CURRICULUM VITAE (CV)

Dr. Ir. Urip Sedyowidodo, MM, IPM.

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Experiences:
1. Practitioners
   a. BUMN: Indosat
   b. Swasta: ASTRA, Sony, Ceres
2. Academician/Researcher:
   a. Universitas Bakrie
   b. ITB, UNPAD, UGM, IPB
3. Trainer/Motivator/Coach for Corporate Executives & Government
4. Pendamping DESA/BUMDES

CERTIFICATION Held:
1. CBA : Certified Behavioral Assessor, DiSC Method
2. Graphologist: hand writing analyst
3. Hypnotherapist
4. STRATEGIC Mgmt - BSC (Balanced Score Card)
5. Others: Entrepreneurship & Leadership

(Kutipan) PENGABDIAN KEPADA MASYARAKAT: (Lengkap di halaman terakhir)

1	2020 2024	-Pelatihan Manajemen BUMDES . Kecamatan Jalaksana, Kab. Kuningan, bagi 15 Desa 2. Desa Bakung Kidul, Kecamatan Jamblang, Kab. Cirebon, "Desa Digtal".	Pemerintahan Desa, dan BUMDES
3	2019	Nara sumber Kementerian PPPA (Pemberdayaan Perempuan dan Perlindungan Anak) dalam workshop "Optimalisasi Program CSR Di Era Industri 4.0. Untuk Forum PUSPA di Gorontalo dan Ternate	Kementerian, KPPPA
4	2019	Pendampingan Pengembangan Desa Wisata PERINTIS; Revitalisasi Infrastruktur (Pemasangan Pompa Air HIDRAM, Air Minum Kemasan, Pengelolaan Sampah.) Desa Ciawigajah, Cirebon	BUMN (TELKOM, BRI)
5	2018	Pelatihan untuk pengurus BUMDES Tebu dan Air Bersih, Cirebon, sebanyak 22 DESA/BUMDES	BUMN (RNI)
13	2014	Nara Sumber Program Pemberdayaan Koperasi dan UMKM di Gampong, Banda Aceh	PT Telkom, CSR

PUBLICATION:

1. **"**Analisa Perilaku inovatif Terhadap Kinerja SDM dengan Pendekatan HR Scorecard", Quality (Jurnal Manajemen dan Akuntansi untuk meningkatkan Kualitas SDM), Vol. IV, No. 16, Oktober 2014, ISSN 2087-0000.
2. "Entrepreneurial Leadership Roles In Promoting Entrepreneurship, Team Creativity, And New Venture Performance In Indonesian's SME Start-Ups", Global Advanced Research Conference on Management and Business Studies (Garcombs) 2015.
3. "Entrepreneurial Orientation and Business Performance: The Mediating Role of Organizational Learning and Innovation in State Owned Enterprise (SOE) in Indonesia", 1st International Conference on"Interdisciplinary Academic Research and Innovation (IARI-November 23-24,2016)" at Bandung, Indonesia, published with ISBN (978-969-9948-78-7), 2016.
4. "Strategy for Increasing Performance through Organizational Learning and Innovation in State Owned Enterprise (SOE) in Indonesia", The Second International Research Conference on Management and Business (2nd IRCMB), July 29th, 2017, Bandung, published with ISSN 2053-3131
5. "Sem analysis of innovative behavior influence towards human resource performance", RJOAS, 9(81), September 2018, DOI https://doi.org/10.18551/rjoas.2018-09.14
6. "Branding your employee through collaboration of human resource management and internal corporate communication", 27th EBES Conference, Bali, Jan.2019
7. BUKU: Your Employeeis Your CompanyBranding, UBPress, Jakarta, 2019

- Special assignment: Member of **DPKN, Dewan Pelatihan Kerja Nasional – Kementerian Tenaga Kerja dan Transmigrasi, Republik Indonesia** (National Job Training Board), assigned by the **Minister of Manpower and Transmigration. And also** *Professional Management in* **DPN APINDO** *(National Board of the Employers' Association of Indonesia).*

