



PR/123669 | Rewards Management Manager

Job Information

Recruiter

JAC Recruitment Indonesia

Job ID

1583831

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Indonesia

Salary

Negotiable, based on experience

Refreshed

May 19th, 2026 11:01

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Job Qualification:

- Bachelor's degree in Human Resources, Business Administration, Finance, Economics, or related field.
- Master's degree or relevant certifications (CCP, GRP, SHRM, etc.) are an advantage.
- 5–8 years of experience in rewards, compensation & benefits, or HR analytics.
- Strong understanding of compensation structures, job evaluation methods, and salary benchmarking.
- Experience managing merit cycles, bonus programs, and incentive plans.
- Proficiency with HRIS systems (Workday, SAP SuccessFactors, Oracle HCM).
- Advanced skills in Excel and data analysis.
- Strong attention to detail with excellent analytical and numerical abilities.
- Good understanding of labor laws and regulatory compliance related to compensation and benefits.
- Strong communication and stakeholder-management skills.
- Ability to manage multiple priorities and work in a fast-paced environment.
- High integrity and ability to maintain confidentiality in handling sensitive information.

Job Requirements:

- Design and manage compensation structures, salary bands, and job grading systems.
- Conduct market benchmarking, salary surveys, and competitive analysis.
- Oversee annual merit increases, bonus cycles, and salary reviews.
- Develop and manage employee benefits programs and vendor partnerships.
- Monitor and optimize utilization and cost-effectiveness of benefits plans.
- Develop, implement, and improve rewards & recognition programs.
- Manage short-term and long-term incentive plan processes.
- Ensure alignment between performance outcomes and reward decisions.
- Provide compensation advisory to HR Business Partners and managers.
- Prepare reward analytics, dashboards, and reports for senior leadership.
- Maintain compliance with labor laws and internal governance standards.
- Communicate reward policies and conduct training sessions as needed.

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Company Description