

Rayterton PeopleOS

A modern Human Capital platform designed to manage, develop, and govern the full employee lifecycle within a single unified system.

From Core HR, Payroll, Talent, Career Planning, Learning, and Employee Experience to People Analytics, Strategic Talent, and Executive Alignment & Governance, PeopleOS enables organizations to operate with clarity today while building workforce strategy for tomorrow.

All in one people platform.

Single Platform for the full people lifecycle

Rayterton PeopleOS is a unified people platform designed to support organizations at different stages of growth, from fast-growing companies to large enterprises and state-owned organizations. It provides a strong operational foundation today while remaining fully capable of supporting enterprise-level complexity, governance, and executive decision-making tomorrow.

Many organizations struggle because their HR systems are built only for their current size. Payroll tools work well at the beginning, but start to show limitations as headcount grows, structures become more complex, and leadership demands clearer insight and accountability. PeopleOS is designed to eliminate this problem by offering a platform that evolves with the organization, without forcing system replacement every few years..

Who PeopleOS is for

- *Growing companies scaling from hundreds to thousands of employees*
- *Large enterprises and state-owned companies with governance needs, with employees numbering in thousands to hundred thousands.*
- *Organizations that want one system to grow with them, not replace every 3–5 years.*

PeopleOS Suite Editions

Designed for Every Stage of Organizational Growth

(PeopleOS Core, PeopleOS Enterprise, PeopleOS Strategic Talent Suite and PeopleOS Executive Alignment and Governance Suite)

Rayterton PeopleOS is built as a single, unified Human Capital platform that evolves with your organization. From operational stability to enterprise governance and executive-level people strategy, PeopleOS allows organizations to activate the depth they need, when they are ready, without replacing systems or disrupting operations.

PeopleOS Core

Operational Foundation for Growing Organizations

PeopleOS Core is designed for organizations that have moved beyond spreadsheets and basic payroll systems, but still require speed, simplicity, and operational reliability.

It delivers complete end-to-end Human Capital operations, covering Core HR, Payroll, Talent Development, Career Planning, Learning, and Employee Experience in one integrated platform. This edition provides a solid foundation that stabilizes HR operations today while ensuring the organization will not outgrow the system as it scales.

Best suited for:

Growing companies and organizations seeking a strong, future-ready HR foundation.

PeopleOS Enterprise

Depth, Scale, and Control for Complex Organizations

PeopleOS Enterprise extends the full capabilities of PeopleOS Core with deeper analytics, advanced configuration, governance-ready workflows, and enterprise-scale control.

It is designed for organizations managing multiple business units, complex structures, layered approvals, and higher demands for insight, accountability, and audit readiness.

Built on the same platform, PeopleOS Enterprise does not introduce fragmentation, but deepens control and visibility across the organization.

Best suited for:

Large enterprises, group companies, and state-owned organizations with structural and governance complexity.

PeopleOS Strategic Talent Suite

Talent Architecture and Workforce Strategy System

The Strategic Talent Suite introduces an advanced strategic layer for organizations ready to move beyond operational talent management.

It enables structured talent architecture, job and grade governance, succession readiness, and multi-year workforce planning aligned with business direction.

This suite transforms talent discussions into measurable, structured, and enterprise-wide decisions driven by data rather than intuition.

Designed for:

CHRO, HR Strategy Teams, Talent Committees, and Executive Management.

PeopleOS Executive Alignment & Governance Suite

Executive-Level People Strategy and Governance System

This suite is purpose-built exclusively for CEOs, Boards, and Executive Committees.

It formalizes people strategy into governance frameworks, executive alignment workspaces, risk diagnostics, and institutional decision records.

Unlike traditional HR systems, this suite positions people strategy as a board-level discipline, with clear ownership, accountability, and historical traceability of executive decisions.

Designed for:

CEO, Board of Directors, Commissioners, and Executive Committees.

One Platform. One Data Foundation. Multiple Strategic Depths.

All PeopleOS editions are built on the same unified platform and shared data foundation.

Organizations activate capabilities progressively, without system replacement, data migration, or operational disruption.

PeopleOS grows with your organization, from operational excellence to enterprise governance and executive-level people strategy.

Implementation Philosophy and Experience

With **Rayterton** that specializes in customizing solutions to fit your needs 100%, you do not need to worry about disruption or change; the system can follow your existing business processes and operations.

- *Phased rollouts, go live on specific modules with your own pace*
- *Existing processes respected and emphasized*
- *Change requests included in maintenance; no fear of missing out important business needs during initial implementation phase*

Designed for Growth, Trusted at Enterprise Scale

PeopleOS supports two common organizational realities.

For growing companies, **PeopleOS Core** delivers reliable payroll, structured HR administration, and manager-ready dashboards that reduce operational friction. It ensures accuracy, compliance, and visibility without introducing unnecessary complexity. Organizations can go live quickly, stabilize their people operations, and establish a clean data foundation for future growth.