A. Data Pribadi

1.	PROFESSIONAL POSITION	:	**Professional in Organization & People Dev, Productivity, Entrepreneurship, Motivational & Leadership.**
2.	OCCUPATION	:	**Executive Coach, Lecturer**
3.	DATE OF BIRTH	:	Cirebon, November 06, 1961
4.	NATIONALITY	:	Indonesia
5.	PERSONAL ADDRESS	:	Jl. Kesadaran, Cipinang- Jakarta Timur 13220
	MOBILE NUMBER	:	0816 824 168
	TELEPHONE NO.	:	021-5261448
	E-MAIL ADDRESS	:	urip.sedyowidodo@bakrie.ac.id dan uripschool@gmail.com
6.	EDUCATION	:	(**S1**) **ITB,** Majoring in System Engineering, 1986 no. S1.74018/II/BAAK-ITB/1987 (**S2**) **UNPAD,** Master Degree, Majoring in Entrepreneurship no. J06.11772/L2.8096 (**S3**) **ITB/UNPAD,** Doctorate Degree, in Entrepreneurial Leadership
7.	**OTHER TRAININGS**	:	• FUNCTIONAL .1985, *Optimalysation System*, PT CALTEX P.I, Riau - Sumatra .1987, *Telecommunication Switching System*, PT INDOSAT .1990, *Human Resources Management*, PT ASTRA MOBIL .1992, *Job Evaluation,* PT ASTRA RUBBER SEAL .1999, *Job Grading,* Bank Universal .1999, *Competency Based Interviewing Techniques,* Royal & Sun .2000, *DiSC - Personal Profile & Human Job Analysis*, Thomas International, Singapore .2000, *Competency Based Compensation*, Royal & Sun – Singapore .2001, *Performance Management,* Royal & Sun – Singapore .2002,*Talent Management,* Ceres Group, Jakarta .2006,*NLP – Train the Trainers,* Jakarta .2007, Entrepreneurship, AIM, Manila, Philipine .2008, Assessor For Assessment Centre, LPPM, Jakarta .2009, Case Study for Teaching, LPPM, Jakarta .2014, Research Design & Report Writing, Bandung . 2015, Graphology, Jakarta . 2016, Hypnotherapy, Bandung • MANAGERIAL & LEADERSHIP .1991, *Total Quality Management*, PT ASTRA RUBBER SEAL .1993, *Finance Principles*, LPPM (Management Development Institute) .1994, *Management Accountancy*, LMFE – Indonesia University . 1995, *Agency/Distributor Management*, Trade Ministry . 1997, *The7Habits of "Highly Effective People",* Bank Universal .1998, *Interaction Management,* Bank Universal .1998, *Speech Power,* Bank Universal .1999, *Change Management,* Royal & Sun – Singapore .2005, *Directorship Program,* IICD, Jakarta .2014, *Youth Employment Program in Asia,* ILO, Bangkok, Thailand .2019, TOT on BUMDES Management
8.	LANGUAGE & DEGREE OF PROFICIENCY	:	• Bahasa Indonesia, Very Good • English, Good
9.	MEMBERSHIP OF PROFESSIONAL SOCIETIES	:	- HRI Foundation, Human Resources Indonesia - HR Professional Association - IIIE, Engineer Association - ISEI, Ikatan Sarjana Ekonomi Indonesia - AADB, Asosiasi Akdemisi Pendamping Desa & BUMDES

10. COUNTRY OF WORK : Indonesia
EXPERIENCE Singapore

11. EMPLOYMENT RECORD :

A. FROM March 2013 UP TO NOW (61 months)
PRINCIPAL : **RNI (Rajawali Nusantara Indonesia), BUMN (State Owned Business)**
POSITION HELD AND : **ADVISOR**
DESCRIPTION OF DUTIES : Direct report to the General Manager, responsible for Setting up 6 functions in Human Capital Management, giving advise and concept support, also facilitate some classes in Developing Capacity of Managing People.

