Care)," said Febrian.

All roads lead to Rome. For a business entity, the saying can describe that there are various ways that can be done to meet the needs of its customers. This is also done by Pertamina, which is mandated to manage the national energy. The clear rules allow Pertamina's steps to carry out this government mandate measurable.

Various programs are carried out by Pertamina's perwira for Indonesian people. From upstream to downstream, at home and abroad. All perwira work hand in hand in providing maximum contributions while at the same time supporting the transformation that is currently undertaken by the company.



Febrian Dwi Prastyo
Lead of Process Engineering Refinery Unit (RU) II Dumai



Bayu Trianto
Manager of Oil & Gas
Development PT Elnusa Tbk

Hal senada disampaikan Manager of Oil & Gas Development PT Elnusa Tbk., Bayu Trianto. Menurutnya, seluruh perwira memiliki peran dalam mendukung kesuksesan Pertamina dengan memberikan upaya terbaik sesuai perannya masing-masing. “Setiap perwira muda Pertamina harus memiliki karakter yang *agile*. Semangat untuk berkolaborasi dengan siapa pun, semangat untuk menghadapi dan merangkul perubahan, serta cepat beradaptasi terhadap perubahan,” jelas pria yang turut terlibat di Project YYA Platform Removal sebagai project engineer.

A similar thing was conveyed by the Manager of Oil & Gas Development of PT Elnusa Tbk., Bayu Trianto. According to him, all perwira have a role in supporting Pertamina’s success by giving their best efforts according to their respective roles. “Every young Pertamina perwira must have an agile character, the enthusiasm to collaborate with anyone, the enthusiasm to face and embrace change, and the ability to quickly adapt to change,” explained the man who was involved in the YYA Platform Removal Project as a project engineer.

Abdul Affan pun melakukan hal yang sama. Party Chief yang juga merangkap sebagai Pj. Manager Marine Seismic PT Elnusa Tbk ini terlibat langsung dalam survei seismik laut 2D yang dilakukan bersama PT Pertamina Hulu Energi (PHE) Jambi Merang. Kegiatan ini merupakan survei seismik terpanjang di Asia Pasifik dalam kurun waktu 10 tahun terakhir.

Dalam kegiatan tersebut, Abdul bertugas mulai dari menyusun *project plan*, mengelola *resources*, menjalin kerja sama, mengidentifikasi risiko agar pekerjaan dapat berjalan dengan lancar, dan mengutamakan aspek HSSE. Abdul mengaku bangga bisa berkontribusi tidak hanya bagi Pertamina, tapi juga bagi Indonesia.

Abdul Affan also did the same thing. Party Chief who also doubles as the Marine Seismic Project Manager of PT Elnusa Tbk is directly involved in the 2D marine seismic survey conducted with PT Pertamina Hulu Energi (PHE) Jambi Merang. This activity is the longest seismic survey in Asia Pacific in the last 10 years.



Abdul Affan
Party Chief dan Pj. Manager
Marine Seismic PT Elnusa Tbk

In the activity, Affan is responsible for preparing project plans, managing resources, establishing cooperation, identifying risks so that the work can run smoothly, and prioritizing HSSE aspects. Affan admitted that he was proud to be able to contribute not only to Pertamina, but also to Indonesia.



“Survei Seismik merupakan langkah awal dalam pengembangan eksplorasi migas. Saat ini saya bekerja sama dengan 100 persen putra-putri bangsa yang memiliki visi yang sama di bidang akuisisi marine seismik,” ucapnya.

“Seismic Survey is the first step in developing oil and gas exploration. Currently, I am working with 100 percent of the nation’s sons and daughters who share the same vision in marine seismic acquisition,” he said.

Setali tiga uang, Iham Nugroho, perwira muda yang bertugas sebagai mechanical engineer PT Elnusa Fabrikasi Kontruksi juga mengungkapkan rasa bangga ketika terlibat dalam proyek pembangunan Elnusa Hydraulic Rig 14, yakni Hydraulic Workover Unit (HWU) terbaru untuk mendukung kegiatan produksi migas nasional.

Similarly, Iham Nugroho, a young perwira who serves as the mechanical engineer at PT Elnusa Fabrikasi Kontruksi also expressed his pride when he was involved in the construction project of Elnusa Hydraulic Rig 14, which is the newest Hydraulic Workover Unit (HWU) to support national oil and gas production activities.



Jimmy Wijaya
Head of BBM Satu
Harga Project

Di sektor hilir, para perwira juga mendedikasikan diri. Salah satunya adalah Jimmy Wijaya. Sebagai Head of BBM Satu Harga Project, ia bersama tim berupaya maksimal mewujudkan Program BBM Satu Harga di wilayah 3 T (Tertinggal, Terdepan, Terluar) sesuai amanat pemerintah walau tak mudah.

In the downstream sector, perwira also show their dedication. One of them is Jimmy Wijaya. As the Head of One Price Fuel Project, he and the team are trying their best to realize the One Price Fuel Program in the 3T (Frontier, Outermost, and Disadvantaged) regions according to the government’s mandate even though it is not easy.

Salah satu wujud transformasi dalam upaya mempercepat program ini melalui metode pendaftaran kemitraan BBM Satu Harga secara daring. Menurutnya, langkah tersebut menjadi salah satu bentuk transformasi digital dan transparansi dalam memilih mitra, termasuk dalam mengakomodir kebutuhan energi di daerah-daerah yang sulit diakses. “Dengan demikian, *stakeholder* terkait akan lebih mudah untuk melakukan *overview program* secara berkala sehingga kembali pada dasar pelaksanaan untuk mewujudkan keadilan sosial,” katanya.

One form of transformation that is done in an effort to accelerate this program is through the online method that is applied on the One Price Fuel partner registration. According to him, this step is a form of digital transformation and transparency in selecting partners, including accommodating energy needs in areas that are difficult to access. “Therefore, relevant stakeholders will find it easier to overview the program periodically, hence allowing the company to go back to the main purpose of achieving social justice,” he said.



Program-program yang kami gulirkan mulai bergeser dari filantropi yang sifatnya donasi menjadi program pemberdayaan. Hal ini penting dilakukan untuk memberikan nilai tambah tidak hanya bagi masyarakat yang semakin mandiri, tetapi juga bagi perusahaan sebagai penggerak ekonomi bangsa.


The programs that we are rolling out have begun to shift from philanthropy, which takes the form of donations, to an empowerment program. This is important to do to provide added value not only for an increasingly independent society, but also for the company as a driving force for the nation's economy.



Arya Dwi Paramita
CSR & SMEPP Pertamina


Hal yang sama juga dilakukan Arya Dwi Paramita. Perwira yang telah mengabdikan hampir 20 tahun ini banyak berkecimpung dalam beragam program gerakan kebaikan yang digulirkan perusahaan, baik dalam bentuk penugasan maupun sebagai relawan di berbagai wilayah tanah air.

Pria yang kini menjabat sebagai Vice President Corporate Social Responsibility & Small Medium Enterprise Partnership Program ini menyatakan, pada dasarnya gerakan kebaikan tidak bisa dilakukan sendiri, termasuk gerakan kebaikan yang digulirkan Pertamina. Karena itu, kolaborasi seluruh pihak mulai dari internal Pertamina, pemangku kepentingan, termasuk media sangat dibutuhkan untuk menggaungkan spirit kebaikan dan kebersamaan dalam membangun bangsa. Keberlanjutan juga menjadi kunci dalam program tanggung jawab sosial dan lingkungan perusahaan agar berdampak luas.

“Program-program yang kami gulirkan mulai bergeser dari filantropi yang sifatnya donasi menjadi program pemberdayaan. Hal ini penting dilakukan untuk memberikan nilai tambah tidak hanya bagi masyarakat yang semakin mandiri, tetapi juga bagi perusahaan sebagai penggerak ekonomi bangsa,” jelas pria yang baru saja dinobatkan sebagai Anak Muda Inspiratif bersama dengan 24 generasi muda lainnya oleh Republika. 

The same thing was done by Arya Dwi Paramita. The perwira who has served for nearly 20 years has been involved in various kindness movement programs launched by the company, both in the form of assignments and as volunteers in various regions of the country.

The man who currently serves as the Vice President for Corporate Social Responsibility & Small Medium Enterprise Partnership Program stated that basically, the kindness movement could not be done alone, including the kindness movement initiated by Pertamina. Therefore, collaboration of all parties starting from the internal of Pertamina, stakeholders, to the media is needed to echo the spirit of kindness and togetherness in building the nation. Sustainability is also the key for corporate social and environmental responsibility programs to have a broad impact.

“The programs that we are rolling out have begun to shift from philanthropy, which takes the form of donations, to an empowerment program. This is important to do to provide added value not only for an increasingly independent society, but also for the company as a driving force for the nation's economy,” explained the man who was recently named Inspirational Young People along with 24 other young generations by Republika. 

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TAMBAHAN PENGHASILAN DARI **SAMBAL KEMASAN** *SPICY INCOME FROM SPICY SAUCE*

Eka Dji Djaelani tak pernah mengira jika hobinya mengonsumsi makanan pedas memberikan ilham untuk memulai usaha pembuatan sambal kemasan. Dengan ketekunannya bereksperimen, kini ia memiliki usaha Sambelekoy untuk menambah penghasilan keluarga.

Menurut perempuan berusia 36 tahun tersebut, awalnya ia selalu membawa sambal buatannya ke kantor sebagai pelengkap makan siang bersama teman-teman sejawat. Jika tidak sempat membuatnya di rumah, Eka yang biasa dipanggil Ekoy rela membawa bahan dasar sambal untuk dibuat di pantry kantor.

“Ternyata teman-teman suka dengan sambal buatan saya. Akhirnya pada 2017 saya membuat sambal kemasan tanpa label. Alhamdulillah, respon teman-teman kantor sangat positif,” ujar Ekoy.

Eka Dji Djaelani never thought that her hobby of eating spicy food would inspire her to start a business of making packaged chili sauce. With her persistence in experimenting, she now owns a business called Sambelekoy that earns her additional income for her family.

According to the 36-year-old, initially, she always brought her homemade chili sauce to the office to complement her lunch with her colleagues. If she did not have time to make it at home, Djaelani, who is better known as Ekoy, was willing to bring the basic ingredients of her chili sauce to make the sauce at her office pantry.

“It turned out that my friends liked my chili sauce. Finally, in 2017, I made packaged chili sauce without a label. Thank God, the response from work colleagues was very positive,” said Ekoy.



Dari situ, Ekoy belajar membuat sambal agar tidak cepat basi, cara mengemasnya, dan membuat label sambal kemasan tersebut. "Saya melihat proses pembuatan sambal kemasan dari YouTube. Agar makin dikenal orang, saya kasih label Sambelekoy. Saya juga minta tolong teman untuk mendesain stiker yang ditempel di kemasannya," katanya.

Ekoy mengakui, upayanya menambah penghasilan keluarga di sela-sela kesibukannya sebagai karyawan dan ibu dua anak tidak berjalan mulus. Banyak kegagalan yang ia rasakan ketika merintis usahanya, seperti rasa kurang pas ketika diproduksi dalam jumlah banyak, kemasan kurang bagus, dan lain-lain. Namun ia tak pernah patah arang.

"Semua itu adalah proses yang harus saya lalui. Memulai usaha dari nol tidak hanya membutuhkan kalkulasi yang matang, tetapi juga yang terpenting dibutuhkan ketekunan dan keikhlasan dalam menjalaninya sehingga tidak mudah menyerah. Selain itu, faktor higienitas harus diperhatikan dalam proses produksi," ceritanya.

