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~ Professional Experiences ~

Training & Continuous Improvement Manager PCI Elektronik Internasional - Batam



Dec '22 - Present

- Identify and assess future and current training needs through job analysis, career paths, annual performance appraisals and consultation with line managers.
- Manage, design, develop, coordinate, and ensure the smooth and effective functioning of training events and special projects.
- Draw an overall or individualized training and development plan that addresses needs and expectations.
- Deploy a wide variety of training methods.
- Conduct effective induction and orientation training for on boarding employees.
- Monitor and evaluate training program's effectiveness, success, and ROI periodically and report on them.
- Manage training budget.
- Provide opportunities for ongoing development.
- Resolve any specific problems and tailor training programs as necessary.
- Maintain a keen understanding of training trends, developments, and best practices.
- Design and ensure the training record is up to date, reliable and accurate.
- Initiate and facilitate lean improvement programs and activities. resulting in increased safety, productivity, quality and reduced costs.
- Directs and facilitates the ongoing lean improvement process using techniques such as Kaizen, 5'S, CI & QCC,
- Teach others to lead improvement efforts, including training on effective tools for successful project leadership.
- Identify needs relating to improvements in safety/ergonomics and assist in developing and implementing solutions to these issues.
- Develop and maintain annual value stream mapping efforts, CI plans, and calendars.

Technical Rayon Training Head APRIL - Pangkalan Kerinci



April '20 - Nov'22,

- Strategies planning, leading and managing APR & APY Technical training section in achieving business unit goals and objectives based on the company's core values.
- Work closely with trainers, area training coordinators, subject matter experts and operational leaders on employee skills matrices, assessment, curriculum, execution, and evaluation to obtain high quality training.
- Assess training needs and the resources available. Determine organizational needs through gap analysis, Identify/conduct assessment factors related to learners (Characteristic, Skill Level, job functions, training needs, and motivation), Organizational(structure and culture, needs and goals, and available resources), trainers/facilitators (skills/knowledge/competence) and environmental factors.



APRIL
Learning
Institute

~ Pendidikan ~

Master Teknik,
Industrial
Engineering GPA:3.73
Universitas Islam
Indonesia
Yogyakarta
JUL 2010-JUL 2012

- Design training syllabus/curriculum for engineer development trainee, diploma trainee, SMK trainee and specific position to improve knowledge, skill and attitude and meet required competency/skill matrix level as per company goals.
- Maintain stake holder's motivation to participate in training, Enthusiastic learners to attend the training, trainer deliver high-quality training and learners' supervisor support.
- Ensure the technical competencies of each personal of business unit are in line with the needs of their function in the organization to support the achievement of company objectives.
- Develop a training plan including desired outcomes, topics, competencies, goals, and objectives which are then incorporated into training materials. Design tailored training base on audience and resources available, create and implement a marketing plan to set the stage for successful training.
- Ensure the delivery of training incorporates aspects of active learning, clear communication and providing guidance to students in acquiring new competencies, and obtaining positive feedback that helps increase the impact of training on students' knowledge and skills.
- Ensure in process & outcomes evaluation conducted, digital Kirkpatrick/Phillips level 1 for Training Quality Index and Facilitator Quality Index are meet requirements, Kirkpatrick/Phillips level 2 show learner acquired the intended knowledge, skills, attitudes, and confidence through writing test and hand on test.
- Design behavior Kirkpatrick/Phillips level 3 evaluation and ensure the learner applied their new knowledge and skills on the job.
- Ensure the greatest return on the limited time and other resources available for professional development, and measuring the effectiveness of training efforts can both demonstrate the value of those resource investments and improve the quality of future training.
- Design and ensure training record is up to date, reliable and accurate.

Learning & Development Lead
PT.UNISEM BATAM



August '16 - April '20

- Devise organizational training & Development strategy, oversee its implementation and evaluate training program's effectiveness.
- Identify and assess future and current training needs through job analysis, manage, design, develop, coordinate and ensure the smooth and effective functioning of training events and special projects.
- To create design and deliver L&D solutions to support the organizational change and development outlined in the overall L&D strategy using a blend of methodologies including computer based, self-directed learning, remote delivery, management cascade, class room and on job learning as appropriate.
- Work across many departments to get employees up to speed in both their specific vertical, and the overall needs of the company. Partner with internal stakeholders and liaise with matter experts regarding training contents & instructional design.
- To record, collate and retain management information to demonstrate progress against KPIs and departmental goals and objectives contribute to L&D communications using a variety of mediums, mail, Intranet, paper etc.
- Market available training opportunities to employees and provide necessary information
- Responds training related issues and provide high quality customer service across the organization.