B. FROM October 2012 UP TO May 2014 (20 months)
PRINCIPAL : **Yayasan Pendidikan APM (Adria Pratama Mulya)**
POSITION HELD AND : **ADVISOR**
DESCRIPTION OF DUTIES : Direct report to the Executive Director, responsible for Setting up Boarding School of the APM High School, who has goal for creating the alumni with high competence and professional as EQUESTRIAN athlete.

B. FROM October 2007 UP TO NOW (139 months)
EMPLOYER : **YAYASAN PENDIDIKAN BAKRIE**
a.Assignment, Oct 2007-March2012 : **BAKRIE LEARNING CENTRE**
POSITION HELD AND : DIRECTOR (2007-2012), Lecturer (2010-NOW) of Management (Strategic, HRM, Organizatinal Behavior, Leadership)
DESCRIPTION OF DUTIES : Direct report to the Executive Director, responsible for System and Product Development of Learning Centre for Bakrie Group of Companies with full empowered of decision making on strategic setting up to operational level on Assessment, Training Program and Consultancy Services.

C. FROM October 2001 TO September 2007 (72 months)
EMPLOYER : PT CERES
POSITION HELD AND : DIRECTOR, HEAD OF HRD CORPORATE GROUP
DESCRIPTION OF DUTIES : Direct report to the CEO, responsible for Human Resources Development with full empowered of decision making on Employment, Man Power Planning, Compensation & Benefits, Assessment, Training & Development, and also Industrial Relation.

D. FROM October 1999 TO September 2001 (24 months)
EMPLOYER : PT. Royal & Sun Alliance
POSITION HELD AND : Senior HRD Manager
DESCRIPTION OF DUTIES : Both direct report to the President Director and Regional Director in Singapore for Human Resources & Organization Development, and monitoring the implementation.

E. FROM May 1996 TO April 1999 (36 months)
EMPLOYER : BANK PERMATA (d/h UNIVERSAL)
POSITION HELD AND : HRD Manager
DESCRIPTION OF DUTIES : Developing the selected system for both enhancing and balancing Human Resources Productivity and Prosperity, and also Industrial Relations ' improvement programs.

F. FROM May 1993 TO April 1996 (36 months)
EMPLOYER : AMCOL SONY
POSITION HELD AND : HRD & General Affairs Manager
DESCRIPTION OF DUTIES : Man Power Planning; Recruitment; Training & Development; Job Analysis; Job Evaluation; Performance Appraisal; Assessment; Remuneration (Compensation & Benefits) System; Personnel Adm. & Procedure; HR Information System; Industrial Relation; Employee Opinion Survey; Have experienced on **negotiations with Labor Union regarding their demands under strike; Lay off / downsizing program of 1.000 employees.** ***General Affairs*** **Experience in** Building Licensing process; General Purchasing; Outdoor Ad/Billboard; Expatriate Working Permits; Health, Safety & Security.

G. FROM September 1986 TO April 1993 (70 months)
EMPLOYER : ASTRA GROUP
POSITION HELD AND : HRD & General Affairs Manager
DESCRIPTION OF DUTIES : Manpower and training, Administration and Secretarial, Community Relations, Legal and Land Acquisition, Procurement, Warehousing, Transportations, Safety and Security. ***Government Relations*** **Experience in dealing with and have networking in** DEPNAKER (*Ministry of Man Power)*; Pemda Jabotabek (*Local Government*) ; BKPM (*Investment Coordinating Board*); Perindustrian & Perdagangan (*Ministry of Industrial & Trade*); *Ministry of Immigration* ; PLN; PAM; TELKOM; Kejaksaan Tinggi *(Chief of Prosecution)* ; Pengadilan *(The Court)* ; Kepolisian (*Police Dept*)