Perlahan tapi pasti, dengan dua varian rasa sambal, yaitu rasa teri medan dan rasa ikan peda, Sambelekoy mulai banyak peminatnya.

There onwards, Ekoy learned how to make chili sauce that would not expire too quickly, how to package it, and how to make labels for the packaged chili sauce. "I watched the process of making packaged chili sauce from YouTube. For more awareness, I labeled it Sambelekoy. I also asked a friend to help me design the sticker on the package," she said.

Ekoy admitted that her efforts to increase her family income in the middle of her busy schedule as an employee and a mother of two did not always go smoothly. She experienced many failures when starting her business, such as the taste that did not suit her preference when the sauce was produced in large quantities, poor packaging, and so on. But she never gave up.

"All of that is a process that I had to go through. Starting a business from scratch does not only require careful calculations, but most importantly, it also requires perseverance and sincerity in doing it so that you don't give up easily. In addition, the factor of hygiene must also be considered in the production process," she said.

Slowly but surely, with two variants of chili sauce, which are teri Medan (Medanese anchovies) and ikan peda (peda fish), Sambelekoy is starting to receive a lot of

Perlahan tapi pasti, dengan dua varian rasa sambal, yaitu rasa teri medan dan rasa ikan peda, Sambelekoy mulai banyak peminatnya. Ia memang tidak sungkan menawarkan produknya kepada orang-orang yang ditemuinya. Selain itu, para penikmat sambal pasti akan ketagihan merasakan Sambalekoy sehingga memesan lagi.

Slowly but surely, with two variants of chili sauce, which are teri Medan (Medanese anchovies) and ikan peda (peda fish), Sambelekoy is starting to receive a lot of interests. Indeed, she does not hesitate to offer her products to the people she meets. Besides that, chili lovers will definitely be addicted to the taste of Sambalekoy and make repeat orders.





Meningkatnya pesanan membuat Ekoy mempekerjakan dua tenaga lepas untuk membantu proses produksi. Selain itu, mulai 2018, Ekoy memberanikan diri menjadi mitra binaan Pertamina. Setelah disurvei, usahanya pun mendapatkan pinjaman modal untuk memenuhi pesanan Sambalekoy.

The increase in orders made Ekoy decide to employ two freelancers to help with the production process. In addition, starting from 2018, Ekoy has ventured into becoming Pertamina's fostered partner. After being surveyed, her business received a loan to fulfill Sambalekoy's orders.

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“Saya tertarik menjadi mitra binaan Pertamina karena ingin melebarkan sayap pemasaran melalui pameran. Di pameran, saya bisa bertemu langsung dengan konsumen dari

“I am interested in becoming Pertamina's fostered partner because I want to expand my marketing wings by joining exhibitions. At the exhibition, I was able to meet directly with customers from all backgrounds. Alhamdulillah, now my products

berbagai kalangan. Alhamdulillah, sekarang produk saya mulai banyak dikenal konsumen bahkan hingga ke negara tetangga karena Sambalekoy dipasarkan di salah satu gerai mitra binaan milik Pertamina di Terminal 3 Bandara Soekarno Hatta, Jakarta. Penjualan pun lumayan meningkat,” tutur Ekoy.

Selain itu, Ekoy juga mendapatkan dukungan dari Pertamina berupa pelatihan manajemen. Salah satunya pelatihan digital agar dapat mempromosikan produknya di marketplace, seperti Shopee, Tokopedia, termasuk memasukkan Sambalekoy ke pasar dagangan pasar digital (PADI) BUMN. Ia juga aktif menjajakannya di beberapa kanal media sosial, di antaranya di Instagram dan facebook @sambelekoy.

Namun, sejak pandemi COVID-19 melanda Indonesia, penjualan Sambalekoy menurun sekitar 60 persen. Ekoy mengungkapkan, biasanya ia bisa memperoleh omzet Rp5 juta per bulan. Saat ini ia hanya bisa mengantongi penghasilan Rp2 juta per bulan.

are getting more widely known by customers, including those from the neighboring countries, because Sambalekoy is marketed at one of Pertamina's fostered partner outlets at Terminal 3 Soekarno Hatta Airport, Jakarta. The sales have also increased as a result,” said Ekoy.

In addition, Ekoy also received support from Pertamina in the form of management training. One of them is digital training so that they can promote their products in marketplaces, such as Shopee and Tokopedia, as well as SOEs digital market (PADI). She also actively markets her products on several social media channels, including Instagram and Facebook @sambelekoy.

However, since the COVID-19 pandemic hit Indonesia, Sambalekoy sales have decreased by around 60 percent. Ekoy revealed that normally, she could get a turnover of Rp5 million (US\$354.52) per month. But currently, she can only earn Rp2 million (US\$141.81) per month.






“Kebijakan PSBB mempengaruhi penjualan karena konsumen saya banyak yang berasal dari perkantoran. Untuk menyiasatinya, saya jemput bola dengan melakukan promo melalui WhatsApp ke pelanggan tetap Sambelekoy. Jadi mereka pesan lagi. Saya juga memberikan promo dan membentuk jaringan reseller ke beberapa kota, seperti Karawang dan Bandung,” ucapnya.

Beragam inovasi tersebut merupakan bagian dari hasil binaan Pertamina. Karena itu ia berharap, Pertamina terus fokus membantu UMKM di Indonesia seperti dirinya. “Saya merasakan sendiri manfaat yang didapat dengan menjadi mitra binaan Pertamina. Peluang dan dukungan yang diberikan BUMN ini memberikan kesempatan pada saya untuk berkembang dan menciptakan lapangan kerja bagi orang-orang di sekitar saya. Yang terpenting, sebagai UMKM kita tidak boleh malas mencari ide-ide baru dan mampu menangkap peluang yang diberikan,” ujarnya. ■

“The Large-Scale Social Restrictions policy has affected our sales because many of my orders come from corporate orders. To work around this, I promoted my products via WhatsApp to Sambelekoy’s regular customers so that they would order again. I also offered promotions and formed a network of resellers to several cities, such as Karawang and Bandung,” she said.

These various innovations are part of Pertamina’s guidance. Therefore, she hopes that Pertamina will continue to focus on helping MSMEs in Indonesia like her. “I have experienced the benefits of being Pertamina’s fostered partner. The opportunities and support provided by this SOE have given me the opportunity to develop and create jobs for the people around me. Most importantly, as MSMEs, we must strive to look for new ideas and be able to seize the opportunities that are given to us,” she said. ■



 <https://www.instagram.com/sandiuno/>

BAGI SANDIAGA UNO, ENERGI BERSIH NUMERO UNO

**SANDIAGA UNO:
FOSSIL-FUEL DEPENDENCE
A BIG NO-NO**

Nama Sandiaga Uno tidak asing di telinga masyarakat Indonesia. Pria yang pernah mencalonkan diri menjadi wakil presiden Indonesia dan digandrungi netizen ketika Pemilu 2019 ini dikenal sebagai pengusaha sukses yang memiliki banyak perusahaan di Indonesia. Namun siapa sangka, kiprahnya sebagai pengusaha diawali dari sebuah “kecelakaan”.

Sandiaga Uno mengungkapkan, pada 1995 ia bekerja sebagai Executive Vice President di salah satu perusahaan migas yang berkedudukan di Kanada dengan gaji US\$8.000 per bulan. Namun seperti kata pepatah roda kehidupan selalu berputar, krisis moneter yang terjadi pada 1997 berdampak pada perusahaan tersebut dan Sandiaga menjadi salah satu korbannya. Ia pun memilih untuk kembali ke Indonesia. Langkah pertama yang dilakukannya adalah mencari pekerjaan baru. Ternyata, pria yang merintis karier di beberapa negara tersebut merasakan sulitnya mencari pekerjaan yang sesuai dengan kualifikasinya. Bahkan ia sempat merasakan ditolak oleh 25 perusahaan di Indonesia.

Pengalaman itulah yang menjadi titik balik Sandiaga Uno. Ia mengubah *mindset* dari karyawan menjadi pengusaha. Karena itu, ia mengakui terjun ke dunia bisnis sebagai pengusaha karena “kecelakaan”.

“Sebagai seorang pengusaha yang lahir dari kecelakaan, saya tidak mendesain diri jadi seorang pengusaha,” ujarnya.

The name Sandiaga Uno should be no stranger to Indonesians. The man who once ran for vice president of Indonesia and was supported by netizens during the 2019 Election is known as a successful entrepreneur who owns many companies in Indonesia. But who would have thought, his work as an entrepreneur began with an “accident”.

Sandiaga Uno revealed that in 1995, he worked as an Executive Vice President at an oil and gas company based in Canada with a salary of US\$8,000 per month. However, as the saying goes, the wheel of life always turns. The monetary crisis that occurred in 1997 had an impact on the company and Uno was one of the victims.

He then decided to return to Indonesia. The first thing he did was to look for a new job. It turned out that the man who started his career in several countries found it difficult to find a job that matched his qualifications. In fact, he had been rejected by 25 companies in Indonesia.

That experience was the turning point for Sandiaga Uno. He changed his mindset from being an employee to being an entrepreneur. Because of that, he admitted that he entered the business world as an entrepreneur because of an “accident”.

“As a businessman born from an accident, I didn’t design myself to be an entrepreneur,” he said.

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Bermodalkan pengalaman bekerja di bidang investasi, Sandiaga langsung mendirikan perusahaan pertama, PT Recapital Advisors, yang bergerak di bidang jasa konsultan keuangan. Perusahaan tersebut ia dirikan bersama dengan teman SMA bernama Rosan Perkasa Roeslani. Setahun kemudian, ia mendirikan perusahaan kedua bersama Edwin Soeryadjaya yang bergerak dalam bidang investasi telekomunikasi, pertambangan, dan produk kehutanan.

With his experience working in the investment sector, Uno immediately founded his first company, PT Recapital Advisors, which is engaged in financial consulting services. He co-founded the company together with his high school friend named Rosan Perkasa Roeslani. A year later, he founded his second company with Edwin Soeryadjaya, which is engaged in investment, telecommunications, mining and forestry products.

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Kiprahnya sebagai pengusaha berkembang pesat, Ia pernah menduduki posisi eksekutif di beberapa perusahaan besar seperti, Saratoga Capital, PT Tower Bersama Infrastruktur Group Tbk, PT Adaro Energy Tbk, serta di PT Recapital Advisor.

His work as an entrepreneur grew rapidly. He has assumed executive posts in such major corporations as Saratoga Capital, PT Tower Bersama Infrastruktur Group Tbk, PT Adaro Energy Tbk, and PT Recapital Advisor.

Pengalaman serta pengetahuannya sebagai pengusaha, membuat Sandiaga Uno sering diundang ke berbagai forum dan seminar, salah satunya seminar “Revitalisasi BUMN Bidang Energi untuk Kesejahteraan Masyarakat”, pada 6 Oktober 2020. Dalam kesempatan itu, lulusan Universitas George Washington, Amerika Serikat tersebut ditunjuk menjadi penanggap umum.

Thanks to his experience and knowledge as an entrepreneur, Sandiaga Uno is often invited to various forums and seminars, one of which is the seminar titled “Revitalizing SOEs in the Energy Sector for Community Welfare”, on 6 October 2020. On that occasion, the graduate of George Washington University, United States was appointed as a general respondent.

Sandiaga Uno mengutarakan, energi merupakan salah satu sektor yang paling terdampak pandemi COVID-19 sehingga menjadi perhatian utama banyak pihak.

