

BCA Syariah is committed to fostering and enhancing the capabilities and adaptability of its employees in response to new work patterns. The initiatives in digitalization and automation are anticipated to enhance work processes and operational efficiency within the Legal and Human Resources Department (HSD). Furthermore, the recruitment and succession planning efforts will persist as proactive measures to address the demographic structure of the workforce and to groom future leaders. BCA Syariah consistently endeavors to cultivate a conducive and productive work environment to attract new talent and maintain the loyalty of current employees. The processes of leadership regeneration and succession are managed with utmost care to ensure organizational continuity in accordance with corporate values and sound governance practices.

To support the above, BCA Syariah has developed an employee development policy through the stages of identification, development planning, realization and evaluation.

Identification

The process of identifying employees aims to map the potential and performance of each employee for the development to be carried out in accordance with the employees' needs.

Development Plan

The development plan is the process of planning the appropriate form/material/method of development, which is in accordance with the expected goals and needs of the Employee.

Realization and Evaluation

Realization is the stage of implementing the development plan and monitoring. While evaluation aims to ensure realization according to plan and become the basis for further development.

Through the above stages, it is expected that the employee development process will be targeted, appropriate and continuous, to produce candidates who can fill vacant positions or become successors in the future.