12. DETAILED TASKS ASSIGNED — WORK UNDERTAKEN WHICH BEST ILLUSTRATES CAPABILITY TO HANDLE THE TASKS ASSIGNED

1. Maintain the best services to internal clients of a business organization in Personnel Administration.	A.	Maintain and controlling the staff of personnel administration section in doing their job: recruitment and selection, payroll and benefits administration, pension plan, and database of employees.
	B.	Change and improve the canteen services and administration.
	C.	Developing the payroll system from the manual to the computerized one.
	D.	Company Regulations: setting up
	E.	Collective Labour Agreement: setting up and negotiation with the Union
		Total Time Experience Relevant to Tasks 1) = 169 months
2. Setting up the Human Resources Management System.	A.	Job analysis: Developing job structure by applying DiSC Method based job analysis for hundreds individual jobs and job classifications.
	B.	Recruitment & Selection System: Developing of Human Resources Management sub system for attracting and selecting the proper candidates for proper placement.
	C.	Talent & Performance Management System: Developing a supporting system for organization goal achievement.
	D.	Compensation & Benefits: Developing an internal fair and external competitive reward system.
		Total Time Experience Relevant to Tasks 2) = 229 months
3. Assessment Centre and COMPETENCY MODELING	A.	Psychological test method: Developing a method to find out people profile that match with their job profile
	B.	Case Study Writer: Making and customization a case study as an assessment tools for certain managerial level.
	C.	For Profit/Business Oriented Organization: People mapping of all organization member and analyze their strength and weakness against the organizational purposes.
	D.	For Universities: Students profilling and advise the future major up to job types those will be proper for their future career or professional activities.
		Total Time Experience Relevant to Tasks 3) = 252 months
4. Training & Development	A.	TNA: Training Need Analysis for training preparation include materials, participant types, training objectives up to result evaluation.
	B.	Module Creating: Developing training and mentroing moduls for Managerial & Executive class.

	C.	People Development: Placement process and developing the people competencies.
		Total Time Experience Relevant to Tasks 4) = 214 months
5. Organization Development	A.	People Assessment: Setting up a system for assessing people and its application for future organization development.
	B.	Job Assessment: setting up a system for assessing jobs that represents who is responsible for a cetain objectives of organization.
	C.	Organization Restructuring: involvement in the process of restructuring of organization for better continual improvement.
	D.	Teambuilding: Developing a process for building teamwork within an organization for the better continual improvement.
		Total Time Experience Relevant to Tasks 5) = 136 months
6. Organization Audit and Survey	A.	Employees' Opinion Survey: developing a material survey, conduct employees' opinion survey and analyze the result up to recommendation alternatives solutions.
	B.	Customers' Opinion Survey: developing a material survey, conduct customers' opinion survey and analyze the result up to recommendation alternatives solutions for better services.
	C.	The Creative and Innovative Behavior influence to the HR Performance: research for developing organization core competencies.
		Total Time Experience Relevant to Tasks 6) = 62 months
7. Lecturer, Public Speaker & Trainer	*	I am a lecturer at UI, ITB, IPB, UB and also some private uiniversities and facilitator of some public seminars on : HR Management, Competency Based HRM, Industrial Relations, Supervisory, Motivational and Leadership, Project Management, TQM, Productivity, Competency Based HRM, Talent Pool Management & Performance Management.
		Total Time Experience Relevant to Tasks 7) = 119 months
8. Industrial Relations	A.	Union: dealing and negotiation for collective labour agreement.
	B.	Employee Communication: setting up the communication media and system with employee to support and build the best relationship achieving the organization goal.
	C.	Community Development: Developing a community around the company, making relationship and collaboration with its community too maintain environment and society.
		Total Time Experience Relevant to Tasks 8) = 136 months
9. General Affairs	A.	Setting up system and its application to develop better working environment include: Building maintenance, Transportation, Health and Safety, Security system and Crisis centre.
	B.	Government Relations: keep good relationship with local and seat of government. This relationship is always be build by participation on some government events and also community development.
		Total Time Experience Relevant to Tasks 9) = 159 months
10. LEARNING CENTRE and EDUCATION **LEARNING CENTRE and EDUCATION** a. membantu membangun PUSDIKLAT untuk 10.000 karyawan hingga executives. b. memberikan TRAINING Kepemimpinan kepada 3.000 orang pemuda	A.	Setting up system and its application to develop better organization consists of: curriculum, syllabus, organization structure development, acaddemic management, non academic improvement management.
	B.	Competency development: develop set of competencies for Headmaster, Teacher, Students, adn also all academic and Non academic staff.
	C.	Organization Restructuring: involvement in the process of restructuring of organization for better continual improvement, arranging and consolidating capabilities dan resources between ACADEMIC and the unique sikIls (eg.: EQUESTRIAN) include staffing and its Job improvemet.
		Total Time Experience Relevant to Program 10) = 257 months