Sandiaga Uno said that energy was one of the sectors most affected by the COVID-19 pandemic, so it became the main concern of many parties. “As long as I have

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<https://www.instagram.com/sandluno/>

“Selama saya menekuni di bidang energi, baik sebagai investor maupun saat mengamati dan menguji disertasi saya di bidang pengelolaan BUMN, belum pernah kita merasakan ada harga migas yang negatif. Seingat saya, waktu krisis moneter 1997, harga minyak dunia dijual seharga US\$7 per barel. Industri migas dunia saat itu langsung bertransformasi menurunkan biaya, meningkatkan teknologi sehingga mereka mampu mengatasi harga minyak yang rendah. Baru tahun ini, harga minyak dunia terjun bebas. Di awal pandemi, harga minyak dunia bahkan menembus angka minus per barel. Ibaratnya, kita beli minyak bukan membayar, tetapi malah mendapatkan uang,” katanya.

Kondisi inilah yang memacu banyak negara dan perusahaan migas dunia mulai melakukan transisi energi. Menurut Sandiaga Uno, Indonesia pun harus melakukan transisi energi untuk melepas ketergantungan terhadap bahan bakar fosil. Salah satu solusi yang diberikan pria berusia 51 tahun tersebut adalah sudah saatnya perusahaan energi, seperti Pertamina mengembangkan *clean energy*.

Menurutnya, Indonesia kaya dengan sumber daya energi bersih, seperti panas bumi. Sebanyak 40 persen cadangan dunia

been working in the energy sector, both as an investor and while observing and testing my dissertation in the field of SOEs management, we have never seen a negative oil and gas price. As far as I can remember, during the 1997 monetary crisis, the world oil price was sold for US\$7 per barrel. At that time, the world oil and gas industry immediately transformed by reducing costs and improving technology so that they were able to overcome low oil prices. Just this year, the world oil price is in freefall. At the start of the pandemic, world oil prices even reached a minus value per barrel. In other words, when we buy oil, we're getting money instead of paying money,” he said.

This condition has spurred many countries and world oil and gas companies to make an energy transition. According to Sandiaga Uno, Indonesia must also make an energy transition to release dependence on fossil fuels. One of the solutions given by the 51-year-old is that it is time for energy companies, such as Pertamina, to develop clean energy.

According to him, Indonesia is rich in clean energy resources, such as geothermal. As much as 40 percent of the world's reserves

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 Pertamina

BUMN energi, seperti Pertamina dan PLN memiliki begitu banyak peluang untuk menghadirkan inovasi pengembangan *clean energy* dengan dukungan kebijakan yang komprehensif dari pemerintah.

Energy SOEs, such as Pertamina and PLN, have so many opportunities to present clean energy development innovations with the support of comprehensive policies from the government.

ada di Indonesia dan belum tereksplorasi dengan baik. Energi berbasis tenaga surya dan nabati juga belum tereksplorasi dengan baik. Sandiaga menegaskan, inilah momen yang tepat bagi Indonesia untuk menata ulang bauran energi kita ke depan. BUMN energi, seperti Pertamina dan PLN memiliki begitu banyak peluang untuk menghadirkan inovasi pengembangan *clean energy* dengan dukungan kebijakan yang komprehensif dari pemerintah.

“Kita harus mengamankan pasokan energi kita ke depan dengan membuka peluang bagi BUMN energi untuk berkembang lebih kuat sehingga dapat menjaga stabilitas harga energi untuk rakyat Indonesia,” tuturnya.

Selain itu, pengembangan *clean energy* dapat berdampak bag pertumbuhan ekonomi nasional. “Sebanyak 25 juta lapangan kerja baru bisa dihadirkan sampai 2045 kalau kita kelola *clean energy*,” ucapnya. ▀

are in Indonesia and have not been well explored. Solar and bio-based energy has also not been well explored. Uno emphasized that this was the right moment for Indonesia to rearrange our energy mix going forward. Energy SOEs, such as Pertamina and PLN, have so many opportunities to present clean energy development innovations with the support of comprehensive policies from the government.

“We must secure our energy supply in the future by opening up opportunities for energy SOEs to develop stronger, so that they can maintain energy price stability for Indonesian people,” he said.

In addition, the development of clean energy can have an impact on national economic growth. “As many as 25 million new jobs can be created until 2045 if we manage clean energy,” he said. ▀

4 FILM DARING AGAR HIDUP TAK GARING

WHEN THEATERS CLOSE, THESE MOVIES COME CLOSE



Salah satu cara menghilangkan kejenuhan di masa pandemi adalah menghibur diri melalui film-film terbaik yang banyak disajikan melalui *platform* video daring, contohnya Netflix. Berikut empat film terbaik yang dirilis tahun ini yang bisa disaksikan melalui ponsel pintar atau TV pintar untuk mengobati rasa rindu nonton ke bioskop.

One of the ways to get rid of boredom during the pandemic is to entertain yourself by watching the best movies that are widely available on online video streaming platforms, such as Netflix. Here are four of the best movies released this year that you can watch on a smartphone or smart TV in replacement of going to the cinema.

1. THE OLD GUARD

Film ini diadaptasi dari komik berjudul sama yang ditulis oleh Greg Rucka. *The Old Guard* yang digarap oleh Gina Prince-Bythewood, sutradara asal Amerika Serikat, bercerita tentang manusia yang mendapatkan kekuatan berupa keabadian. Ironisnya, kekuatan tersebut bisa dikatakan juga sebagai kutukan bahkan bencana. Hal tersebut yang menjadi sorotan utama dalam *The Old Guard*. Bayangkan mereka yang abadi tidak bisa mati dan terus-menerus melihat kematian, baik teman, keluarga, maupun orang-orang yang mereka sayangi. Mereka juga tersiksa karena diburu demi penelitian yang mengatasnamakan kemanusiaan di era digital. Film ini masuk ke daftar film populer di Netflix karena sudah ditonton 72 juta kali dalam empat minggu pertama



This movie was adapted from a comic of the same name written by Greg Rucka. The Old Guard, which was produced by Gina Prince-Bythewood, a director from the United States, tells the story of humans who gain power in the form of immortality. Ironically, this power can also be seen as a curse and even a disaster. This is the main focus of The Old Guard. Those who are immortal cannot die and constantly see deaths around them, be it friends, family, and people they care about. They are also tortured because they are being hunted for research on behalf of humanity in the digital era. This movie is included in the list of popular movies on Netflix because it has been watched 72 million times in the first four weeks of broadcast.



www.imdb.com

2. P.S I STILL LOVE YOU

Film ini merupakan kelanjutan serial *To All The Boys I've Loved Before*. Sekuel kedua ini menyoroti hubungan Lara Jean (Lana Condor) dan Peter (Noah Centineo) yang kini telah resmi berpacaran. Banyak momen manis yang dialami pasangan ini. Namun seiring dengan berkembangnya hubungan mereka, tiba-tiba salah satu penerima surat cinta Lara Jean, John Ambrose muncul di kehidupannya. Hal itu membuat dilema yang harus dihadapi Lara Jean. Bisakah seorang perempuan jatuh cinta dengan dua laki-laki di saat yang bersamaan?

This movie is a continuation of the series To All The Boys I've Loved Before. This second sequel highlights the relationship between Lara Jean (Lana Condor) and Peter (Noah Centineo), who are now officially dating. Many sweet moments are experienced by this couple. But as their relationship grows, suddenly one of the recipients of Lara Jean's love letters, John Ambrose, appears in her life. That creates a dilemma for Lara Jean to face. Can a girl fall in love with two boys at the same time?



www.netflix.com

Siapa yang suka film bertema zombie? Film berjudul **#ALIVE** ini disuguhkan oleh para sineas dari Korea Selatan. Film yang dibintangi oleh Park Shin Hye dan Yoo Ah In tersebut resmi dirilis di bioskop-bioskop Korea Selatan pada 24 Juni lalu. Jalan cerita yang disuguhkan **#ALIVE** sedikit mirip dengan drakor berjudul *Kingdom* dan film *Train to Busan* yang berkisah tentang perjuangan manusia untuk bertahan hidup dari serangan zombie yang menakutkan. Hal yang membuat cerita **#ALIVE** lebih menegangkan adalah saat tokoh utamanya menghadapi keadaan yang mencekam tanpa adanya aliran listrik serta jaringan internet. Orang-orang yang selamat harus berjuang sendiri demi bisa melewati semuanya.



www.imdb.com

Who likes zombie-themed movies? The movie, titled #ALIVE, was presented by filmmakers from South Korea. The movie, starring Park Shin Hye and Yoo Ah In, was officially released in South Korean cinemas on 24 June. The storyline presented by #ALIVE is a bit similar to the drama Kingdom and the movie Train to Busan, which tells the story of the human struggle to survive from a terrifying zombie attack. What makes the story of #ALIVE even more tense is when the main character faces a situation where there is no electricity and internet network. The survivors had to fight on their own to get through it all.

Untuk para pecinta film *thriller*, ada kabar bahagia. Film bertajuk *The Devil All the Time* sudah dapat disaksikan di Netflix. Film ini disampaikan dari perspektif warga dua kota kecil di Amerika, Knockemstiff di Ohio dan Coal Creek di West Virginia, sekitar 1950-an. Kisahnya dimulai dari Willard Russel (Bill Skarsgård), seorang veteran perang yang tragis menjadi pembuka tautan cerita dalam film tersebut. Satu per satu, dengan narasi yang acak dan multi-generasi, penonton diperlihatkan bahwa bukan hanya Willard yang bermasalah, orang-orang di sekelilingnya juga sama. *The Devil All The Time* bisa jadi referensi film menarik untuk mengisi hari. ▀

For thriller movie lovers, there is good news for you. The movie titled The Devil All the Time is already available on Netflix. The movie is delivered from the perspectives of residents of two small American towns, Knockemstiff in Ohio and Coal Creek in West Virginia, in 1950s. The story begins with Willard Russell (Bill Skarsgård), a tragic war veteran who opens the story in the movie. One by one, with a random, multi-generational narrative, viewers are shown that it is not only Willard who is in trouble, as the people around him are also the same. The Devil All The Time can be an interesting movie reference to spend your time with. ▀

4. THE DEVIL ALL THE TIME



www.imdb.com

WORK HARD
&
BE NICE
TO PEOPLE

Healthy Lifestyle

 Indah Dwi Kartika

 Andrianto Abdurrahman & Priyo Widiyanto

CARA MENJAGA SEMANGAT KERJA PADA MASA CORONA

*SUPER MOOD
BOOSTERS FOR
PANDEMIC-PROOF
WORKERS*



Pandemi COVID-19 masih menghantui masyarakat dunia. Hingga kini, banyak aktivitas, seperti belajar, bekerja, dan berdoa, terpaksa harus dilakukan dari rumah karena lembaga kesehatan dunia WHO mengimbau semua orang menerapkan protokol kesehatan secara ketat. Meski berat, semua pihak harus beradaptasi demi kebaikan bersama. Tujuannya jelas, agar dapat meminimalkan penyebaran virus Corona jenis baru yang sangat cepat dan masif.

Di Indonesia, setelah enam bulan pemberlakuan Pembatasan Sosial Berskala Besar (PSBB), pemerintah mulai menerapkan aturan Pembatasan Sosial Berskala Lokal. Walaupun belum boleh beraktivitas normal sepenuhnya, pemerintah sudah mengizinkan para pekerja untuk kembali menjalankan tugasnya di kantor dengan pembatasan hanya 25 persen pekerja yang masuk dan tetap menerapkan protokol kesehatan secara ketat.

