



SUCCESS STORY

Managing Better Human Resources through CHRP

The Certified Human Resources Professional Program (CHRP) was implemented by the Attorney General's Office with support from the USAID C4J Project. The program has achieved meaningful results through increased knowledge and skills among the AGO's Personnel Bureau staff, and in integrating competency-based, advanced human resources management within the organization.



Sumardji read his commencement speech during the graduation ceremony of the Certified Human Resources Professional Program for AGO staff. He graduated with the highest score.

“Change should start NOW. Leaders should not be afraid of change if it is for the better. When the institution becomes stronger and successful because of the change, it will reflect very well on the leaders who led the change”

**Sumardji,
Staff at the Attorney General
Office's Personnel Bureau**

U.S. Agency for International Development
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Becoming a champion for human resource management within the Attorney General's Office of the Republic of Indonesia (AGO) never crossed Sumarji's mind when he started his career. But he is now among the rising stars of Indonesia's AGO staff implementing reforms.

Sumarji was born and raised in Trenggalek, East Java: “The same town where former Attorney General Suprpto came from,” he said proudly. His career path included a number of different types of jobs, but in which all of them he learned the importance of maintaining stable and positive work environment among people with different background during periods of change. In search of a longer term position, Sumarji applied for for a civil servant position within the AGO. He was hired by the AGO in 2006, just when reforms within the organization were beginning. He was assigned to Personnel Bureau, where he began to pursue his interest in human resources management.

In October 2012, Sumarji was one of twenty-five AGO staff handpicked to participate in the Certified Human Resources Professional Program (CHRP), implemented by the AGO in cooperation with the USAID-funded Changes for Justice (C4J) Project and independent human resources organization as subcontractor. Participants in the program were trained on all aspects of human resource management, including recruitment, talent management, planning, and auditing. After completing the training and returning to their work units, Sumardji and his colleagues were tasked with creating an improvement plan for the AGO. He elected to develop competency profiles for a transparent, merit-based system of recruitment and promotions. His plan was later judged by the leadership of the AGO and human resources trainers as the best improvement plan.

Along with other selected graduates from the CHRP, Sumarji has joined the AGO Human Resources Reform Team to focus on three areas of human resources reforms: analysis of key performance indicators; development of an assessment center; and talent management. These reforms include improvements in monitoring and supervision. Step by step, such reforms are improving the organization. “I've never felt more optimistic about the direction of my life, and of the AGO,” said Sumarji.

The C4J Project is a four-year project funded by USAID, and implemented by Chemonics International. C4J works with the Supreme Court and Attorney General's Office to improve transparency and accountability in Indonesia's justice system. The project began in May 2010, and will continue through May 2014. For more information on C4J, please contact the Contracting Officer's Representative Mr. Dondy Sentya, USAID Senior Rule of Law Specialist at dsentya@usaid.gov, or info@chemonics.com, or www.c4j-indonesia.org