Lean Manufacturing Executive
PT.UNISEM BATAM



Jan '15 - August '16

- To assist Batam Kaizen Director activities on corporate lean manufacturing programs deployment.
- Coordinate batam lean manufacturing project, KAIZEN and poka yoke program implementation to achieve company's goal.
- Facilitate UNISEM's corporate training for Lean Manufacturing, SMED, OEE, TPM and Equipment improvement topics.
- To integrate, maintain and improve Lean Manufacturing concept and activities into company production system

- To coordinate and facilitate Lean Teams to carry out their lean projects by using Lean Methodology during Lean Kaizen week.
- To compile and evaluate the progress of the major measurement indices for each Lean projects.
- To prepare and maintain all Lean Manufacturing related documents such as training material, standards, formats and completed projects files.
- To coordinate Lean Manufacturing benchmarking trip to and from other company.
- Devise, manage, develop, train, coordinate Autonomous Maintenance concept and ensure Implemented to production line. Create online FUGUAI system to monitor equipment abnormalities.

Test Engineer (Test Engineering)
PT.UNISEM BATAM



Dec '10 - Jan '15

- Trainer for UNISEM's corporate training for SMED, OEE, TPM and Equipment improvement topics, Coordinate UNISEM's corporate Lean Manufacturing project program implementation for Test department to achieve company's goal.
- Provide technical support to the Clients for any issues encountered related to Product, Equipment and process than provide Test Solution. Control and improve process Yield and reducing Lot Rejection Ratio to meet Company Standard. Perform electrical failure analysis to resolve test/ product issues to improve final test yield and product PPM.
- Provide engineering support to achieve clients' satisfaction and cost reduction through upgrading, modifying, revising and simplifying the test process as well as plan and executing continuous improvement.
- Ensure all Standard Operating Procedure and Maintenance of Test System/ Equipment/ Instrument are safe for production operation and consistently carried out by the line personnel, perform yearly GR&R to ensure test equipment fit to production.
- Manage technical data and documentation related to product, process operation, engineering change notice implementation and effectiveness. Documented product and process troubleshooting history, test equipment instrumentation and hardware specification data.

Product Engineer (Product Support & Development)
PT.NUTUNE BATAM



Dec '09 - Dec '10

- Coordinate related department in new product introduction than ensure run smoothly at pilot run and mass production with result still inside company standard.
- Provide technical support to R&D for any New Product Introduction, pilot run and provide Test Solution for any issues encountered related to product and process Controlling. Improve process Yield through reducing Lot Rejection Ratio to meet Company Standard Yield
- Provide technical support for any Product and process than provide Solution for any issues encountered related to product and process. Controlling and improving process Yield and reducing Lot Rejection Ratio to meet Company Standard.
- Provide engineering support to achieve client satisfaction and cost reduction through upgrading, modifying, revising and simplifying the product and test process as well as plan and executing continuous improvement.

Associate Engineer II (Test Equipment Engineering)
UNITED TEST AND ASSEMBLY CORPORATION - SINGAPORE



Jan '08 - Dec '09

- Analyze production WIP compare to spare part availability for best tester configurations refer to device requirement. Perform tester change configuration for setup new device model.
- Develop effective and efficient repair strategy to solve day-to-day equipment problems and ensure equipment uptime meet production needs to get MTTR & MTBF target.
- Deploy good maintenance system to improve quality, performance, reliability and capability of test equipment to achieve KPI downtime target.
- Support manufacturing to deploy strategy for shiftily output target achievement.

Engineer (Test Equipment Maintenance)
PT.Infineon Technologies Batam - BATAM



Jan '01 - Jan '08

- Drive, motivate and Supervise a team of TPM cell with develop good maintenance system to improve quality, performance, reliability and capability of test equipment. Coordinate related department on CIP, team projects reviews and tracking in order to achieve OEE, Yield improvements and company goals.
- Resolve day-to-day equipment problem including major machine breakdown issues and ensure equipment uptime to meet production needs. Responsible for system evaluation and failure analysis of problematic testing equipment and applying strategies for development, upgrading and modification. Analyze all major breakdown/downtime and do necessary preventive measures to eliminate repeatability of the problem thru CIP (Continuous Improvement Projects). Coordinate with supplier or vendor on equipment related issues.
- Formulates troubleshooting guide and repair methodologies on test equipment problem in order to optimize equipment and lessen maintenance cost. Provide engineering reports and data for management purpose. Prepares and authors new Equipment procurement specifications and buy-off documentations, equipment OJTI (Set-up, PM, Machine Operations) for the skills improvement of Technicians and Operators.
- Responsible in scheduling and performing test equipment preventive maintenance, calibration activities and maintaining good documentation system. Ensure the Preventive Maintenance effectiveness of each machine to ensure that all machines effectiveness meet the necessary MTBF / MTBA.
- Deploy system for good stock maintenance of control spare part and forecast equipment spares and material to ensure spare part availability.
- Responsible for system Installation/de installation, buy off and evaluation new machine to make sure equipment performance inside quality spec.