Masyarakat golongan pekerja pun harus beradaptasi kembali. Menurut Psikolog Rumah Sakit Pusat Pertamina Nurul Adiningtyas, cara paling mudah untuk membangkitkan semangat kembali ke kantor adalah mulai membiasakan diri kembali menjalankan rutinitas yang sama seperti sebelum pandemi.

The COVID-19 pandemic is still haunting everyone around the world. Until now, many activities, such as studying, working and praying, still have to be done from home because the World Health Organization WHO urges everyone to strictly implement health protocols. Even though it is hard, everyone must adapt for the common good. The goal is clear, which is to minimize the spread of the new type of Coronavirus that is very fast and massive.

In Indonesia, after six months of the implementation of Large-Scale Social Restrictions (PSBB), the government has begun to implement Local-Scale Social Restrictions. Even though we are not fully allowed to carry out our normal activities, the government has allowed workers to return to their duties in the office with a limitation in which only 25 percent of workers can come to the office while still applying strict health protocols.

The working class society then has to adapt again. According to the psychologist at Pertamina Central Hospital Nurul Adiningtyas, the easiest way to boost the spirit to go back to the office is by getting used to having the same routine as that before the pandemic.

Masyarakat golongan pekerja pun harus beradaptasi kembali. Menurut Psikolog Rumah Sakit Pusat Pertamina Nurul Adiningtyas, cara paling mudah untuk membangkitkan semangat kembali ke kantor adalah mulai membiasakan diri kembali menjalankan rutinitas yang sama seperti sebelum pandemi.

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Jika sejak awal WFH, setiap individu disiplin menjalankan rutinitas sama seperti sebelum pandemi, pasti tidak akan sulit kembali WFO. Bangun pagi, mandi, sarapan hingga menggunakan pakaian rapi. Rutinitas tersebut membuat seseorang akan lebih bisa menjaga semangatnya saat ia kembali ke kantor lagi.

If since the beginning of WFH, every individual has been disciplined in carrying out the same routine as that before the pandemic, WFO will certainly not be difficult to return to. Get up in the morning, take a shower, have breakfast, and wear neat clothes. This routine makes someone more capable to maintain their work spirit when they return to the office.

“Tanpa disadari, saat ini banyak yang merasa nyaman bekerja dari rumah. Selama berbulan-bulan, rutinitas kita berubah karena pandemi. Sekarang, ketika mulai masa adaptasi kebiasaan baru dan perusahaan memerintahkan untuk kembali bekerja dari kantor, kita harus bisa beradaptasi kembali seperti dulu,” ujar Nurul.

Karena itu, setiap individu harus bisa membangkitkan semangatnya ketika beralih dari *Work from Home (WFH)* ke *Work from Office (WFO)*. Nurul menegaskan, sejatinya hal tersebut tidaklah susah. Jika sejak awal WFH, setiap individu disiplin menjalankan

“Without realizing it, these days, many people are getting comfortable working from home. Over the months, our routine has changed due to the pandemic. Now, as the adaptation period for new habits begins and the company has ordered employees to return to the office, we must be able to adapt again to the way we used to work,” said Nurul.

Therefore, each individual must be able to boost his/her work spirit when switching from Work from Home (WFH) to Work from Office (WFO) arrangement. Nurul emphasized that it was actually not difficult. If since the beginning of WFH, every individual has been

rutinitas sama seperti sebelum pandemi, pasti tidak akan sulit kembali WFO. Bangun pagi, mandi, sarapan hingga menggunakan pakaian rapi. Rutinitas tersebut membuat seseorang akan lebih bisa menjaga semangatnya saat ia kembali ke kantor lagi.

“Memang yang pertama kali harus dilakukan adalah *back to schedule*, baik WFH maupun WFO. Patuhilah jadwal yang kita punya. Sebelum kembali WFO, mulai biasakan pagi-pagi bersiap seperti hendak ke kantor. Jangan pakai baju tidur, belum sarapan, tetap santai sehingga tidak memiliki jadwal kerja yang jelas. Perlakukanlah kerja di rumah sama seperti kerja di kantor,” katanya.

Nurul mengungkapkan, fluktuasi suasana hati (*mood*) perempuan ataupun laki-laki memiliki kadar yang sama. Namun biasanya perempuan lebih mudah mengekspresikan emosinya dibandingkan dengan laki-laki sehingga terlihat perempuan lah yang lebih *moody*.

Untuk mengatasi penurunan semangat kerja, Nurul menyarankan agar setiap individu memberikan waktu kepada tubuh untuk beradaptasi. “Baik WFH maupun WFO, kita harus dapat mengatur waktu.

disciplined in carrying out the same routine as that before the pandemic, WFO will certainly not be difficult to return to. Get up in the morning, take a shower, have breakfast, and wear neat clothes. This routine makes someone more capable to maintain their work spirit when they return to the office.

“Indeed, the first thing to do is going back to the schedule, both for WFH and WFO. Stick to the schedule that we have. Before returning to WFO, start getting used to getting ready in the morning as if you were going to the office. Don’t work while lazing around in your sleepwear without having breakfast, as that will result in not having a clear work schedule. Treat working from home the same as working from the office,” she said.

Nurul revealed that both men and women have the same level of mood fluctuation. However, it is usually easier for women to express their emotions than men, making it look like women are moodier.

To overcome the decline in work spirit, Nurul suggested that each individual give the body time to adapt. “Either WFH or WFO, we must be able to manage our time.



Nurul Adiningtyas

Psikolog Rumah Sakit Pusat Pertamina
Psychologist at Pertamina Central Hospital

“Memang yang pertama kali harus dilakukan adalah *back to schedule*, baik WFH maupun WFO. Patuhilah jadwal yang kita punya. Sebelum kembali WFO, mulai biasakan pagi-pagi bersiap seperti hendak ke kantor. Jangan pakai baju tidur, belum sarapan, tetap santai sehingga tidak memiliki jadwal kerja yang jelas. Perlakukanlah kerja di rumah sama seperti kerja di kantor.”

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Cara lain untuk membangkitkan semangat adalah dengan tetap melakukan hobi, misalnya berolahraga di rumah dan hal-hal yang membuat bahagia lainnya.

Another way to boost your work spirit is to keep doing your hobbies, such as exercising at home and doing other things that make you happy.

Misalnya, setiap satu jam sekali sediakan waktu untuk istirahat sejenak, peregangan, minum, atau nyamil sedikit, kemudian dilanjutkan lagi untuk bekerja. Hal ini bisa dilakukan di kantor maupun di rumah agar ritmenya tetep sama,” ucapnya.

Cara lain untuk membangkitkan semangat adalah dengan tetap melakukan hobi, misalnya berolahraga di rumah dan hal-hal yang membuat bahagia lainnya. “Kita harus lebih menyayangi diri sendiri, jangan terlalu menuntut pada diri. Karena semakin kita menuntut terlalu banyak pada diri

For example, take a short break every one hour to stretch, drink, or have some snack, then continue to work again. This can be done in either the office or at home so that the rhythm remains the same,” she said.

Another way to boost your work spirit is to keep doing your hobbies, such as exercising at home and doing other things that make you happy. “We have to love ourselves more, don’t be too hard on ourselves. Because



Selain itu, protokol kesehatan tetap harus diterapkan dengan ketat.
In addition, health protocols must be strictly enforced.

kita, level stres akan semakin tinggi yang akan berakibat pada imunitas tubuh,” tuturnya.

Nurul mengingatkan, menjaga semangat kerja sama dengan menjaga kesehatan mental yang secara tidak langsung akan memengaruhi imunitas tubuh. Karena itu, semangat bekerja tetap harus dijaga.

Selain itu, protokol kesehatan tetap harus diterapkan dengan ketat. “Dalam situasi pandemi seperti saat ini, biasakan menerapkan pola hidup sehat, jaga jarak, selalu gunakan masker, rajin mencuci tangan dengan sabun di air mengalir atau menggunakan hand sanitizer. Selain itu, lebih baik mengadakan rapat secara daring. Jika terpaksa tatap muka, sebaiknya jumlah peserta dibatasi,” pesannya. ■

the more we demand ourselves, the higher the stress level, and it will affect our immune system,” she said.

Nurul reminded us to maintain the spirit of cooperation by maintaining our mental health, which indirectly affects our body’s immune system. Therefore, we must maintain our work spirit.

In addition, health protocols must be strictly enforced. “During the current pandemic, make it a habit to adopt a healthy lifestyle, keep a physical distance, always use a mask, regularly wash your hands with soap in running water or use a hand sanitizer. Also, it’s better to hold meetings online. If a face-to-face meeting cannot be avoided, the number of participants should be limited,” she said. ■

IDE BERNAS MEMANFAATKAN SAMPAH KERTAS

TRANSFORMING PAPERS INTO PLANT CONTAINERS

Menjaga lingkungan bisa dilakukan berbagai cara, di antaranya dengan melakukan daur ulang barang-barang yang tidak terpakai. Di masa pandemi COVID-19, mendaur ulang barang yang tidak terpakai bisa dijadikan hobi baru agar tidak jenuh berada di rumah.

Salah satu barang bekas yang bisa didaur ulang adalah kertas. Banyak orang yang tidak menyadari bahwa kertas merupakan olahan dari pohon. Perlu banyak pohon yang ditebang di hutan demi menghasilkan kertas untuk buku, koran, tisu, dan sebagainya. Sayangnya, banyak pula lembaran kertas terbuang percuma karena fungsinya biasanya hanya sekali pakai. Agar kertas bekas dapat berfungsi maksimal, ada berbagai cara yang bisa dilakukan, misalnya dengan memanfaatkannya sebagai media tanam dalam bentuk pot.

There are various ways we can do to protect the environment, one of which is by recycling unused items. During the COVID-19 pandemic, recycling unused items can be a new hobby so you don't get bored at home.

One of the used items that can be recycled is paper. Many people don't realize that paper is processed from trees. It takes a lot of trees to be cut down in the forest to produce paper for books, newspapers, tissues, and others. Unfortunately, many sheets of paper are wasted because they are generally designed for a single use. There are various ways that can be done to use paper more optimally, for example by using it as growing media in the form of a pot.



Selain murah, proses pembuatan pot tanaman dari kertas bekas relatif mudah sekaligus dapat menjaga kebersihan lingkungan. Pot jenis ini pun dapat digunakan untuk mendukung hobi berkebun yang saat ini jadi tren hobi baru di masa pandemi.

Beberapa keuntungan penggunaan pot kertas ketika berkebun, di antaranya 100 persen dapat terurai secara alami; bahan daur ulang 100 persen tanpa zat pengawet; murah, ringan, aman dan mudah dibuat; efektif sebagai tempat persemaian/pembibitan; melindungi akar karena pada saat penanaman di lahan dapat langsung dengan potnya untuk mencegah syok; serta cocok untuk perkebunan tradisional atau modern.

Penasaran bagaimana cara membuatnya? Pertama, Anda harus menyiapkan kerta bekas, seperti koran, buku bekas, kertas undangan, *booklet* supermarket dan lainnya. Namun perlu diingat jangan gunakan kertas yang ada lapisan plastiknya karena plastik sulit terurai.

Not only affordable, the process of making plant pots from used paper is relatively easy and at the same time keeps the environment clean. This type of pot can also be used to support gardening, which is currently becoming a new trend of hobby during the pandemic.