For large enterprises and BUMN, **PeopleOS Enterprise** extends seamlessly into advanced people analytics, talent management, workforce planning, and executive governance. It enables leadership teams and boards to see people strategy with the same clarity and discipline as financial and business strategy.

Both segments use the same core platform. The difference is not capability, but how far each organization chooses to activate the platform.

Why organizations outgrow payroll-centric systems?

Many organizations struggle because their HR systems are built only for their current size. Their systems work well at the beginning, but start to show limitations as headcount grows, structures become more complex, and leadership demands clearer insight and accountability. That is because typical HR systems are centered around doing payroll. Every other feature such as employee records, recruitment, leave, etc. are made to support payroll calculations. But such systems only keep daily operations in mind, not for ease in future decision making. It is difficult to scale up and use for strategic workforce planning.

Contrast that to **PeopleOS**. PeopleOS doesn't just help you with doing daily Human Capital operations; it also helps you plan ahead in all facets of organizing your company's talents. We aim to provide you with a system that doesn't just record, but also provides you with actionable insights.

Rayterton PeopleOS Core

Designed for growing organizations to consolidate end-to-end human capital operations on a stable foundation built to scale over time that grows with the business.

All in one platform.

Begin with PeopleOS Core

PeopleOS Core is designed for organizations that have moved beyond spreadsheets and basic payroll tools, but are not yet ready to invest in complex enterprise HR systems. It provides a **solid operational foundation today**, while ensuring the **organization will not outgrow its HC platform tomorrow**. PeopleOS Core is designed as the **first complete step** for consolidating your HC operations.

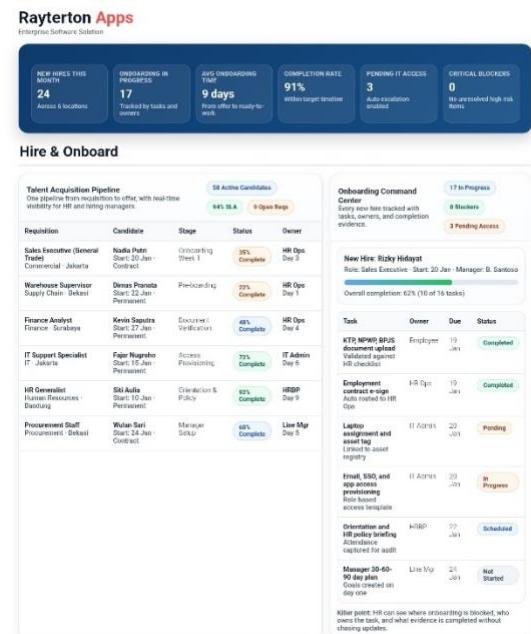
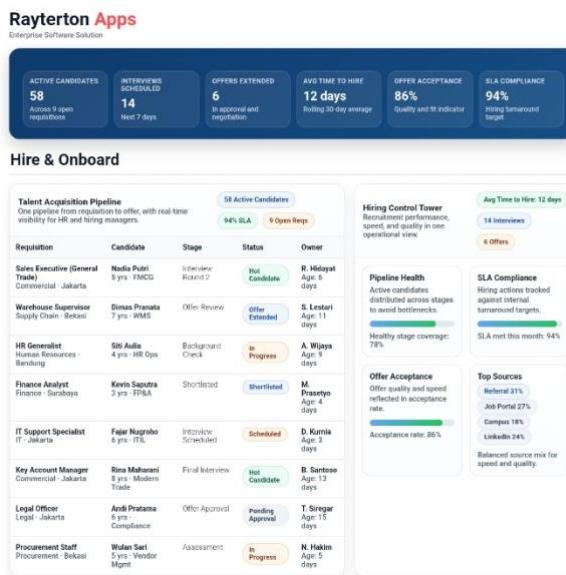
PeopleOS Core represents the solid foundations without compromising on breadth. All facets of managing your talents are included.

Complete Core HR

Hire and Onboard

Talent Acquisition, Onboarding & Offboarding

Talent Acquisition and Onboarding in one pipeline. HR can see recruitment status, and Onboarding steps completed for those hired.



Core HR

Employee Records, Payroll, Benefits Administration, Compensation Management, Absence & Leave Management, Time & Attendance

The basic core requirements for effectively managing your workforce.

