Bio Farma Conducts Work Culture Assessment

Bio Farma, in cooperation with ACT Consulting, a subsidiary of ESQ Leadership Center, conducted a Culture Value Assessment (CVA) exercise in order to measure the extent of individual employee's comprehension of the company's work culture and values. This exercise will be followed by Focus Group Discussion (FGD) sessions to further clarify the culture and attitudes that emerged from the assessment. Previously, Bio Farma had conducted a character building program through ESQ Character Building training for all of its 900 employees. Andi Rachmatmulya, Head of Human Resources Division at Bio Farma, explained that the CVA is important to assess the effectiveness of work culture implementation at Bio Farma based on its corporate values of PITA (Professionalism, Integrity, Transparency, Accountability). The result of this assessment will be used as a reference for company management in formulating company policies during the current business transformation phase. The founder of ESQ Leadership Center, Ary Ginanjar, expressed his appreciation on the steps taken by Bio Farma to evaluate the work culture among employees. Improvement in work systems, structures and programs are usual means of increasing productivity. However, productivity is determined by work execution, which in turn depends on the implementation by employees of corporate values and the work culture. "By assessing its work culture, Bio Farma can discover problem issues in the company. Similar to a physical health check-up, a corporate culture can be assessed for its health, too. Knowing the 'illnesses' affecting a company, we can then engage in a corporate culture mapping and improvement measures," says Ary. Bio Farma is the only Vaccine producer in Indonesia, dedicating all its resources in producing international-standard vaccines and antisera in support of the national immunization program towards realizing better health for the people of Indonesia. Bio Farma is one of some 30 vaccine manufacturers in the world that have obtained the WHO (World Health Organization) Prequalification Certification. Following WHO Prequalification status, Bio Farma has been expanding since 1997 to market its products to overseas markets and currently exports to more than 123 countries. Entering its 123rd year, Bio Farma is highly optimistic about its prospects of sustained growth to become a globally-competitive vaccine and antisera producer.