

**REDESIGNING POLICY ANDPROCEDURE
FOR CAREER DEVELOPMENT IN
A TOBACCO COMPANY
IN SURABAYA**



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**INTERNATIONAL BUSINESS MANAGEMENT
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WIDYA MANDALA CATHOLIC UNIVERSITY
SURABAYA
2017**

REDESIGNING POLICY AND PROCEDURE FOR
CAREER DEVELOPMENT IN A TOBACCO
COMPANY IN SURABAYA

INTERNSHIP REPORT

Addressed to

BUSINESS FACULTY

WIDYA MANDALA CATHOLIC UNIVERSITY SURABAYA

To fulfill the requirements for the economy bachelor degree
International Business Management Program

By:

YOGA DINATA ALIFIAN

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INTERNATIONAL BUSINESS MANAGEMENT

BUSINESS FACULTY

WIDYA MANDALA CATHOLIC UNIVERSITY

SURABAYA

2017

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Acknowledge that this final assignment report is authentically written by me. If
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Approved and Accepted

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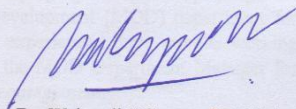
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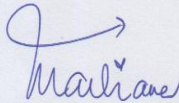
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FOREWORDS

I would like to thank God for the blessing so that I can finish preparation of the research report entitled " Redesigning Policy and Procedure for Career Development in A Tobacco Company in Surabaya". The purpose in writing this research report is to fulfill one of the requirements in accomplishing the Bachelor Degree from the Department of Business Faculty in Widya Mandala Catholic University in Surabaya.

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The writer recognize that the research report is far from perfect because of the limited time, experience and knowledge of author and will completely opens to critics and suggestion. Hopefully this research report will be useful for the readers.

Surabaya, December 2017

Author

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ABSTRACT

REDISIGNING POLICY AND PROCEDURE FOR CAREER DEVELOPMENT IN A TOBACCO COMPANY IN SURABAYA

The globalization sure has already change the business trend today, which make every managements have to adapt and analyzing new things that matter in order to improve or at least maintain the company performance. One major influential factor is the employees and need to be managed well aside from the other factors such as capital, machinery and methods.

Employees as the backbone of the organization need to be developed and maintained well. Promotion and mutation has become a tool for the management to maintaining the employee's motivation and performance. Bad Human Resources Management can lead to high turnover which costly and may lead to imbalances that can disturb the organization process.

Therefore, company need to develop a program for their organization in order to keep the employees in a good spirit, satisfied and loyal. Thus, this research report focus about how to redesigned the PT.X Policy and Procedure of Career Development by the result of observation, combining the existing and new factors.

Keywords: Career Development, Policy and Procedure, Human Resources.