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Core HR

Employee Records Directory					
A live employee directory with complete HR master data, ready for payroll, benefits, and governance.					
Employee ID / Note					
EMP-000128 Joined: 2019	Budi Santoso Commercial	Key Account Manager	G07	Active	Jakarta Unit: Commercial
EMP-000344 Joined: 2026	Nadia Putri Commercial	Sales Executive	G04	Probation	Jakarta Unit: Commercial
EMP-000512 Joined: 2023	Siti Aulia Human Resources	HR Generalist	G05	Active	Bandung Unit: Human Resources
EMP-000907 Joined: 2021	Fajar Nugroho IT	IT Support Specialist	G04	Active	Jakarta Unit: IT
EMP-001103 Joined: 2020	Dimas Pranata Supply Chain	Warehouse Supervisor	G06	Active	Bekasi Unit: Supply Chain
EMP-001229 Ends: Dec 2026	Wulan Sari Procurement	Procurement Staff	G04	Contract	Bekasi Unit: Procurement
EMP-001487 Joined: 2022	Kevin Saputra Finance	Finance Analyst	G05	Active	Surabaya Unit: Finance
EMP-001655 Joined: 2018	Rina Maharani Commercial	Key Account Manager	G07	Active	Jakarta Unit: Commercial
EMP-001799 Joined: 2019	Andi Pratama Legal	Legal Officer	G06	Active	Jakarta Unit: Legal
EMP-001944 Joined: 2017	Taufik Siregar Operations	Area Manager	G08	Active	Medan Unit: Operations
EMP-002006 Joined: 2020	Ayu Lestari Customer Service	CS Supervisor	G05	Active	Semarang Unit: Customer Service
EMP-002077 Start: 20 Jan	Ricky Hidayat Commercial	Sales Executive	G04	Onboarding	Jakarta Unit: Commercial

Employee 360 Profile	
Selected: EMP-000128	
Complete record: employment, payroll, benefits, compensation, and leave in one view.	
Verified	
Last Update: 2 days	

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Enterprise Software Solution					
PAYOUT PROCESSED 2,086 Payslips generated successfully	PAYOUT EXCEPTIONS 14 Needs review before final post	NET PAYROLL IDR 18.6B After tax and deductions	ATTENDANCE COMPLIANCE 96% Time logs captured on time	LEAVE REQUESTS 76 8 pending approvals	OVERTIME HOURS 412 This pay period

Core HR

Payroll Exceptions and Approval Queue			
A short list that leadership actually reads: exceptions prioritized with owners and due dates before posting payroll.			
Exception / Area	Employee / Detail	Severity	Owner / SLA
EXC-0009 Payroll	EMP-001229 Wulan Sari Allowance rule mismatch	High	HR Ops Due: Today
EXC-0012 Time & Attendance	EMP-000907 Fajar Nugroho OT hours pending approval	Medium	Line Manager Due: 1 day
EXC-0015 Employee Data	EMP-002077 Ricky Hidayat New hire bank not verified	High	HR Ops Due: Today
EXC-0018 Benefits	EMP-001944 Taufik Siregar Cap exceeded, needs validation	Medium	HR Ops Due: 2 days
EXC-0021 Payroll	EMP-001487 Kevin Saputra Updated marital status	Low	Payroll Admin Due: 3 days
EXC-0024 Leave	EMP-000344 Nadia Putri Leave after cut-off date	Medium	HR Ops Due: 1 day
Payroll, Leave, and Time Control			
Run payroll with confidence: exceptions, approvals, and compliance tracked in one place.			
Payroll Run Status 2,086 payslips prepared. 14 exceptions flagged before final posting.	Completion: 92% (ready for approval)	Cycle: Jan 2026	Draft Ready 3 Pending Approvals
Gross to Net Snapshot			
Management-ready payroll totals for quick validation.			
GROSS PAYROLL IDR 23.8B	TOTAL DEDUCTIONS IDR 5.2B		
NET PAYROLL IDR 18.6B	BANK FILES 4 Banks		
Time & Attendance			
Compliance tracked by site with automated escalation.			
COMPLIANCE 96%	LATE INSTANCES 183		
OVERTIME 412 hours	MISSING LOGS 27		
Absence & Leave			
Requests and approvals consolidated for payroll cut-off accuracy.			
REQUESTS 76	PENDING 9		
APPROVED 63	REJECTED 4		

Killer point: Payroll is not treated as an isolated calculation. Time, leave, benefits, and employee master changes are validated upfront, so errors are caught before posting and every exception has an owner and deadline.

Payroll & Statutory Compliance (Indonesia Ready)

Enterprise-grade payroll built with Indonesian regulations as a first-class foundation.

PeopleOS Payroll is designed to fully comply with Indonesian statutory and employment regulations while providing the flexibility and governance required by growing companies, large enterprises, and state-owned organizations. Payroll processing, statutory compliance, and approvals are managed in one unified system, eliminating manual reconciliation and reducing operational risk.

Built for Indonesian Payroll Standards

PeopleOS Payroll natively supports Indonesian payroll requirements without relying on external engines or manual workarounds. All statutory components are configurable, traceable, and audit-ready.

Supported statutory and payroll components include:

PPh 21 calculation aligned with Indonesian tax rules, BPJS Kesehatan and BPJS Ketenagakerjaan (JHT, JKK, JKM, JP), company insurance schemes, allowances such as transport, meal, position, and fixed or variable benefits, as well as deductions including loans, absences, penalties, and policy-based adjustments.

