

WAHYU ALDIANSYAH

+62 812-7642-6510 | wahyualdiansyah2118@gmail.com | [linkedin.com/in/wahyualdiansyah/](https://www.linkedin.com/in/wahyualdiansyah/)

Dynamic and impacts-driven HR practitioner with a track record of managing 500+ applicants and successfully hiring 15 top-performing staff. Skilled in recruitment, team development, and KPI design with a motivation for creating workforce strategies that drive organizational growth. Bilingual in English and Indonesian, leveraging strong analytical and communication skills to solve challenges and foster collaboration. Passionate about continuous learning and adept at navigating challenges to deliver innovative HR solutions.

WORK EXPERIENCE

Kopi Pablo, Padang

January 2024 – present

Human Resources Development Staff

- Streamlined end-to-end recruitment processes, managing 500+ applicants while successfully hiring and onboarding 15 high-performing team members to strengthen operational capacity.
- Designed and monitored KPIs, driving monthly performance reviews that enhanced team efficiency and aligned outcomes with organizational goals.
- Developed and evaluated customer satisfaction surveys, transforming feedback into actionable strategies that improved service quality and customer retention.
- Optimized employer branding through Instagram management, engaging 500+ daily Insta-story viewers, addressing 10+ customer inquiries daily, and driving brand growth with 10+ new followers per day.

Fundamental Physics Laboratory FMIPA UGM, Sleman

August 2021 – December 2022

Human Resources & Laboratory Operations Coordinator

- Coordinated and facilitated activities for 200 participants across International and Regular programs, managing 24 experiments and 4 weekly sessions in collaboration with faculty members to ensure smooth operations and accurate assessments.
- Led the recruitment and training for 50 experiment assistants, ensuring high standards of performance.
- Oversaw administration tasks including tracking attendance data for assistants and participants, directly influencing assistant payroll accuracy and participant final scores.

The National Research and Innovation Agency (BRIN), WFH

January 2022 – February 2022

Student Intern

- Analyzed complex data using radar and space weather database (2010-2019), refining research, problem-solving, and reporting skills essential for decision-making and organizational insights.

ORGANIZATION AND LEADERSHIP EXPERIENCE

Human Resources Development Department,

The Physics Student Association of Gadjah Mada University

January 2019 - December 2020

Head of Social Services division

- Strengthened organizational harmony by directing the '*Sobat*' program, supervising 11 departmental liaisons to foster collaboration and elevate interpersonal relationships.
- Improved member well-being through empathetic counseling ('*Open Sambat*') and team bonding initiatives, boosting satisfaction, morale, and a positive organizational culture.

Head of Performance Analytics and Rewards division

- Spearheaded performance evaluation systems, including evaluation cards ('*rapor*'), analyzing data for 60 members to provide actionable feedback and drive individual growth.
- Developed recognition initiatives such as 'Staff of the Month' and 'Staff of the Year,' boosting morale and fostering a culture of appreciation and continuous improvement.

EDUCATION & PROFESSIONAL DEVELOPMENT

Gadjah Mada University | Bachelor of Science | GPA 3.34

August 2018 – December 2022

Alison | Specialization in Designing and Running Successful Assessment Centers | [Credential](#)

August 2024

Learned expertise in creating assessment centers to evaluate candidate potential effectively, learning to design real-world simulation exercises and build objective evaluation teams.

Oxford Home Study Center (OHSC) | Human Resources Management (Short Course) | [Credential](#)

July 2024

Explored key HR management principles, including effective recruitment and selection strategies, as well as staff training and development assessment techniques.

Alison | Fundamentals of Human Resources | [Credential](#)

July 2024

Acquired essential skills in the employment cycle, recruitment, and training, focusing on job analysis, employee recognition, and conflict management while understanding evolving HR practices.

SKILLS

Languages: Indonesian (Native), English (Fluent)

Technical Skills: Microsoft Office, LaTeX, Google Workspace, C++, Python.

Graphic and Video Editor: Canva, Adobe Illustrator, Filmora, Adobe Premiere.

Core Competencies: end-to-end recruitment, Behavioral Event Interview (BEI), training-learning (curriculum), public speaking, KPI, team management, counselling, Training Need Analysis (TNA), people development.