Some of the advantages of using paper pots when gardening are the facts that they are 100 percent biodegradable; they are recycled paper because they are made 100 percent without preservatives; they are cheap, lightweight, safe and easy to make; they are effective as a seedbed; they protect the roots because the plants can be planted in the soil directly with the pot to prevent shock; and they are suitable for both traditional and modern plantations.

Curious to know how you can make it? First, you have to prepare used paper, such as newspapers, used books, invitation paper, supermarket booklets and others.

KEUNTUNGAN PENGGUNAAN POT KERTAS KETIKA BERKEBUN

SOME OF THE ADVANTAGES OF USING PAPER POTS WHEN GARDENING

- **100 persen dapat terurai secara alami**
that they are 100 percent biodegradable
- **Bahan daur ulang 100 persen tanpa zat pengawet**
They are recycled paper because they are made 100 percent without preservatives
- **Murah, ringan, aman dan mudah dibuat**
They are cheap, lightweight, safe and easy to make
- **Efektif** sebagai tempat persemaian/pembibitan
They are effective as a seedbed
- **Melindungi akar** karena pada saat penanaman di lahan dapat langsung dengan potnya untuk mencegah syok
They protect the roots because the plants can be planted in the soil directly with the pot to prevent shock
- **Cocok untuk perkebunan tradisional atau modern.**
they are suitable for both traditional and modern plantations.





Kedua, siapkan benda berbentuk silinder atau tabung yang permukaannya rata, contohnya kaleng bekas susu, sarden, atau dapat memanfaatkan *tumbler*.

Setelah dua bahan dasar pot kertas disiapkan, Anda bisa langsung langsung praktik membuatnya. Mulailah melipat kertas sesuai yang diinginkan. Sisakan ruang untuk dasar pot. Gulung dengan rapi (semakin tebal gulungan maka semakin kuat potnya). Kemudian, lipat bagian sambungan ke dalam terlebih dahulu untuk mengunci bentuknya. Makin rapi terlipat, akan makin baik dan tidak mudah lepas. Anda juga bisa mencontoh cara pembuatannya dengan membuka link YouTube <https://www.youtube.com/watch?v=ai8roZ2pe84>.

Yang harus disadari adalah bagaimana pun pot tersebut terbuat dari kertas yang rapuh sehingga memperlakukannya pun harus hati-hati. Jangan perlakukan seperti plastik atau *polybag* yang kuat.


But keep in mind that you don't use paper that is layered with plastic because plastic is difficult to decompose. Second, prepare a cylinder or tube-shaped object with a flat surface, such as milk cans, sardine tins, or tumblers.

After the two basic ingredients of paper pots are prepared, you can immediately practice making them. Start folding the paper the way you want. Leave room for the bottom of the pot. Roll up neatly (the thicker the roll, the stronger the pot). Then, fold the joint section inward to lock the shape. The more neatly you fold it, the better and it will not come off easily. You can also follow the how-to video of paper pots making by opening the YouTube link <https://www.youtube.com/watch?v=ai8roZ2pe84>.


What you should remember is that no matter how, the pot is made of paper that is fragile in nature, so you must treat it with care. Do not treat it like plastic or a strong polybag.



Bagaimana cara menggunakan pot kertas untuk tempat persemaian bibit tanaman agar tidak cepat rusak? Pertama yang harus diingat, jangan taruh pot di tempat yang bisa terkena hujan secara langsung karena bisa hancur. Kedua, letakkan pot yang sudah diisi tanah di nampan atau tempat yang solid sebagai tatakannya. Jika ingin memindahkan pot kertas untuk mendapatkan cahaya matahari, sebaiknya bawa bersama nampan atau tatakannya agar tidak mudah rusak.

Ketiga, jangan langsung meletakkan pot kertas di tanah. Karena di tanah kandungan airnya banyak, lembab serta banyak hewan-hewan pengurai yang mampu mempercepat kerusakan pot. Keempat, ketika bibit tanaman tumbuh subur dalam pot tersebut dan siap dipindahkan ke media tanam yang lebih besar, Anda cukup menaruh pot tersebut ke dalam media tanam baru yang lebih besar. Karena pot kertas tersebut mudah terurai, Anda tidak perlu repot mengeluarkan tanamannya. Selamat mencoba! 

How do you use paper pots to plant seeds so they don't get damaged quickly? The first thing to remember is, don't put the pot in a place that can be directly exposed to rain because it can be destroyed. Second, place the pot that has been filled with soil in a tray or a solid object as a placemat. If you want to move paper pots to get sunlight, you should take them with a tray or placemat so they don't get damaged easily.

Third, do not place the paper pot immediately on the ground. Because the soil contains a lot of water and has high humidity and lots of decomposing animals, which can accelerate damage to the pot. Fourth, when the plant seeds have grown in the pot and are ready to be transferred to larger growing media, you can simply put the paper pot into a new, larger growing media. Because paper pots break down easily, you don't have to remove the plants out of them. Good luck! 

MUSICOOL

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**HEMAT
20%**



HEMAT ENERGI



HEMAT BIAYA
LISTRIK



RAMAH LINGKUNGAN



Aktris cantik Chelsea Islan sangat antusias didaulat menjadi *brand ambassador* Lovepink, organisasi nirlaba yang berfokus pada kegiatan sosialisasi deteksi dini kanker payudara. Di organisasi ini, Chelsea ikut berperan aktif menyosialisasikan SADARI (Periksa Payudara Sendiri), SADANIS (Periksa Payudara Secara Klinis), dan pendampingan bagi sesama perempuan dengan kanker payudara.

Bukan tanpa alasan perempuan berusia 25 tahun tersebut aktif di Lovepink. Ternyata, sang ibunda tercinta, Samantha Barbara, merupakan salah satu penyintas kanker payudara.

"Kanker payudara bisa menyerang siapa saja, tidak mengenal umur. Saya banyak tahu perempuan yang masih muda bisa mengidap penyakit ini," ujarnya.

Oleh karena itu, Chelsea mengimbau kepada perempuan Indonesia untuk melakukan SADARI secara berkala setiap bulan dan SADANIS setiap tahun. "Sebagai perempuan, kita harus mulai peduli terhadap diri sendiri. Mari kita kalahkan kanker payudara bersama-sama," tutupnya. ▀

Beautiful actress Chelsea Islan is very eager about her assignment as the *brand ambassador* for Lovepink, a non-profit organization that focuses on promoting early detection of breast cancer. In the organization, Chelsea plays an active role in socializing BSE (Breast Self-Examination), CBE (Clinical Breast Examination), and mentoring for fellow women with breast cancer.

It is not without reason that the 25-year-old decided to get involved in Lovepink. It turns out that her beloved mother, Samantha Barbara, is one of breast cancer survivors.

"Breast cancer can happen to anyone, regardless of age. I know many women who are still young yet suffer from the disease," she said.

Therefore, Chelsea recommends all Indonesian women to regularly do BSE every month and CBE every year. "As women, we have to start taking care of ourselves. Together let's beat breast cancer," she concluded. ▀

MENGAJAK SADARI SEJAK DINI

BEAT BREAST CANCER TOGETHER



Prisia Nasution sangat salut dengan para penyintas kanker payudara yang tergerak untuk mengampanyekan bahaya penyakit tersebut kepada perempuan Indonesia. Peraih piala Citra 2011 tersebut mengakui, hingga sekarang pembahasan secara terbuka mengenai kanker payudara belum masif padahal penyakit ini menjadi salah satu penyebab tertinggi kematian pada perempuan.

Oleh karena itu, aktris berusia 36 tahun ini mengajak anak-anak muda untuk berani bicara mengenai kanker payudara. "Kita harus mulai bersuara mengampanyekan bahaya penyakit ini dan menyampaikan pentingnya deteksi dini melalui SADARI, periksa payudara sendiri," ujarnya.

Menurutnya, dengan aktif menyosialisasikan SADARI berarti setiap perempuan sudah peduli dan berbagi ilmu dengan sesama perempuan sehingga potensi terdeteksi di stadium lanjut

bisa diminimalkan. "Kita harus sama-sama bergandengan dan memberikan dukungan moral kepada para penyintas kanker payudara sehingga mereka termotivasi untuk sembuh," ungkapnya. ▀

***P**risia Nasution is deeply impressed by the breast cancer survivors who campaign about the dangers of the disease to Indonesian women. The 2011 Citra Award winner admits that until now, open discussions about breast cancer have not been done massively despite the fact that this disease is one of the highest causes of death for women.*

Therefore, this 36-year-old actress invites the young generation to have the courage to talk about breast cancer. "We have to start campaigning about the dangers of the disease and conveying the importance of early detection through BSE, or Breast Self-Examination," she said.

According to her, by actively socializing BSE, it means that each woman cares and has shared knowledge with fellow women to minimize the potential for detection at an advanced stage. "We must join hands together and provide moral support to breast cancer survivors so that they are motivated to recover," she said. ▀

PEDULI DENGAN SOSIALISASI

CARING BY SHARING





GO FOAM DATANG, BUSA HILANG

Akhir September lalu, Pertamina meluncurkan produk baru bernama Go Foam (Gas Oil for Antifoam). Go Foam merupakan bahan baku utama antibusa (*antifoam*) yang memiliki kegunaan untuk mengurangi dan menghambat pembentukan busa dalam proses industri.

GO (AWAY), FOAM!

Last September, Pertamina launched a new product called Go Foam (Gas Oil for Antifoam). Go Foam is the main raw material for antifoam which has the function of reducing and inhibiting foam formation in industrial processes.

Dalam kehidupan sehari-hari, kita biasa melihat busa yang dihasilkan oleh sabun mandi, deterjen, atau cairan pembersih peralatan dapur. Kita makin senang menggunakannya jika lebih banyak busa yang dihasilkan. Namun, hal tersebut tidak berlaku di dunia industri.

Pada suatu proses industri tertentu, busa biasanya dapat menimbulkan problem yang serius walaupun relatif mudah dimonitor dan ditangani. Busa dapat menyebabkan permukaan larutan menjadi lebih tinggi tanpa dikehendaki sehingga bisa menyebabkan suatu peralatan tidak berfungsi optimal ataupun memperlambat suatu proses. Oleh karena itu, industri membutuhkan produk antibusa (*antifoam*) atau disebut *foam killer*, termasuk industri pengolahan minyak.

Melihat peluang tersebut, fungsi Innovation & New Ventures (INV) Pertamina dan Refinery Unit (RU) IV Balongan berkolaborasi untuk mengembangkan antifoam yang sebelumnya sudah diformulasi oleh fungsi INV.

In everyday life, we usually see foam produced by soap, detergent, or dishwashing liquid. We like it if it gets foamy while we use it. However, this does not apply in the industrial world.

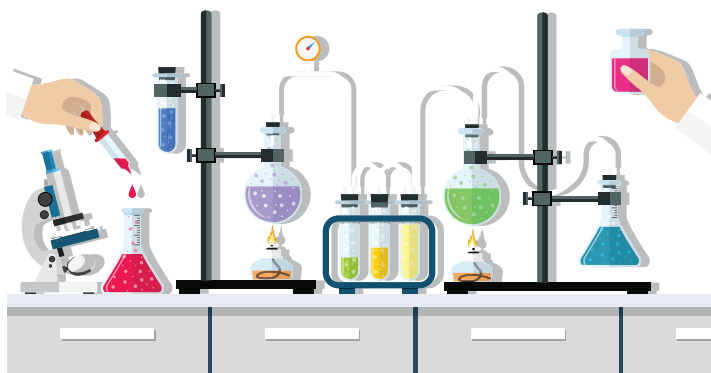
In a particular industrial process, foam can usually cause serious problems, although it is relatively easy to monitor and handle. Foam can cause the liquid surface to be higher than desirable, causing the equipment to not function optimally or slow down a process. Therefore, industries, including the oil processing industry, need antifoam products or so-called foam killer.