Payroll rules can be applied consistently across employee categories, grades, contract types, and organizational units.

Gross-to-Net Payroll with Full Transparency

PeopleOS Payroll manages the complete payroll lifecycle from gross salary calculation to net pay, with clear statutory breakdowns at every step.

HR and Finance teams can view gross-to-net salary calculations, detailed tax and BPJS contributions, employer and employee statutory obligations, and payroll cost summaries by unit, grade, or entity.

This ensures transparency, accuracy, and confidence during payroll runs and audits.

Approval, Control, and Audit Readiness

Payroll processing in PeopleOS follows structured approval workflows aligned with organizational governance.

Every payroll run is reviewed and approved based on role-based authority, logged with a complete audit trail, and traceable by payroll period, approver, and approval status.

This ensures payroll decisions remain controlled, auditable, and defensible even as organizational complexity increases.

Designed for Scale and Complexity

PeopleOS Payroll is built to support organizations with multiple business units or subsidiaries, complex compensation structures, varying payroll policies per entity, and high audit or compliance requirements.

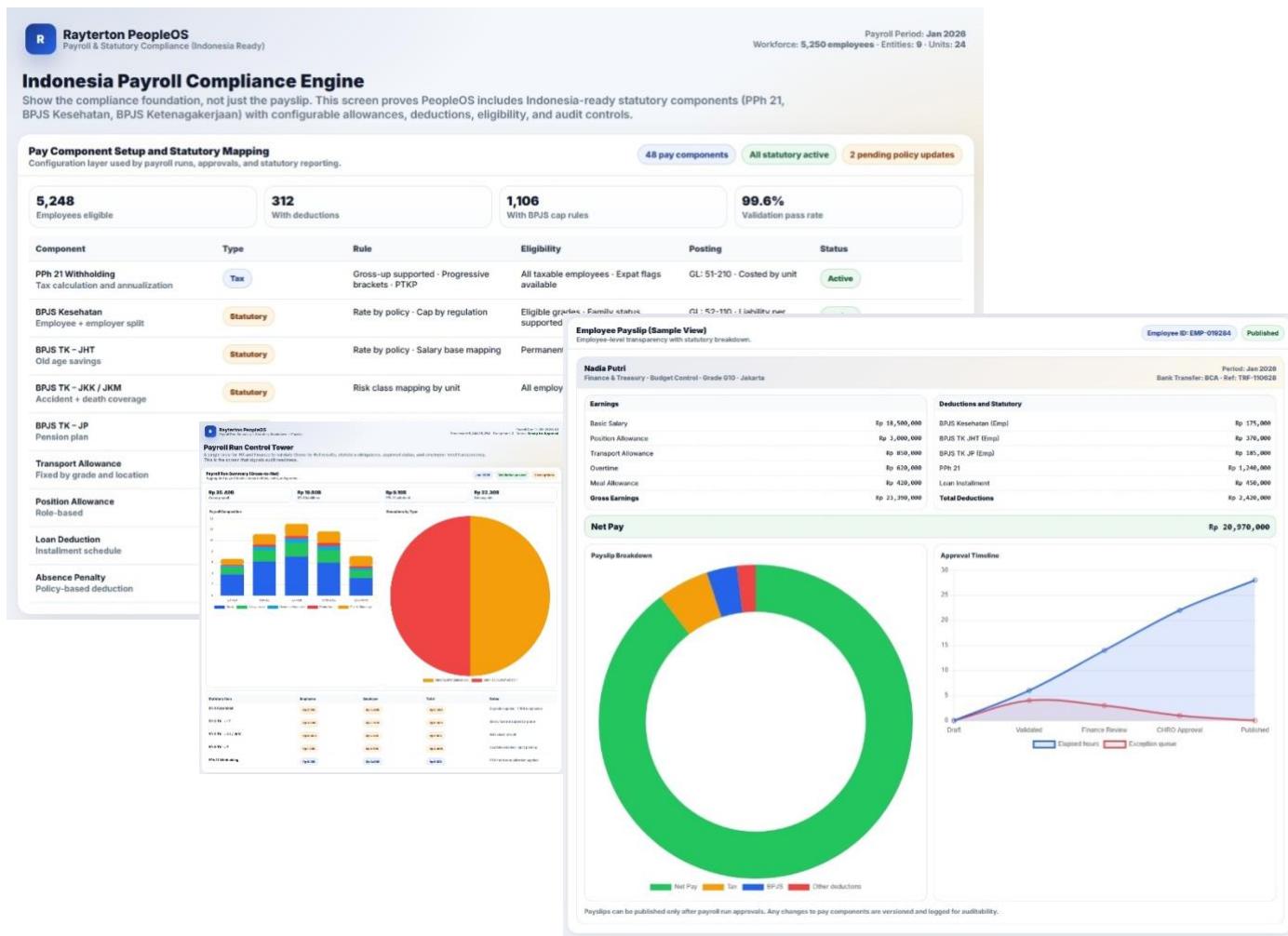
As organizations grow, payroll rules and statutory settings can evolve without disrupting ongoing operations.