QA Supervisor (All process QA and QC)
PT.Hitachi Consumer Product Batam - BATAM



Dec '09 - Dec '10

- Coordinate and deploy Quality System Implementation and Supervise incoming, In Line Process and Outgoing QA , Interface with customer regarding process related issues and customer complaints
- Deploy Quality System Management, Customer Visit/Audit and Product/Process Change Management
- Ensure all Standard Operating Procedure and regulation up to date and consistently carried out by the line personnel.

~ Training / Course ~

<i>Title</i>	<i>Date</i>	<i>Place</i>	<i>Remark</i>
Train of Trainer	Feb 24	Batam	Lembaga Pendidikan Management Indonesia
Mind Management (Neuro Linguistic Programming)	Jul 22	Pangkalan Kerinci	
Problem Solving & Decision Making	Apr 22	Pangkalan Kerinci	Kepner Tregue
The 4 Essential Roles of Leadership	Dec 21	Pangkalan Kerinci	Franklin Covey
Train the Trainer	Nov 21	Pangkalan Kerinci	BNSP
Strategic Planning	Feb 21	Pangkalan Kerinci	
Leadership & People Management	Feb 21	Pangkalan Kerinci	
Fatigue Management System & Industrial 4.0	Feb-19	THE HILLS HOTEL, BATAM	Perhimpunan Ergonomi Indonesia (PEI)
Training of Trainer	Dec-18	Batam	Lembaga Pendidikan Management Indonesia
Medical First Aid Training	Nov-18	Batam	IDI Batam

Effective Supervisory Management	Sep-18	Batam	Lembaga Pendidikan Management Indonesia
Managing Short Cycle Manufacturing	Feb-18	Batam	SMS Training Centre
Chemical Spillage	Apr-18	Batam	3M
IATF16949 Internal Auditor	Nov-17	Batam	Business Customer Strategy Singapore
ISO 14001 Awareness	Oct-17	Batam	Antrice2C Inter Pte Ltd
PPAP / Production Part Approval Process	Oct-17	Batam	Business Customer Strategy Singapore
APQP / Advanced Product Quality Planning	Oct-17	Batam	Business Customer Strategy Singapore
Statistical Process Control (SPC)	Sep-17	Batam	Business Customer Strategy Singapore
Environmental Management Program	Aug-17	Batam	Antrice2C Inter Pte Ltd
ISO14001:2015 CONVERSION	Aug-17	Batam	Antrice2C Inter Pte Ltd
Measurement System Analysis (MSA)	Jul-17	Batam	Business Customer Strategy Singapore
SWOT and Risk Assessment Awareness Briefing for IATF 16949 : 2016	May-17	Batam	Business Customer Strategy Singapore
IATF 16949:2016 QMS Training for The Internal Auditors	May-17	Batam	Business Customer Strategy Singapore
IATF 16949:2016 QMS awareness training	May-17	Batam	Business Customer Strategy Singapore
Identification of Environmental Aspect & Impact Evaluation and Hazard Identification and Risk Assessment (AI-HIRA)	Apr-17	Batam	Vista Yasa
ISO14001 Internal Auditor	Jan-17	Batam	TUV RHEINLAND
Control Plan	Oct-16	Batam	
PCN / Process Change Notification	Oct-16	Batam	
APQP / Advanced Product Quality Planning	Oct-16	Batam	
PPAP / Production Part Approval Process	Oct-16	Batam	
FMEA / Failure Mode and Effect Analysis	Sep-16	Batam	
Chemical Handling	Aug-16	Batam	
5 Why Analysis	Oct-15	Batam	
Errors Proofing / Pokayoke training	Mar-15	Batam	
3 Days SPC and MSA Training	Apr-15	Batam	Neville Clarke
Value Stream Mapping	Jan-15	Batam	
Handling Resistance & Difficult People	Jun-13	Batam	
The Theory of Constraints	Jun-13	Batam	
Equipment Improvement	Jun-13	Batam	
SMED Training	Jun-13	Batam	
Leading Change	Jun-13	Batam	
One Week Facilitator Training for Trainer	Aug-13	Batam	
Unix operating system and implementation for CAT and A565 ATE tester.	Apr-13	Batam	
Lean Manufacturing boot camp for Management	Apr-11	Batam	
8D for Management	Sep-07	Batam	
Introduction to 7 Habits Course	Apr-07	Batam	
Accounting Training for Engineer	Nov-06	Batam	

Working As A Team Course	Apr-06	Batam	
Teradyne Flex Maintenance	Apr-06	Singapore	Teradyne Lab SIN
Teradyne MTBF training	Oct-05	Singapore	Teradyne Lab SIN
PVI300 Installation & Maintenance	Oct-04	Batam	Conduct By Teradyne Designer
SMC Energy Saving In Pneumatic Systems	May-04	Batam	Conduct By SMC designer
TPM Improvement Course (TIC)	Mar-03	Batam	
SPC Level 3 Course	Aug-02	Batam	
TPM Action Course (TAC)	Feb-02	Batam	

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