Seeing the opportunity, Pertamina's Innovation & New Ventures (INV) function and Balongan Refinery Unit (RU) IV collaborated to develop an antifoam that was previously formulated by the INV function.



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Salah satu komponen bahan baku AFRD03 memanfaatkan intermediate streams RU VI Balongan Go Foam. Menurutnya, pemanfaatan Go Foam sebagai salah satu komponen bahan baku AFRD03 ini terbukti sangat baik.

One of the components of the AFRD03 raw material utilizes RU VI Balongan Go Foam intermediate streams. According to her, the use of Go Foam as a component of the AFRD03 raw material has proven to be very effective.

Secara teknis, Senior Specialist I Material & Chemical Research INV Siska Pebriani menjelaskan, fungsi INV lebih dulu telah mengembangkan *antifoam* dengan nama AFRD03. Salah satu komponen bahan baku AFRD03 memanfaatkan intermediate streams RU VI Balongan Go Foam. Menurutnya, pemanfaatan Go Foam sebagai salah satu komponen bahan baku AFRD03 ini terbukti sangat baik.

Technically, INV Senior Specialist I of Material & Chemical Research Siska Pebriani explained that the function of INV had first developed an antifoam called AFRD03. One of the components of the AFRD03 raw material utilizes RU VI Balongan Go Foam intermediate streams. According to her, the use of Go Foam as a component of the AFRD03 raw material has proven to be very effective.



"Pada *plant trial* yang dilakukan di Unit Delayed Coker Unit RU II Dumai, menunjukkan, hasil analisa *silicon content coker naphtha* rata-rata keseluruhan sebesar 3,4 ppm dari nilai maksimum batasan operasi sebesar 10 ppm," katanya.

Silicon content merupakan partikel yang terkandung dalam *antifoam*. Menurut Siska, jika kandungan *silicon content* yang terbawa sampai unit produksi tinggi, bisa berdampak buruk bagi katalis pada unit proses selanjutnya, seperti NHDT dan Platforming.

Advisor III NRE Research INV Sri Mujiati mengatakan, bagi RU VI Balongan, pemanfaatan Gof foam sebagai komponen AFRD03 ini sangat positif karena harga jualnya di atas Pertadex. Bagi PTPL, antifoam AFRD03 ini menjadi salah satu diversifikasi produk yang dijual PTPL. "Bagi RU II Dumai, pemanfaatan AFRD03 yang memiliki berat molekul tinggi dan rendah silikon based ini bisa berdampak baik dalam memperpanjang *lifetime* katalis NHDT dan PL-II," terangnya.

Sri Mujiati menambahkan, penggunaan *antifoam* AFRD03 juga lebih hemat. Jika

"During the *plant trial* conducted at the Delayed Coker Unit at RU II Dumai, the results of the analysis of the *silicon content coker naphtha* showed an overall average of 3.4 ppm out of the maximum operating limit value of 10 ppm," she said.

Silicon content is the particles contained in the antifoam. According to Pebriani, if the *silicon content* carried over to the production unit is high, it can have a bad impact on the catalyst in the next processing unit, such as NHDT and Platforming.

INV Advisor III of NRE Research Sri Mujiati said that for Balongan RU VI, the use of Go Foam as a component of AFRD03 was very positive because its selling price was above that of Pertadex. For PTPL, the AFRD03 antifoam is one of the diversification of products that PTPL sells. "For Dumai RU II, the use of AFRD03 which has a high molecular weight and low on silicon based can have a good impact in extending the *lifetime* of NHDT and PL-II catalysts," she explained.

Sri Mujiati added that the use of AFRD03 antifoam was also more efficient. If Dumai



biasanya RU II Dumai menggunakan *antifoam existing* sebanyak 20 ppm, dengan AFRD03 dosisnya cukup 12,6 ppm saja untuk kapasitas minimum dan 16,5 ppm untuk kapasitas maksimum.

Vice President RTC Pertamina Andianto Hidayat mengungkapkan, Go Foam merupakan produk petrokimia yang memiliki nilai jual cukup tinggi. Hal senada disampaikan General Manager RU VI Hendri Agustian. "Dengan kolaborasi perwira Pertamina Group, semua menjadi mungkin dan dapat memberikan hasil yang lebih masif. Kami optimistis dengan kapabilitas SDM yang ada, dapat merespon segala peluang untuk menghasilkan produk baru lainnya demi meningkatkan keuntungan perusahaan," ujar Hendri. ▀

RU II normally uses the existing antifoam as much as 20 ppm, with AFRD03, it only needs a minimum capacity of 12.6 ppm and a maximum capacity of 16.5 ppm.

Vice President of Pertamina RTC Andianto Hidayat said that Go Foam is a petrochemical product that has a high selling value. The same thing was conveyed by General Manager of RU VI Hendri Agustian. "With the collaboration of Pertamina Group's perwira, everything becomes possible and it can produce more massive results. We are optimistic that the existing human resources capability can respond to all opportunities to produce other new products to increase the company profits," said Agustian. ▀



Andianto Hidayat
Vice President RTC Pertamina
Vice President of Pertamina RTC

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AYAM GORENG PADALOMA NAN MENGGUGAH SELERA

*CUT THE DRAMA
AND ENJOY
PADALOMA!*





Ayam goreng merupakan salah satu jenis kuliner yang bisa dikonsumsi kapan saja oleh siapa saja. Di Indonesia, variasi olahan ayam goreng pun beragam. Salah satunya ayam goreng padaloma yang digoreng renyah dengan taburan bumbu serundeng di atasnya.

Nama padaloma memang unik. Menurut pemilik restoran Ayam Goreng Padaloma, Aton Fatonah, nama padaloma merupakan gabungan kata dari pada dan loma yang diambil dari bahasa Sunda. Pada berarti saling dan loma berarti kenal atau akrab.

Sekilas ayam padaloma tidak begitu kentara perbedaannya dengan ayam goreng lainnya. Namun soal rasa, jangan ditanya. Pastinya akan menggugah selera dan nafsu makan yang merasakannya.

Karena kenikmatannya, tak heran jika banyak pengunjung yang datang ke restoran Ayam Goreng Padaloma di Jalan Raya Gadog, Ciawi, Bogor. Pecinta ayam goreng dari wilayah sekitar ataupun luar kota rela mengantre demi bisa mencicipi kuliner yang sudah ada sejak 1995 itu. Lantas apa yang membuat masakan ini begitu digemari masyarakat?



Fried chicken is one of the dishes that can generally be consumed by anyone at any time. In Indonesia, there are various types and variations of fried chicken. One of them is Padaloma fried chicken, which is fried until crisp with a sprinkling of serundeng (sautéed grated coconut mixed with spices) on top.

The name of Padaloma itself is indeed unique. According to the owner of Ayam Goreng Padaloma (Padaloma Fried Chicken) restaurant, Aton Fatonah, the name Padaloma is a combination of two words, which are pada and loma that are taken from Sundanese language. Pada means each other and loma means know or close with.

At first glance, Padaloma chicken does not look much different from other fried chickens. But in terms of taste, it's unquestionable. The dish will certainly indulge your appetite.

Thanks to its delicious taste, it's no wonder that many visitors come to Padaloma Fried Chicken restaurant that is located on Jalan Raya Gadog, Ciawi, Bogor. Fried chicken lovers from around the area or even outside the city are willing to wait in line to be able to taste the dish that has been around since 1995. So what makes it so popular?

Nama padaloma memang unik. Menurut pemilik restoran Ayam Goreng Padaloma, Aton Fatonah, nama padaloma merupakan gabungan kata dari pada dan loma yang diambil dari bahasa Sunda. Pada berarti saling dan loma berarti kenal atau akrab.

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Ternyata ayam goreng padaloma berbeda dari ayam goreng biasanya. Tekstur daging ayam yang empuk dipadukan dengan bumbu rempah yang meresap, membuat siapa saja yang mencobanya pasti ketagihan. Apalagi jika dinikmati dengan nasi putih hangat dan sambal loco, yang merupakan sambal khas ayam goreng padaloma, berbahan dasar cabai rawit setan dan kencur.

Aton mengungkapkan pengolahan ayam goreng padaloma sama dengan ayam lainnya. Namun ia menggunakan resep warisan keluarga dari sang paman yang sudah berjualan sejak 1995 di kawasan Antapani, Bandung, Jawa Barat.

Lantaran ingin mandiri, pada 2005 ia memutuskan untuk hijrah dari Kota Kembang ke Kota Hujan. Berbekal peralatan dan tempat seadanya, ia menjajakan menu ayam goreng warisan keluarganya.

It turns out that Padaloma fried chicken is different from the usual fried chicken. The soft texture of the chicken meat meets herbs and spices, making anyone who tries it keep wanting for more. It gets even better when enjoyed with warm white rice and sambal loco, which is the signature chili sauce at Padaloma Fried Chicken, made from devil cayenne pepper and kencur (sand ginger).

Fatonah reveals that the processing of Padaloma fried chicken is the same as that of other chickens. However, he uses a family recipe from his uncle who has been selling the fried chicken since 1995 in the Antapani area, Bandung, West Java.

Because he wanted to be independent, in 2005 he decided to move from the City of Flowers to the Rain City. With only several tools and a humble place, he started to sell the fried chicken that he inherited from his family.

"Pertama kali jualan menghabiskan 8 sampai 10 ekor ayam per hari. Dulu satu per ekor ayam goreng dijual Rp18 ribu atau paket ayam dengan nasi Rp14 ribu," bebernya.

Meskipun keuntungan tidak menentu, Aton terus berusaha. Kini, tempat makan yang buka mulai dari pukul 09.00 hingga 21.00 WIB tersebut bisa menjual hingga 350 ekor ayam goreng setiap hari. "Sekarang saya menjual ayam goreng per ekor mulai dari Rp50 ribu hingga Rp60 ribu," imbuhnya.

Meskipun begitu, ia tak menampik, pagebluk COVID-19 yang melanda negeri sempat membuat omzetnya merosot. Ia hanya mampu menjual ayam goreng 150 ekor per hari. Namun ia bersyukur bahwa hal tersebut tak berlangsung lama. Saat ini pendapatannya sudah kembali seperti semula. Dengan dibantu 10 karyawannya, Aton melayani para pelanggannya dengan menerapkan secara ketat protokol COVID-19 sesuai aturan pemda setempat. Selain ayam goreng, Aton juga menyajikan menu lain, seperti ayam bakar, bebek goreng, bebek bakar, dan lain-lain.

"The first time I started selling, I used 8 to 10 chickens per day. Previously, one serving of fried chicken was sold for Rp18,000 (US\$1.28), and a package of fried chicken with rice was sold for Rp14,000 (US\$1)," he explained.

Despite the uncertain profits, Fatonah kept trying. Now, the restaurant, which is open from 09.00 to 21.00 WIB (UTC +7), can sell up to 350 fried chickens per day. "Now I sell the fried chicken starting from Rp50,000 (US\$3.56) to Rp60,000 (US\$4.27) per piece," he added.