11. **EXECUTIVE COACHING for Board of Directors of private companies, and also SME (UMKM)** a. membantu para Direksi meningkatkan kinerjanya b. membantu pengusaha UMKM membangun bisnisnya	A.	Giving advisory and deeply discussion on transformation issues or problem solving of business challenge
	B.	Competency development: develop set of competencies and also assist in developing Leadership kills for the Executive team members
	C.	Setting up system and its application to develop better organization consists of: • Organization Restructuring • Performance Management System for the corporate with certain method • Visioning
		Total Time Experience Relevant to Program 11) = 226 months
12. **HYPNO Therapist** a. membantu anak sekolah memilih jurusan pendidikan lanjutannya b. membantu sarjana memilih pekerjaan sesuai bakatnya c. membantu karyawan, profesional, pemuda dalam menyusun rencana mencapai SUKSES nya	A.	Giving advisory and deeply subconciousness based therahpist for transformation behavioral or problem solving of balancing business and life challenges
	B.	Developing Leadership skills of Young Generation for Nation Character Building by anchoring deeply sugestions
	C.	Developing Future Leaders of Professional Executives in Industry
		Total Time Experience Relevant to Program 12) = 98 months

B. Riwayat Pendidikan

	S-1	S-2	S-3
Nama Perguruan Tinggi	Institut Teknologi Bandung	Universitas Padjadjaran	ITB dan Unpad
Bidang Ilmu	System Engineering	Magister Manajemen	Manajemen Stratejik
Tahun Masuk-Lulus	1980-1985	2003-2005	ITB: 2010 Unpad: 2013
Judul Skripsi/Tesis/Disertasi	Analisis Simulasi Model Listrik Masuk Desa, pengaruhnya terhadap kesejahteraan penduduk.	Analisis Pemikiran Kreatif dan Perilaku Inovatif dengan HR Scorecard	Strategi Bersaing Peningkatan Kinerja Perusahaan BUMN Melalui Kepemimpinan Kewirausahaan, Pembelajaran Organisasi dan Inovasi
Nama Pembimbing/Promotor	Prof. Dr. Ir. ***Suprapto Widodo***	Prof Dr. H Maman Kusman	Prof.Ir.Surna Tjahja Dj; Prof.Dr.Ernie T. Sule

C. Pengalaman Penelitian Dalam 10 Tahun Terakhir

(Bukan Skripsi, Tesis, dan Disertasi)

No.	Tahun	Judul Penelitian	Pendanaan	
			Sumber	Jml (Juta Rp)
1	2020-2024	"Model Terintegrasi *Human Resource Management* dan *Internal Corporate Communication* pada Peningkatan *Employee Branding*"	Hibah Dikti	200
2	2018-2019	Inovasi BUMN di era *k-economy*	PDP, Hibah Dikti	30
3	2017	Peran Kapasitas Resiliensi Atas Engagement Dosen Di Perguruan Tinggi Kopertis Wilayah 3	DPRM, Hibah Dikti	50
4	2016	Peningkatan Kegiatan Operasional Perusahaan Distributor melalui pengembangan kompetensi Supervisor	BUMN	50
5	2015	Analisis Perilaku Inovatif Di PT XYZ	Mandiri	10
6	2014	Kompetensi Soft Skills Karyawan BUMN Gapura Angkasa	Mandiri	5

D. Pengalaman Pengabdian Kepada Masyarakat dalam 10 Tahun Terakhir

	Tahun	Judul Pengabdian Kepada Masyarakat	Pendanaan	
			Sumber	Jml (Juta Rp)
1	2020-2024	Pelatihan Manajemen BUMDES 1. Kecamatan Jalaksana, Kab. Kuningan, bagi 15 Desa 2. Desa Bakung Kidul, Kecamatan Jamblang, Kab. Cirebon, "Desa Digtal 3. Desa Ciawigajah, Kab. Kuningan 4. Desa Binaan Kel. Pancoran, JakSel	Desa	193
2	2019-2020	Bersama RSK (Rumah Siap Kerja), memberikan Pelatihan bagi ANAK MUDA INDONESIA, dengan focus pengembangan: • Karakter • Kompetensi • Kepemimpinan • Motivasional	RSK	probono