What This Means for Your Organization

With PeopleOS Payroll, organizations no longer require separate local payroll systems or manual statutory reconciliation. Statutory compliance is embedded directly into the payroll engine, reducing operational risk and dependency on manual processes.

PeopleOS Payroll is not just a generic payroll module adapted for Indonesia.

It is an enterprise-grade Indonesian payroll system designed to meet local regulations while supporting long-term organizational growth.



Employee Experience

Employee Self Service & Management Self Service

Offload burden from the HR team for various data requests, clerical, and administration tasks.

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Employee Experience

Employee Self Service offloads daily HR administration by turning requests into a guided, trackable workflow with clear status and SLA.

SELF-SERVICE USERS
1,980
Employees actively using ESS

MANAGER USERS
240
MSS enabled for approvals

REQUESTS THIS MONTH
1,460
Across 12 request types

AVG RESPONSE TIME
4.2 hrs
From request to resolution

APPROVAL SLA
93%
Within policy target

HR WORKLOAD REDUCED
-38%
Fewer manual tickets

Employee Self Service Hub
Common requests, status visibility, and instant access to documents without contacting HR.

1,460 Requests
4.2 hrs Avg
12 Request Types

My Payslips
24
Payslips available in-app with export options

Leave Balance
10 / 12
Policy-based balance with audit trail

Documents
18
Letters and certificates generated from templates

Profile Updates
62
Submitted this month with approval routing

Recent Requests
Employees see status and ETA, reducing follow-ups and manual HR tickets.

Request	Employee	Status	Response
REQ-01682 Payslip & Tax Slip	EMP-001487 Kevin Saputra Channel: Mobile	Resolved	2.1 hrs Avg

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Employee Experience

Management Self Service enables fast approvals with delegation and policy checks, so HR receives clean, validated data instead of manual follow-ups.



Manager Approval Queue

Managers approve leave, overtime, and employee data changes in seconds with built-in policy checks.

Pending Approvals: 17
3 Escalations
Auto-policy checks

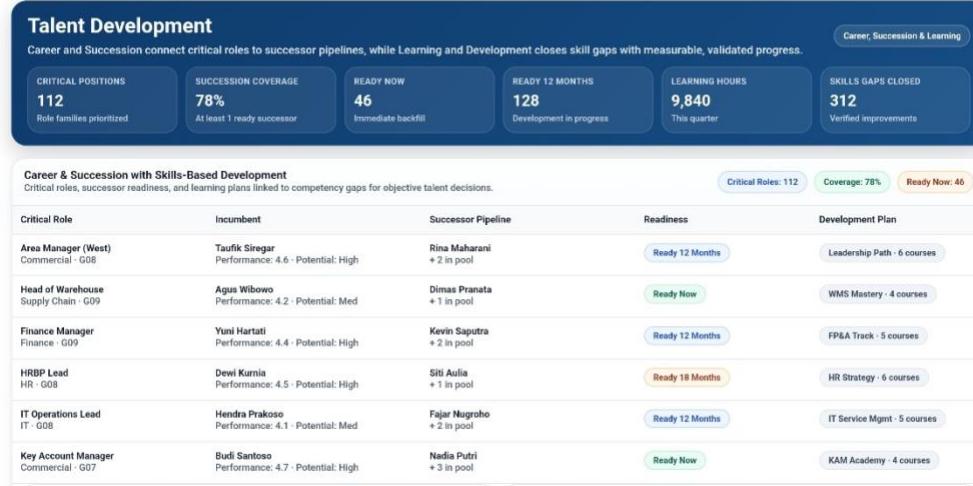
Approval Item	Requester	Type	Status
Leave Request 3 days - 22-24 Jan	Nadia Putri Commercial	Annual Leave	Pending
Overtime Claim 4.5 hours - Site: JKT	Fajar Nugroho IT	Overtime	Pending
Profile Update Address change	Siti Aulia HR	Employee Data	Review
Leave Request 1 day - 25 Jan	Dimas Pranata Supply Chain	Annual Leave	Pending
Overtime Claim 2.0 hours - Site: BKS	Wulan Sari Procurement	Overtime	Pending
Document Request Employment letter	Budi Santoso Commercial	Letter	Review
Delegated Approval Acting manager	Ayu Lestari Customer Service	Delegation	Approved

Talent Development

Performance & Goals, Career & Succession, Learning & Development.