Even so, he did not deny that the outbreak of COVID-19 that hit the country had caused a decline in his sales. He was only able to sell 150 fried chickens per day. However, he is grateful that it did not last long. Currently, his income is already back to normal. With the help of 10 of his employees, Fatonah serves his customers by strictly implementing the COVID-19 protocols according to local government regulations. Apart from fried chicken, Fatonah also offers other menus, such as grilled chicken, fried duck, roasted duck, and many others.





Salah satu pelanggan setia, Anita (35), mengaku rutin membeli ayam goreng padaloma. Paling tidak dua hingga tiga kali dalam sepekan. “Saya dan keluarga suka banget ayam goreng ini. Jadi sudah langganan,” kata wanita yang berdomisili di Cilendek, Kota Bogor itu.

One of the loyal customers, Anita (35), admitted that she regularly bought Padaloma fried chicken at least two to three times a week. “My family and I really like this fried chicken. So we’ve become the regular customers,” said the woman who lives in Cilendek, Bogor.

Penasaran mencoba ayam goreng padaloma? Silakan datang ke restorannya. Lokasinya tidak jauh dari perempatan Gadog. Tapi jika datang ke sana pada akhir pekan, siapkan mental untuk mengantre karena restoran ayam goreng padaloma ramai disambangi masyarakat pada jam makan siang hingga malam hari. Pengunjungnya pun berkali-kali lipat jumlahnya. ■

Wondering how Padaloma fried chicken tastes like? Try it yourself by visiting the restaurant. Its location is not far from the Gadog crossroad. But if you come here on the weekend, be prepared for a long queue because Padaloma fried chicken restaurant is packed with customers from lunchtime all the way to the evening. It gets even more crowded on peak hours. ■



PIKNIK KE TEMPAT WISATA ALAM ASYIK

***GREATER JAKARTA'S
GREEN GETAWAY IDEAS***



Memasuki bulan ketujuh pandemi COVID-19 di Indonesia, beberapa pemerintah daerah secara perlahan sudah memberlakukan masa adaptasi kebiasaan baru. Beberapa tempat wisata yang ditutup sementara, satu per satu mulai beroperasi kembali dengan tetap menerapkan protokol kesehatan pencegahan COVID-19 bagi para pengunjungnya.

***A**s we enter the seventh month of the COVID-19 pandemic in Indonesia, several local governments have gradually introduced a period of adapting to new habits. Several tourist attractions that were temporarily closed have started operating while still implementing the COVID-19 health protocols for their visitors.*

Masyarakat perkotaan pun mulai bisa menikmati piknik tipis-tipis di akhir pekan. Destinasi wisata alam menjadi incaran untuk melepas kejenuhan yang dirasakan selama lebih dari setengah tahun karena adanya Pembatasan Sosial Berskala Besar di beberapa daerah. Khusus masyarakat yang tinggal di Jakarta, Bogor, Depok, Tangerang, dan Bekasi (Jabodetabek), lima wisata alam ini bisa dijadikan referensi liburan akhir pekan menyenangkan bersama keluarga.

Those living in the city can start enjoying short getaways on the weekends. People are now eyeing on natural attractions to relieve stress after staying in quarantine for more than half a year due to the large-scale social restrictions in several areas. For people living in Jakarta, Bogor, Depok, Tangerang, and Bekasi (Jabodetabek), these five natural attractions can be used as a reference for a fun weekend getaway with the whole family.

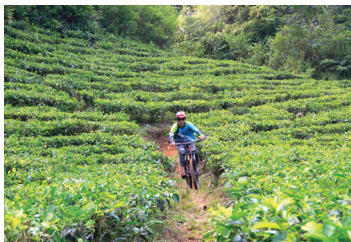
1. ARGOWISATA GUNUNG MAS | GUNUNG MAS ARGOTOURISM

Ada satu destinasi wisata alam yang digandrungi masyarakat Jabodetabek ketika melakukan perjalanan ke Puncak, Bogor, yaitu menikmati agrowisata Gunung Mas. Hamparan perkebunan teh terluas di kawasan Puncak ini dikelola oleh PT. Perkebunan Nusantara VIII.

There is a natural attraction that is frequently visited by people from Jabodetabek when traveling to Puncak, Bogor; it's Gunung Mas Agrotourism. This stretch of tea plantation, which is the largest in Puncak area, is managed by PT. Perkebunan Nusantara VIII.

Di tempat ini, pelancong bisa merasakan sejuknya udara perkebunan teh dengan berjalan kaki di pagi hari. Pelancong dapat ditemani seorang pemandu yang bakal memaparkan informasi seputar teh di Gunung Mas ketika berjalan di perkebunan teh. Tidak hanya berjalan kaki, pelancong bersama keluarga juga bisa berkuda menikmati pemandangan kebun teh melalui rute berkuda. Selain itu, pelancong juga bisa menjajal lintasan *offroad* dan ATV jika ingin merasakan sensasi lain berpetualang di medan yang berlumpur.

Here, visitors can feel the cool breeze at the tea plantation by taking a walk in the morning. Visitors can be accompanied by a guide who will explain the information about tea at Gunung Mas while walking on the tea plantation. Not only taking a walk, visitors who come with their families can also do horseback riding while enjoying the views of the tea plantation from the equestrian trails. Apart from that, visitors can also try off-roading and ride ATVs if they want to experience another sensation of adventures in the mud.



Restu Prabowo



Yogi Ageng Saputro



2. TAMAN WILADATIKA | WILADATIKA FLOWER GARDEN

Taman Bunga Wiladatika terletak di Kecamatan Cimanggis, Depok, Jawa Barat. Taman bunga ini bersebelahan dengan Bumi Perkemahan Cibubur. Wisata alam yang diresmikan oleh Presiden kedua Indonesia, Soeharto, tersebut

Wiladatika Flower Garden is located in Cimanggis District, Depok, West Java. This flower garden is situated next to Cibubur Camping Ground. The natural attraction, which was inaugurated by the second President of Indonesia, Soeharto,



menyediakan fasilitas yang lengkap seperti perahu air, becak mini, kolam renang, sepeda dan *playground*, dan fasilitas penunjang lainnya. Taman yang memiliki luas area sekitar 15 hektar ini mempunyai vegetasi yang rimbun dengan pepohonan rindang. Taman bunga yang asri ini menjadi tempat favorit pelancong lokal untuk menikmati akhir pekan dengan keluarga. Di sini juga terdapat penginapan yang digunakan untuk liburan dekat rumah dengan harga yang terjangkau.

provides complete facilities such as water boats, mini tricycles, swimming pools, bicycles and playgrounds, and other supporting facilities. The garden, which has an area of approximately 15 hectares, has lush vegetation with shady trees. This beautiful flower garden is a favorite place for local tourists to enjoy the weekend with their families. There is also an accommodation that can be booked for a staycation at affordable prices.

3. PANTAI MUARA BETING | PANTAI MUARA BETING

Masyarakat Jabodetabek juga bisa menikmati piknik tipis-tipis ke Pantai Muara Beting yang berjarak sekitar 2 jam dari pusat kota Bekasi. Pengunjung bisa menikmati pantai, hutan lindung tempat migrasi burung, hingga konservasi hutan mangrove. Bagi pelancong yang ingin menyaksikan burung laut bermigrasi di hutan lindung Pantai Muara Beting, silakan datang pada November hingga Februari.

People living in Jabodetabek can also enjoy a short getaway to Muara Beting Beach, which is about 2 hours' drive from the city center of Bekasi. Visitors can enjoy a lot of natural attractions, from beaches, protected forests where birds migrate, to conservation of mangrove forests. Those who want to watch seabirds migrate in the protected forest of Muara Beting Beach can visit during the period between November and February.



<https://www.instagram.com/muarabetingbeach/>

Jajaran batu karang putih di pantai Muara Beting menjadi *spot* favorit pelancong untuk berswafot ria. Ombak yang bersahabat dan pemandangan yang luar biasa juga menjadi daya tarik tersendiri.

The white corals on Muara Beting Beach is a favorite spot for visitors to take selfies. The small waves and its extraordinary views are also the main attractions of the beach.

4. SCIENTIA SQUARE PARK | SCIENTIA SQUARE PARK

Tempat rekreasi ini unik karena menggabungkan konsep edukasi hingga program kembali ke alam. Seperti namanya, tempat ini mengambil konsep sebuah taman super luas yang memiliki banyak zona permainan. Ada sarana manekrona untuk remaja, wisata edukasi untuk anak-anak hingga tempat bersantai bagi orang dewasa. Ketika musim tanam tiba, pengunjung dapat belajar bercocok tanam, serta memberi makan kelinci dan ikan. Pengunjung juga dapat menikmati indahnya panorama alam di sawah serta menyempatkan diri bermain bersama kerbau. Terletak di Jl. Scientia Boulevard Gading Serpong, Tangerang, pelancong bisa masuk ke taman ini dengan membayar tiket dari Rp25.000 sampai Rp50.000.

This recreation area is unique because it combines the concepts of education and back-to-nature. As the name suggests, this place has a very large park with various entertainment zones. There is everything from outbound sports facilities for teenagers, educational attractions for children, to places to relax for adults. When the planting season arrives, visitors can learn to grow crops, and feed rabbits and fish. Visitors can also enjoy the beautiful natural scenery in the rice fields and play with buffaloes.

Located on Jl. Scientia Boulevard Gading Serpong, Tangerang, visitors can enter the park by paying tickets from Rp25,000 (US\$1.77) to Rp50,000 (US\$3.55).

<https://www.scientiasquarepark.com>





<https://www.jakartamangrove.id/>

5. TAMAN WISATA ALAM ANGKE KAPUK | ANGKE KAPUK NATURE TOURISM PARK

Berada di daerah Jakarta Utara, taman wisata alam ini merupakan ekosistem lahan basah yang didominasi oleh pepohonan mangrove. Surga hijau seluas 99,82 hektar ini terletak di kelurahan Kamal Muara yang bersebelahan dengan kawasan elit Pantai Indah Kapuk. Keanekaragaman hayati, baik flora maupun fauna juga bisa disaksikan di destinasi wisata ini. Lokasinya cukup mudah dijangkau dengan transportasi umum. Di sini terdapat wisata air serta wisata penanaman dan konservasi. Berbagai wisata air yang dapat dicoba pelancong, di antaranya speed boat, perahu dayung, sepeda air kodok, dan perahu kano. Taman Wisata Alam Angke Kapuk juga menyediakan penginapan yang sangat memadai. ▀

wetland ecosystem that is dominated by mangrove trees. With an area of 99.82 hectares, this green paradise is located in Kamal Muara sub-district, which is situated next to the elite residential area of Pantai Indah Kapuk. Both flora and fauna biodiversity can also be found in this tourist destination. The location is pretty accessible by public transport. There are water attractions as well as botanical and conservation tourism. Various water attractions that can be experienced by visitors include speed boats, rowboats, water bikes, frogs and canoes. Angke Kapuk Nature Tourism Park also provides adequate accommodation. ▀