3	2019	Nara sumber Kementerian PPPA (Pemberdayaan Perempuan dan Perlindungan Anak), workshop "KEMITRAAN PENTAHELIX: ABCGFM", Optimalisasi Program CSR Di Era Industri 4.0. Forum PUSPA, di: 1. Pemda Gorontalo 2. Pemda Ternate	KPPPA	10
4	2019	Pendampingan Pengembangan Desa Wisata PERINTIS; Revitalisasi Infrastruktur (Pemasangan Pompa Air HIDRAM, Air Minum Kemasan, Pengelolaan Sampah.) Desa Ciawigajah, Cirebon	BUMN, TELKOM, BRI.	157
5	2019	Pelatihan untuk pengurus BUMDES Tebu dan Air Bersih, Cirebon, sebanyak 22 DESA/ BUMDES	BUMN, RNI	111
6	2018	Persiapan Management Trainee menjadi pemimpin masa depan RNI Group	BUMN	450
7	2017	Seleksi Lulusan SMK Gula, Madiun dalam memasuki jenjang pekerja ke Pabrik Gula	BUMN	40
8	2016	Mentoring Supervisor BUMN, Rajawali Nusindo	BUMN	135
9	2015-2016	Kementerian PUPR: - Analisis Jabatan - Analisis Beban Kerja - Review KPI	Kementerian PUPR	500
10	2015	Pelatihan Program SDP batch-3 BUMN, Rajawali Nusindo	BUMN	60
11	2015	Nara sumber motivasi dan kepemimpinan di SMAN 112 Jakarta	ITB	3
12	2014	Pelatihan Program SDP batch-2 BUMN, Rajawali Nusindo	BUMN, RNI	60
13	2014	Nara Sumber Program Pemberdayaan Koperasi dan UMKM di Gampong, Banda Aceh	BUMN, Telkom,	35
14	2013	Pelatihan Program SDP batch-1 BUMN, Rajawali Nusindo	BUMN, RNI	60
15	2009 - 2017	Motivasional & Kepemimpinan Generasi Muda menghadapi DUDI (Dunia Usaha Dunia Industri: SMPN5 Smg, SMAN1 Smg, ITB, IPB, UGM, ITS	Mandiri	30

LAMPIRAN TANBAHAN SEBAGAI AKADEMISI

Publikasi di Jurnal Internasional terindeks

No	Judul Artikel	Peran (First author, Corresponding author, atau	Nama Jurnal, Tahun terbit, Volume, Nomor, P-ISSN/E-ISSN	URL artikel (jika ada)