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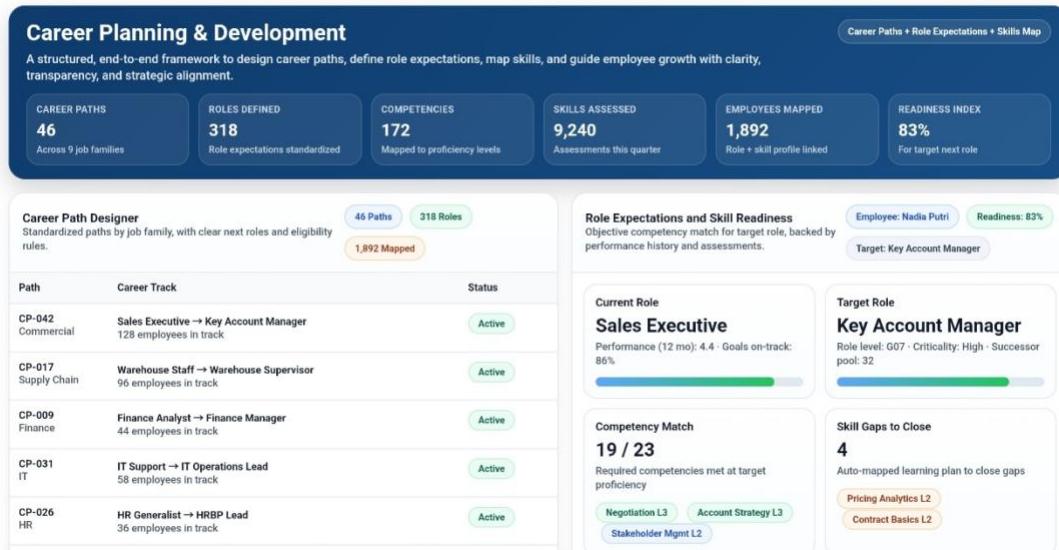


Career Planning & Development

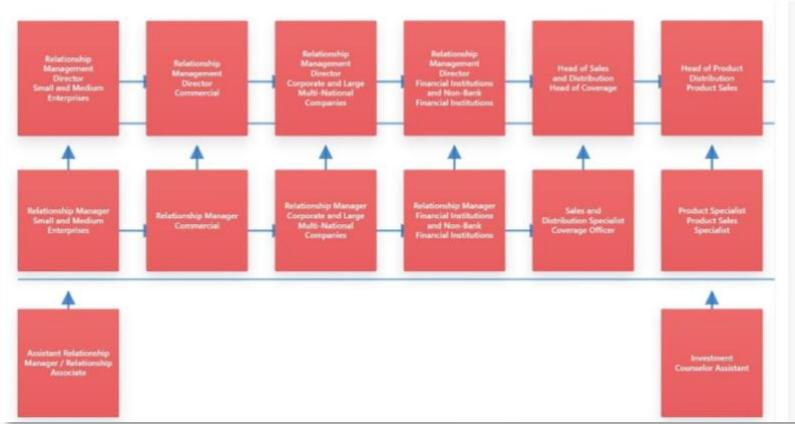
PeopleOS Career Planning & Development provides a structured, end-to-end framework to design career paths, define role expectations, map skills, and guide employee growth. By connecting job structures, competencies, and performance expectations, PeopleOS empowers organizations to build a future-ready workforce with clarity, transparency, and strategic alignment. Helping employees understand how to grow, develop, and progress with clarity.

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Career Structure Pathways



PeopleOS visualizes career progression clearly across roles, levels, and functions. Employees and leaders can see structured career movements, lateral opportunities, and leadership pathways in one integrated view, enabling transparent workforce planning and long-term talent development.

Position Details

Each role in PeopleOS is defined with clear job descriptions, required technical skills, and core behavioral competencies. This ensures alignment between expectations, capability requirements, and career readiness at every level of the organization.

Position Details

Agency Director/Segment Lead		Technical Skills & Competencies	Proficiency Level
Job Description		Account Management	5
The Agency Director/Segment Lead is responsible for the overall strategy of the agency or segment. He/She connects with the various business units and functions to bring their products to market, and is responsible for formulating the policies and initiatives for the agency. He sets the targets for the agency and directs the agency in meeting the Key Performance Indicators (KPIs) that drive the agency's performance. He also provides mentorship to the team.		Business Performance Management	6
The Agency Director/Segment Lead is strategic and forward looking, setting the vision and direction for the agency and driving its achievement through disciplined agency management. He is also comfortable in working with senior stakeholders, and has strong interpersonal skills to forge relationships with external parties and also to lead the agency.		Cash Flow Reporting	4
		Channel Management	5
		Client Investment Suitability	5
		Customer Acquisition Management	5
		Ethical Culture	5
		Financial Analysis	5
		Learning and Development	5
		Market Profiling	5
		Partnership Management	5
		People Performance Management	5
		Personal Finance Advisory	5

[Back to Career Structure Pathways](#) [View Critical Work Functions](#)

Job Functions and Tasks

Job Functions and Tasks

Agency Director/Segment Lead		
Critical Work Functions	Key Tasks	Performance Expectations
Manage recruitment, development and performance management of team	Recruit agency team managers Oversee training and development of teams Allocate resources for training and development of teams Develop KPIs to measure performance of teams Provide mentorship and coaching to teams Drive culture of agency	As Above
Grow agency business offerings	Establish key partnerships and distribution channels for the organization Create new channels for sales growth Ensure agency is up-to-date with all new developments in the industry Deepen relationships with existing business partners and acquire new business partners to expand portfolio of products and services Manage contracts with business partners	If agency provides advice directly to customers on life insurance products, Capital Markets and Financial Advisory Services (CMFAS) certification is required. Relevant modules include but are not limited to: 5, 9, 9A.