<https://www.scientiasquarepark.com>

The Day in Pictures

 Priyo Widiyanto

 Priyo Widiyanto & Adityo Pratomo

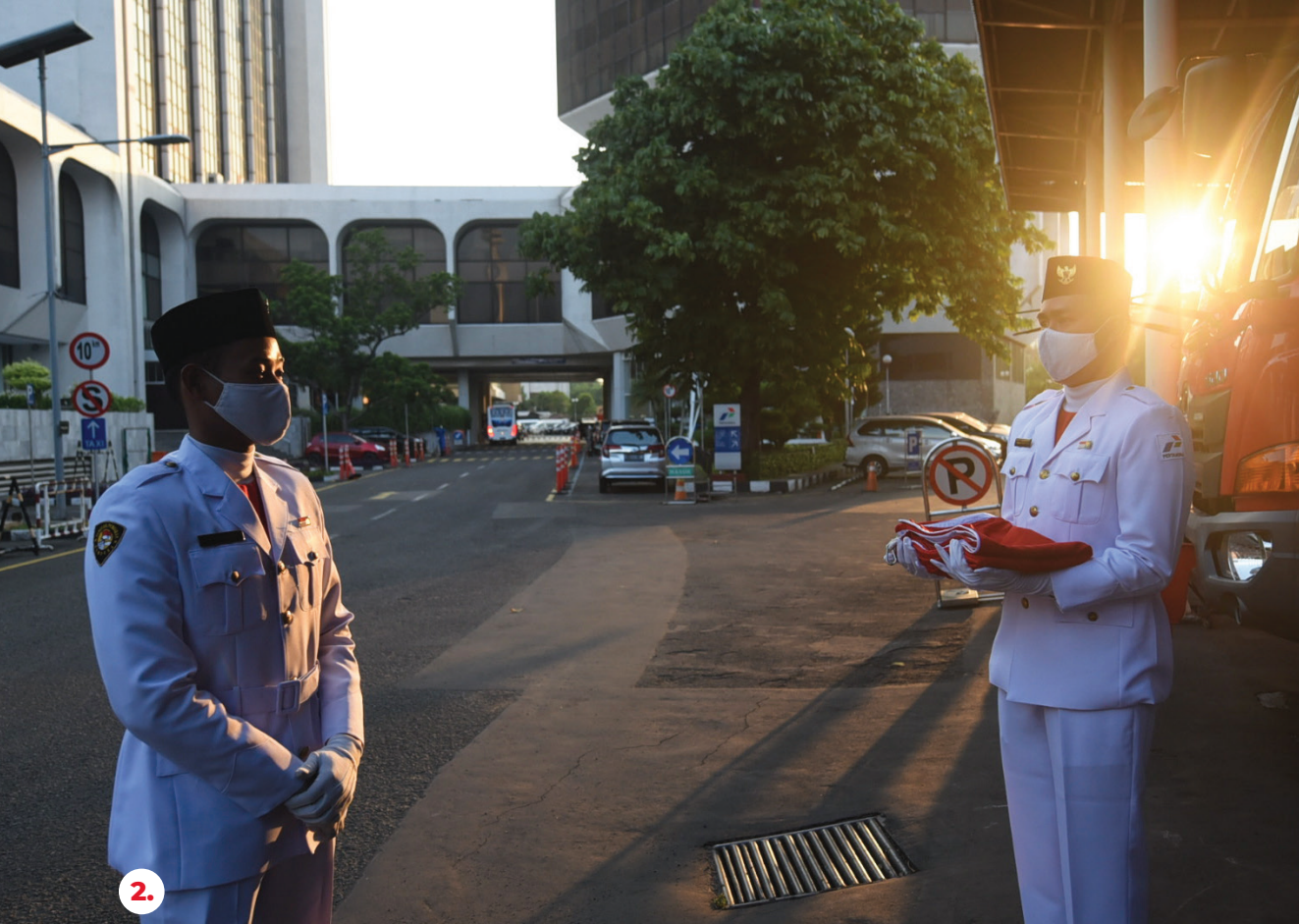


MAKNA SEJATI PANCASILA SAKTI

THE SANCTITY OF OUR IDEOLOGY




1.



30 September 2020, sinar matahari baru saja membias menembus sela-sela pepohonan ketika petugas upacara dan pasukan pengibar bendera sedang bersiap-siap untuk melaksanakan tugas menaikkan sang Merah Putih. Dengan menggunakan pakaian putih lengkap, mereka melaksanakan proses pengibaran dengan khidmat.

Pada masa pandemi, peringatan Gerakan 30 September dan Hari Kesaktian Pancasila yang jatuh setiap tanggal 1 Oktober secara simbolis dilakukan oleh lima petugas upacara, yaitu pembina upacara, pemimpin upacara, dan tiga pengibar bendera.


Pengibaran bendera dilakukan dalam dua tahap. Pada 30 September 2020, pengibaran bendera dilakukan sampai ke ujung tiang lalu diturunkan kembali hingga bendera mencapai setengah tiang. Pada 1 Oktober 2020, bendera kembali dikibarkan secara utuh hingga ke ujung tiang.

Walau hanya berlima, kekhidmatan peringatan Hari Kesaktian Pancasila tetap terasa. Pengibaran bendera tersebut menjadi salah satu bukti bahwa Pertamina tak kan pernah melupakan jasa para pahlawan, termasuk 7 pahlawan revolusi yang berkorban jiwa demi Pancasila. 

It was 30 September 2020, the sun had just been shining through the trees when the ceremony officials and flag hoisting troop were getting ready to carry out the task of raising the Red-and-White Flag. Wearing complete white clothes, they carried out the hoisting process solemnly.

During the pandemic, the commemoration of the 30 September Movement and Pancasila Sanctity Day, which falls on October 1 annually, were carried out symbolically by five ceremony officers, who were the ceremony supervisor, the leader of the ceremony and three flag raisers.

The hoisting of the flag was carried out in two stages. On 30 September 2020, the flag was raised to the finial of the pole and then lowered to half-mast. On 1 October 2020, the flag was again hoisted to the finial of the pole.

Even though there were only five of them, the solemnity of the Pancasila Sanctity Day commemoration could still be felt. The hoisting of the flag was proof that Pertamina would never forget the sacrifices of our heroes, including the 7 heroes of the revolution who sacrificed their lives for Pancasila. 

-
- 1.** Sebagai wujud rasa duka cita mendalam atas gugurnya 7 pahlawan revolusi, setiap 30 September, Pemerintah memerintahkan seluruh rakyat Indonesia mengibarkan bendera merah putih setengah tiang. Pengibar Bendera Pertamina pun menaikkan bendera setengah tiang.
As a form of deep condolences for the deaths of 7 heroes of the revolution, every 30 September, the Government orders all Indonesian citizens to hoist the red-and-white flag at half-mast. Pertamina's flag hoisting troop also raised the flag at half-mast.
 - 2.** Dua petugas pengibar bendera berbincang sebelum upacara peringatan G30S/PKI, di Kantor Pusat Pertamina, Jakarta, Rabu (30/9).
Two members of the flag hoisting troop are having a conversation before the G30S/PKI commemoration ceremony, at Pertamina Head Office, Jakarta, Wednesday (9/30).
 - 3.** Pengibar bendera melipat bendera merah putih sebelum upacara dimulai.
Flag raisers are folding the Red-and-White Flag before the ceremony began.

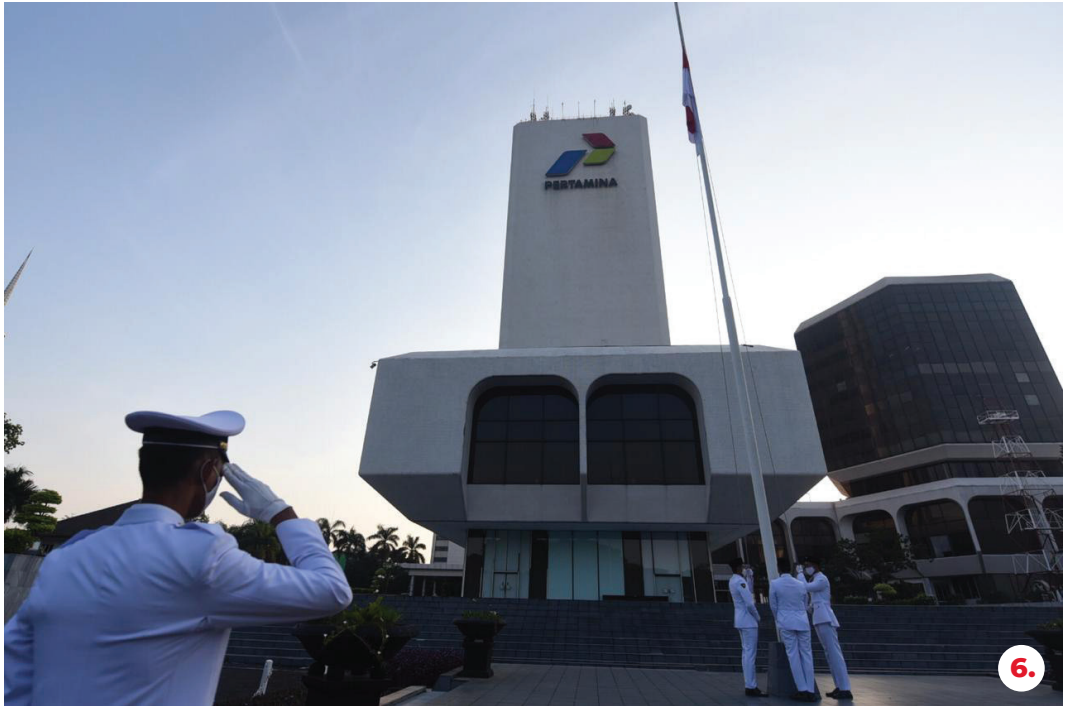


- 4.** Tetap menerapkan protokol kesehatan secara ketat, pengibar bendera menggunakan masker saat menjalankan tugas.

Maintaining strict health protocols, the flag raisers wear masks when performing their tasks.

- 5.** Pengibar bendera bersiap menaikkan bendera merah putih pada upacara Hari Kesaktian Pancasila. Seperti sehari sebelumnya, upacara dilaksanakan dengan tetap menerapkan protokol kesehatan secara ketat dan hanya diikuti beberapa petugas upacara.

The flag hoisting troop was preparing to raise the red-and-white flag at the Pancasila Sanctity Day ceremony. Like the day before, the ceremony was held with strict health protocols and only a few ceremony officers participated.



6.



7.

6&7 Tepat 1 Oktober 2020, pembina upacara kembali memberikan hormat pada upacara Hari Kesaktian Pancasila.

On 1 October 2020, the supervisor of the ceremony returned to pay respects at the Pancasila Sanctity Day ceremony.



8&9 Dalam temaram senja, pengibaran bendera setengah tiang dilaksanakan dengan hikmat dipimpin oleh pemimpin upacara dan hanya dihadiri oleh petugas upacara.
In the evening twilight, the hoisting of the flag to half-mast was carried out solemnly, led by the leader of the ceremony and attended only by the ceremony officials.

PUSAT LAYANAN PRODUK PERTAMINA

**PERTAMINA
CALL CENTER**

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#Call135



INFO KETERSEDIAAN BBM



INFO KETERSEDIAAN LPG



UNTUK TOILET SPBU LEBIH NYAMAN



UNTUK LAYANAN LEBIH BAIK



INFO KETERSEDIAAN PELUMAS

PERTAMAX TURBO ***PERFECTION IN PERFORMANCE***



EURO 4

ECO-FRIENDLY

Pertamax Turbo has reached the EURO 4 standard with lower sulfur content (Max 50ppm). This specification can reduce particles causing health risks such as heart disease, lung disease, impotence, and autism.



IGNITION BOOST FORMULA (IBF)

Pertamax Turbo with Ignition Boost Formula is more responsive to combustion needs, therefore maximizing engine performance.



RON 98

Pertamax Turbo is suitable for engine compression 12:1 and the latest technology vehicle



EXCELLENT PERFORMANCE

Pertamax Turbo increases the vehicle's maximum speed and produces perfect engine acceleration.