PR/123669 | Rewards Management Manager

募集職種

人材紹介会社
ジェイ エイ シー リクルートメント インドネシア

求人ID
1583831

業種
その他（メーカー）

雇用形態
正社員

勤務地
インドネシア

給与
経験考慮の上、応相談

更新日
2026年05月19日 11:01

応募必要条件

職務経験
6年以上

キャリアレベル
中途経験者レベル

英語レベル
ビジネス会話レベル

日本語レベル
無し

最終学歴
短大卒： 準学士号

現在のビザ
日本での就労許可は必要ありません

募集要項

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.

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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会社説明