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PeopleOS breaks down each position into critical work functions, key tasks, and measurable performance expectations. Organizations gain clarity on accountability, while employees understand exactly what drives performance and career progression.

Technical Skills & Competencies

PeopleOS maps technical capabilities by proficiency level, from foundational execution to strategic mastery. This structured framework supports targeted learning, capability gap analysis, and data-driven upskilling aligned with business needs.

Technical Skills & Competencies			
Account Management			
Proficiency Level 2	Proficiency Level 3	Proficiency Level 4	Proficiency Level 5
<p>Articulate advantages and disadvantages of the organization's product or service offerings to customers.</p> <p>Share basic understanding of the organization's products and services with customers.</p> <p>Conduct sales activities for assigned clients or accounts according to a defined sales plan.</p> <p>Sell a limited range of products and services to specific assigned customers, following a standard protocol.</p> <p>Execute day-to-day administrative activities for sales, including handling and management of sales contracts, systems, transactions, and documentation.</p>	<p>Utilize suitable communication platforms to engage with customers.</p> <p>Process feedback from customers on organization's products and services.</p> <p>Interact effectively with customer and provide quality customer service.</p> <p>Manage customer satisfaction.</p> <p>Provide valuable product and service solutions to address customer needs.</p> <p>Drive sales and servicing activities for existing clients or accounts.</p> <p>Retain accountability for sales performance for one or a few small customer accounts.</p>	<p>Formulate an action plan to cater to various customer accounts.</p> <p>Establish existing and potential customer needs and expectations based on feedback.</p> <p>Customize a customer service plan to cater to specific needs of different customers and clients.</p> <p>Adopt proposed solutions as well as sales messages to suit the customer's business context needs.</p> <p>Devise strategies to broaden or deepen relationships with existing customers.</p> <p>Develop product and service solutions that will address current and future customer needs.</p> <p>Set up processes to measure and manage customer satisfaction in line with key performance indicators.</p> <p>Review sales performance of a set of customer accounts.</p> <p>Assess business impact of account management activities.</p>	<p>Develop organizational objectives and key performance indicators in managing customer accounts.</p> <p>Establish a customer account management framework to evaluate and analyze customer needs.</p> <p>Develop an organizational customer service strategy to engage, retain and grow customers.</p> <p>Oversee organization-wide sales performance through all customer accounts.</p> <p>Lead implementation of the organization's target and most critical customer accounts.</p> <p>Establish long-term, strategic relationships with external partners.</p> <p>Review effectiveness of account management activities across customers, agencies and geographies.</p>

Generic Skills & Competencies

Generic Skills & Competencies (Top 5)		
Communication		
Convey and exchange thoughts, ideas and information effectively through various mediums and approaches		
Basic	Intermediate	Advanced
Communicate information with others to respond to general inquiries and to obtain specific information.	Articulate and discuss ideas and persuade others to achieve common outcomes.	Negotiate with others to address issues and achieve mutual consensus.

Career Planning - Generic Skills & Competencies
Outlining key capabilities for every level of generic skills required in the workplace, guiding employees' learning process

PeopleOS defines essential behavioral and leadership skills across progressive levels, from basic communication to advanced influence and negotiation. This helps organizations systematically develop future leaders and strengthen workplace effectiveness.

Ready to fully customize PeopleOS Core to your needs

Share your structure, policies, and pain points. Rayterton will deliver PeopleOS customized to your processes, enabling consistent HR workflows, accurate employee data, while addressing your main concerns.

Contact Us :



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Rayterton PeopleOS Enterprise

All the features of **PeopleOS Core**, but with more in-depth control, analytics and strategic layer.

Built in the same platform, integrated, still as one system.

All in one platform.

Depth, Scale, and Analytical Control for Complex Organizations

PeopleOS Enterprise builds on the complete foundation of **PeopleOS Core** and extends it with deeper analytics, advanced configuration, and organizational-scale capabilities. It is designed for organizations that have achieved operational stability and now require stronger control, insight, and structure to manage complexity across units, roles, and leadership layers. Built on the same unified PeopleOS platform, Enterprise Edition does not introduce a separate system or fragmented modules. Instead, it includes features that support scale, governance readiness, and data-driven people decisions across the organization, going more in-depth in the basics already covered.