		co-author)		
1	Inovasi BUMN di era k-economy (Strategy for Increasing Performance through Organizational Learning and Innovation in State Owned Enterprise (SOE) in Indonesia)	First Author	Scientific Publication and Local Cultural Development, 2017, 518	http://repositori.unsil.ac.id/9234/1/14.%20Prosiding%20ADRI%2015%2C%202017%20Raja%20Ampat.pdf#page=529
2	Smart destination branding: the need for new capability and opportunities for entrepreneurship	Co-Author	International Conference on ICT for Smart Society (ICISS), 2018, 1-5	https://ieeexplore.ieee.org/abstract/document/8549943
3	Sem analysis of innovative behavior influence towards human resource performance	Fist Author	Russian Journal of Agricultural and Socio-Economic Sciences, 2018,	https://cyberleninka.ru/article/n/sem-analysis-of-innovative-behavior-influence-towards-human-resource-performance
4	Interference of organizational communication in the relationship between Entrepreneurial Orientation and corporate performance	First Author	Russian Journal of Agricultural and Socio-Economic Sciences, 2018, 81 (9), 156-164	https://cyberleninka.ru/article/n/interference-of-organizational-communication-in-the-relationship-between-entrepreneurial-orientation-and-corporate-performance
5	BRANDING YOUR EMPLOYEE THROUGH COLLABORATION OF HUMAN RESOURCE MANAGEMENT AND INTERNAL CORPORATE COMMUNICATION	Co-author	27th EBES CONFERENCE - BALI PROCEEDINGS, 2019,	https://www.researchgate.net/profile/Aurino-Djamaris/publication/330845921_BRANDING_YOUR_EMPLOYEE_THROUGH_COLLABORATION_OF_HUMAN_RESOURCE_MANAGEMENT_AND_INTERNAL_CORPORATE_COMMUNICATION/links/5c57d9e7458515a4c756b3b2/
6	Mobile application and smart city orientation: the moderating role of tech savvy population	Co-Author	International Conference on ICT for Smart Society (ICISS), 2019, 7, 1-4	https://ieeexplore.ieee.org/abstract/document/8969841
7	Entrepreneurial orientation and business performance: The mediating role of organizational learning and innovation in state owned enterprise (SOE) in Indonesia	First Author	Journal of Engineering and Applied Sciences, 2019, 12 (2), 417-429	https://scholar.google.com/citations?view_op=view_citation&hl=id&user=kWpkAZEAAAAJ&citation_for_view=kWpkAZEAAAAJ:YsMSGLbcyi4C
8	Entrepreneurial orientation and innovation in micro-enterprises east jakarta culinary sector	CoAutho	Journal of Entrepreneurship, Management and Industry (JEMI), 2019,	https://journal.bakrie.ac.id/index.php/JEMI/article/view/2333
9	Entrepreneurship Orientation for BUMN Performance Achievement Through Organizational Learning and Innovation as Mediator	First Author	Journal of Positive Psychology and Wellbeing, 2022, Vol. 6 No. 1	https://mail.journalppw.com/index.php/jppw/article/view/3219
10	Peran Inisiatif Individu dan Percaya Diri pada Kinerja Individu dengan Keterikatan Kerja sebagai Variabel Mediasi	first author	Jurnal Pendidikan dan Konseling (JPDK), 2023	https://journal.universitaspahlawan.ac.id/index.php/jpdk/article/view/11738 g

Publikasi di Jurnal Nasional Terakreditasi Peringkat 1 dan 2

No	Judul Artikel	Peran (First author, Corresponding author, atau	Nama Jurnal, Tahun terbit, Volume, Nomor, P-ISSN/E-ISSN	URL artikel (jika ada)

		co-author)		
1	Analisa Pengaruh Pemikiran KreatifdanPerilaku Inovatif terhadap KinerjaSumber DayaManusia dengan Metoda SEM	Firs Author	Volume XVII, 2013	https://scholar.google.com/citations?view_op=view_citation&hl=id&user=kWpkAZEAAAAJ&citation_for_view=kWpkAZEAAAAJ:ufrVoPGSRksC
2	Your Employee is Your Company Branding	Co Author	Universitas Bakrie Press, 219	https://scholar.google.com/citations?view_op=view_citation&hl=id&user=kWpkAZEAAAAJ&citation_for_view=kWpkAZEAAAAJ:W7OEmFMy1HYC
3	Predicting performance through business strategy: The mediating role of innovation's type in small hotel	First Author	Repository Universitas Bakrie, 2020	https://repository.bakrie.ac.id/3826/
4	The influence of democratic leadership style, organizational communication, and gap generation on achievement of company performance at minarak brantas gas, inc.	First Author	Jurnal Ekonomi, 2020, 9, 1-15	https://scholar.google.com/citations?view_op=view_citation&hl=id&user=kWpkAZEAAAAJ&citation_for_view=kWpkAZEAAAAJ:eQOLeE2rZwMC
5	Orientasi Kewirausahaan dan Inovasi pada Usaha Mikro Sektor Kuliner di Jakarta Timur	First Author	Repository Universitas Bakrie, 2020,	https://scholar.google.com/citations?view_op=view_citation&hl=id&user=kWpkAZEAAAAJ&cstart=20&pagesize=80&citation_for_view=kWpkAZEAAAAJ:Se3iqnhoufwC
6	Pengaruh Empowering Leadership Terhadap Employee Creativity Pada Perusahaan E-commerce di Indonesia	Co Author	Repository Universitas Bakrie, 2021,	https://repository.bakrie.ac.id/5450/
7	Analisis Faktor yang Memengaruhi Generasi Z di Jakarta Dalam Pemilihan Transportasi Umum	Co Author	Jurnal Ekonomi, 22312, 1-6	https://www.ejournal.seaninstitute.or.id/index.php/Ekonomi/article/view/1482

