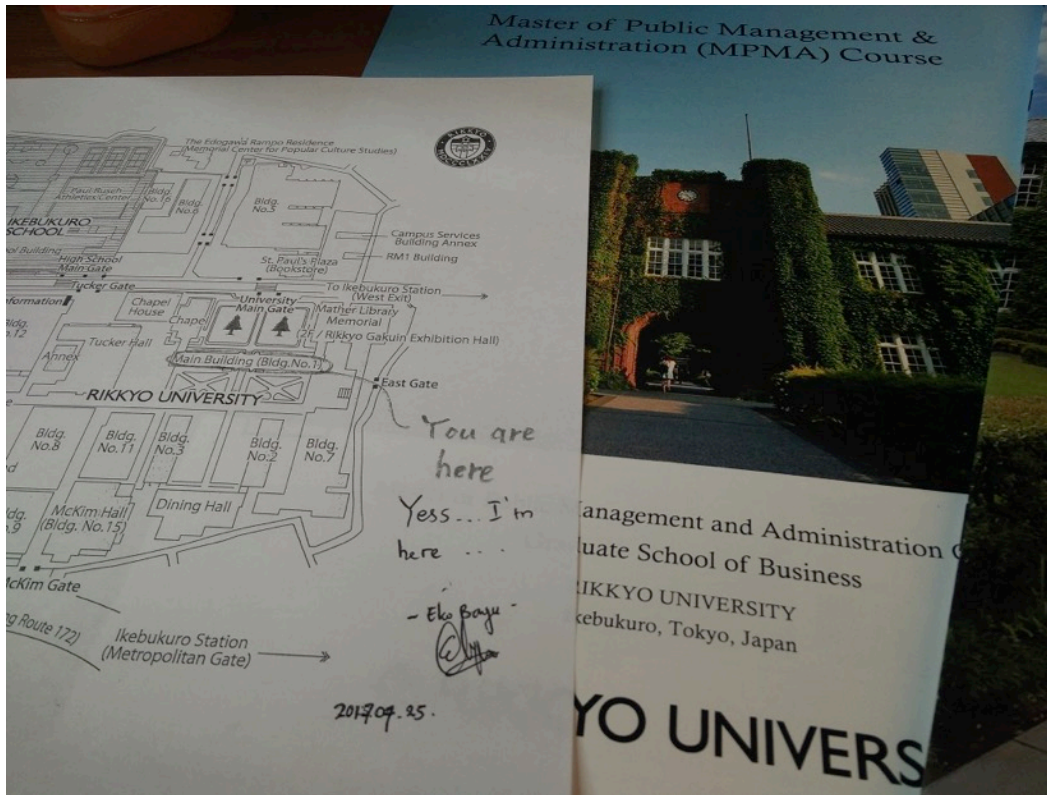


JAPAN VISIT REPORT



Rikkyo University Int. Correspondency

IN ACCORDANCE RELATIONSHIP PADJAJARAN UNIVERSITY

Padjajaran University

Eko Bayu.C | **Non Financial Rewards Effectiveness of the implementation Sales Strategy ; Case Study of KTA Mirai+ PT Bank Nusantara Parahyangan, Tbk In Bandung** | July 25th 2017

Preamble

It's been a great honour to our company that support the program of my university (Padjajaran University), wich is implementate from BNP University scholarship programs.

Especially my sincerely thank you to honourable :

- Mr. Eiichiro Sakai (Director of Credit, Finance, and IT),
- Mr. Takeshi Nakamura (Division Head of KTA Mirai+),
- Mr. Agung Subagio (Deputy Director of Corporate Services)
- Mr. Armand and BNP University member

Because without your permissions and blessing, I won't go there and wont be there.

Seminar at Rikkyo University 25-26 July 2017

The purpose of this study is to discuss about the implementation and application regarding non financial reward in the banking industry especially in Bank Nusantara Parahyangan. The company uphold the vision of the company, that declared that PT Bank Nusantara Parahyangan is the company that will be number one in KTA bussiness, so it has to be align with the implementation. One of the program is "non financial reward". Hereby i will describe to measure the effectiveness of this kind of reward and the influence for productivity and performance within.

To be honest, our company is a small company. To retain employee based on financial, will be a huge leverage for ourselves. But there's many unique things in this company, that can be It's been prepared from lates June 2017 to prepare and competition started to presentating each of our papers. The paper is to introduce, promote, to retain, or might be to repair each of our company.

My title is to promote about how "Non Financial reward, can influence to make growth and retain performance, for sales unit achievement in small area, for KTA Mirai+ in medium scale, also in BNP in higher scale.

few factors to retain the employee, such as work environment, recognition, and career development. The presedence is like "Most people likes money, but for some people recognition, more important than money".

This presentation is the only study conducted in the banking industry at Bank BNP which measured the impact of non financial reward system for business continuity with the intention to

provide the best performance result that bring value for company and also improvement for each individual. Beside that it can be brought to another financial institution or related kind of business (ex: Bank) which is demand high talent with high work preasure in variant level of employee.

It held in two days 25-26 July 2017 in Ikebukuro campus, Rikkyo University. Lead by Prof Shiraishi, Senior Vice President Rikkyo University. He send warmest regards for management Bank BNP, especially that he knows that our company under BTMU and ACOM, and knew that one of our

director was graduated from this campus.



It's been a great pleasure and great welcome, that we've been welcome very very pleased. A good environment make our "temperature" on debate and discuss many things remaining low.



The correspondent tells that if it can remain and sustain more than 4 years minimum, beside the turn over employee ratio below than 5 % each years. So the system will held and sustainable for the company. The major idea is if it can also implement to another company also, in a banking institution or maybe another related fields.

It's been an honour to be in the scientific institution that having wonderfully calm environment.



Company Visit at Shin-Koto Incineration Plant

This plant is one of Clean Authority of Tokyo, Tokyo Metropolitan government. This company managing waste that faced by most government of the city regency in the whole world.

It has many part that each of the part become one on the system. Punctuality is a must. They make improvement continuously (kaizen). And small differences make makes progress in times.



They have structural building that manage waste to become another power source and another substantial / materials. It also reduces waste with reducing cost and waste (pollution). And the most interesting from this plant is **it can suffice their own average / cost.**



So..the big question is..can we can be or get this progress ? Can we achieve this one day. And for our bank, can each unit of us can burden our own leverage ? so pure profit will be extra benefit in multiply amount.

Hopefully every institution can be like this one day.

Culture Experience & Relation

At the day one (25 July 2017) in the evening, I have occasion in spare time and make schedule to meet one of Acom's member. He is Hisashi Yamauchi, Assistant Manager Overseas Business Dept., AcomCo.,Ltd.

We meet up at Shinagawa trainstation and he had to assist me because I can't recharge my "suica" =D . We have discuss many things also about culture employee in Japan, also the traditional culture of Japan. Also we've discussed about BTMU and Acom in Japan and how they grow.

Fortunately, the dine place give us unique and wonderful experience. Either in dishes also the performance of "NAMAHAIGE". It came from the Japan prefecture called Akita



That would be a part of greatest experiences in life for me. Because of that, personally I want to thank you ververy much abundantly for letting me had this experiences, that I would never forget.

I'm really sorry to present this report slight unformal and less useful report. But I present you the actual experiences that really happened.

Bottom of all, I want to thank you once again for this opportunity.



Sincerely Yours,

Eko Bayu C -

Counseling Support Dept. Head

KTA Mirai+

PT. Bank Nusantara Parahyangan, Tbk