



SHAFIRA HARSANTI

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Jl. Kemang Selatan XII No. 129A, Mampang Prapatan, Jakarta Selatan, DKI Jakarta

She became an Industrial and Organizational Psychologist at the age of 22, indicating an eagerness to further her knowledge on organizational dynamics and human behavior. She is persistent and consistent in delivering the best results, enjoys building relationships with people, and is detail-oriented.

Work Experiences

PT. Solutiva Consulting Indonesia - Jakarta

Mar 2023 - Present

Industrial and Organizational Psychologist

- Creating 5 to 8 psychological final reports in one day.
- Conducting interviews with employee candidates using the BEI technique.
- Conducting interviews with Bank Indonesia scholarship candidates and creating reports as an assessor.

PersonaGaMa - Yogyakarta

Feb 2023 - Mar 2023

Associates Psychologist

- Making modules for Employee Assistance Programs (EAP)

PT. Komatsu Indonesia - Jakarta

Mar 2021 - Jun 2021

Organizational Development Staff (HR Intern)

Handled some HR projects, including organizational, team, and individual areas. The details are below:

- Diagnosing company conditions to identify areas for improvement using an open system framework.
- Creating an assessment center to measure competency.
- Supporting the project of culture management by creating an interview guideline.
- Administrating the Employee Satisfaction Survey.
- Designing a master plan, learning materials, and evaluation tools for communication training.
- Handling the end-to-end process of recruitment, promotion, and potential review, including defining the psychological aspect based on competency, administrating and interpreting the psychological tests such as IST, CFIT, PAPI Kostick, Kraepelin, BAUM, DAP, Wartegg, and creating psychological report.

Education Level

Universitas Gadjah Mada (UGM) - Yogyakarta

Aug 2019 - Jan 2022

Masters Degree in Professional Industrial and Organizational Psychology, 3.80/4.00

- Cumlaude. Thesis: The Role of Supervisory Support as Moderator in Relationship Between Career Commitment and Career Success on Millennial Workers.

Universitas Surabaya (UBAYA) - Surabaya

Jul 2015 - Mar 2019

Bachelor Degree in Psychology, 3.86/4.00

- Cumlaude. Final project: The Role of Job Variety and Coworker Support with Work-Family Enrichment.

Organisational Experience

Assistant Lecturer

Jul 2017 - Dec 2018

Giving tutorials or additional classes, giving feedback for student tasks and scoring the examinations, handling administrative tasks for the following subjects:

- Basic theory and application of psychology industry and organization, experimental research methods, basic theory and application of family and education.

Faculty Student Council

Aug 2017 - Jul 2018

Auditor

- Conducting an audit process for event proposals and accountability reports, delivering student aspirations to the dean.

Choir Festival

Oct 2017 - Apr 2018

Head of Artistic and Competition Materials Division

- Monitoring the members, coordinating with other divisions, building relationships with external parties.

Student Conference

Aug 2017 - Dec 2017

Member of Event Division

- Determining the concept of the event and coordinating with other members.

Faculty Seminar

Feb 2016 - May 2016

Secretary

- Coordinating with the faculty regarding the implementation of activities and recapitulating the ideas in each meeting.

Choir Festival

Feb 2016 - May 2016

Liaison Officer

- Establishing communication directly with participants, becoming a liaison between the participants and the committee.

Skills, Achievements & Other Experience

- **Hard Skills:** Assessment, Psychological Testing, Organizational Development, Microsoft Office, SPSS
- **Soft Skills:** Communication, Adjustment, Strive to The Best, Teamwork, Emphatic