Prosiding seminar/konverensi internasional terindeks

No	Judul Artikel	Peran (First author, Corresponding author, atau co-author)	Nama Jurnal, Tahun terbit, Volume, Nomor, P-ISSN/E-ISSN	URL artikel (jika ada)
1	Analisis Faktor yang Memengaruhi Generasi Z di Jakarta Dalam Pemilihan Transportasi Umum	Co Author	Journal of Entrepreneurship, Management and Industry (JEMI), 2024, 6 (4), 245-256	https://journal.bakrie.ac.id/index.php/JEMI/article/view/2543
2	Analysis Of Green Human Resource Management Activities And Their Relationship With Sustainable Development Goals (Study On Pt Xyz Company Employees)	Co Author	Journal of Entrepreneurship, Management and Industry (JEMI), 2024, 6 (3), 187-192	https://journal.bakrie.ac.id/index.php/JEMI/article/view/2497
3	PELATIHAN MEMBANGUN KOMPETENSI KEPEMIMPINAN ORIENTASI KEWIRAUSAHAAN	First Author	Jurnal Penamas, 2024	https://www.unisbank.ac.id/ojs/index.php/penamas/article/view/9554

Buku

No	Judul Buku	Tahun Penerbitan	ISBN	Penerbit	URL (jika ada)
1	Orientasi Kewirausahaan untuk Pencapaian Kinerja Badan Usaha Milik Negara	2023	978-623-487-995-7-	Penerbit Eureka Media Aksara	https://repository.penerbiteureka.com/id/publications/560725/orientasi-kewirausahaan-untuk-pencapaian-kinerja-badan-usaha-

					milik-negara
2	Membangun Desa Indonesia	2024	978-623-516-356-7	Penerbit Eureka Media Aksara	https://repository.penerbiteureka.com/publications/583412/membangun-desa-indonesia
3	Manajemen Optimalisasi Peran BUMN Republik Indonesia	2024	978-602-7989-65-8	Penerbit Unversitas Bakrie	https://ubakriepress.bakrie.ac.id/buku-bumn
4	MANAJEMEN SUMBER DAYA MANUSIA: Berbasis Teknologi, Menuju Ekosistem Hijau dan SDGs	2024	978-602-7989-67-2	Penerbit Universitas Bakrie	- https://repository.bakrie.ac.id/11111/1/Naskah%20Ajar-MSDM%20berbasis%20Digital%20URIP%20r4.pdf
5	Kewirausahaan Berbasis Digital, Green Ecosystem, dan SDGs	2025	978-634-221-059-8	Penerbit Eureka Media Aksara	https://repository.penerbiteureka.com/publications/590121/kewirausahaan-berbasis-digital-green-ecosystem-dan-sdgs

Perolehan KI

No	Judul KI	Tahun Perolehan	Jenis KI	Nomor	Status KI (terdaftar/granted)	URL (jika ada)
1	PANDUAN RINGKAS PERAN KEPEMIMPINAN POSITIF DALAM TRANSFORMASI PERUSAHAAN	2019	Hak Cipta		Terdaftar	http://bit.ly/222KoojhPor9222
2	Panduan Penggunaan Skala Pengukuran Kepemimpinan Positif	2020	Paten	EC00202059120	Granted	https://drive.googl999e
3	Manual Penggunaan Program Aplikasi Web PLForChange.com	2021	Hak Cipta	EC00202163603	Granted	- https://drive.googl999000IIIe

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