Who PeopleOS Enterprise is for

For organizations with :

- *Multiple business units, subsidiaries, or locations.*
- *More complex job grading and compensation structures*
- *Larger leadership layers requiring structured delegation and control*
- *Higher demand for analytics, reporting, and audit narratives*

Typically, these organizations face these problems with managing talents :

- Employees' HR data spread across **multiple locations**, across **separate business units** or subsidiaries, each in **different systems or formats**. Needs manual gathering and consolidation.
- With HR busy with messy data, no time or energy is left to handle planning ahead.
- Employees lost on where to ask for their data.
- Existing systems limited to handle complex organizational data.

Comprehensive

Handle multi organizational units in one platform

Insights-first

Built to provide insights, beyond simple record administration

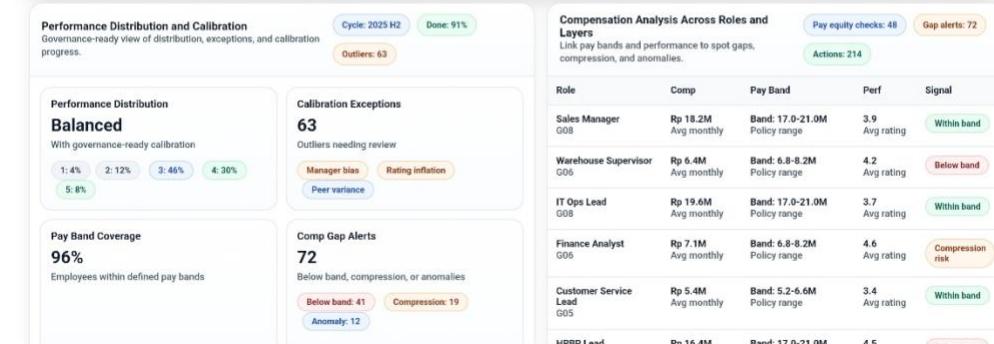
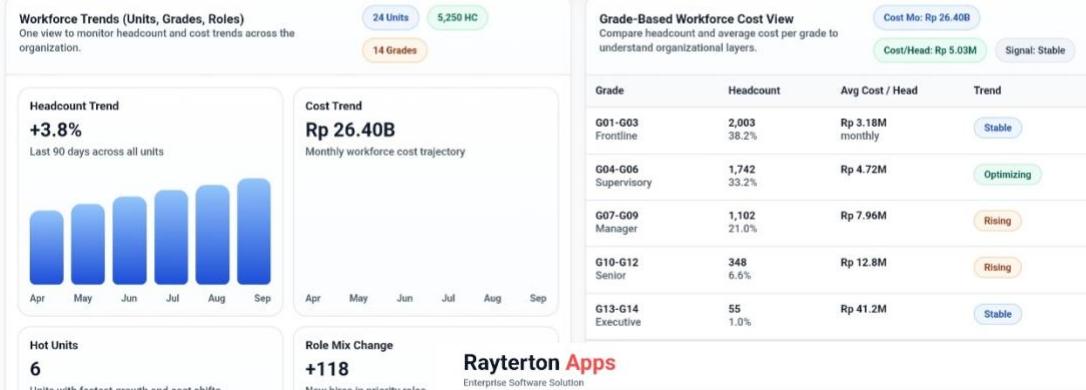
Integrated

Insights as part of the system, not a separate add-on.

Analytics and Insights Driven

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As a whole, PeopleOS Enterprise introduces analytics beyond descriptive reporting.

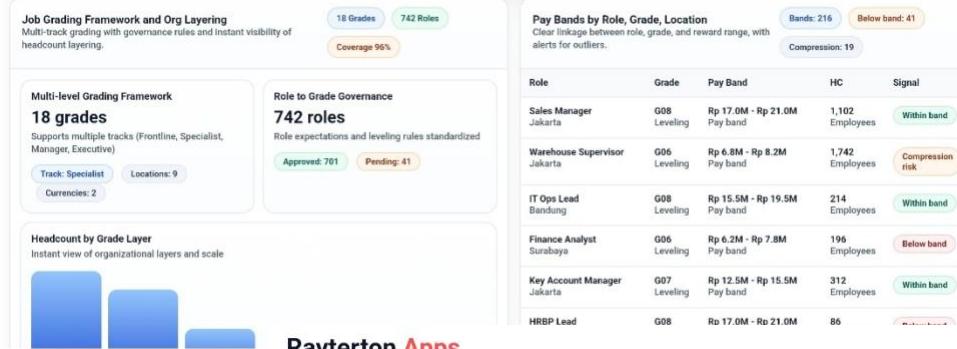
- Workforce trends across units, grades, and roles
- Attrition patterns and risk indicators
- Performance distribution and calibration views
- Compensation analysis across roles and organizational layers

These insights enable HR and leadership teams to move from reporting what happened to understanding why it happened and where risks are emerging.

Advanced Workforce Structure and Compensation Management

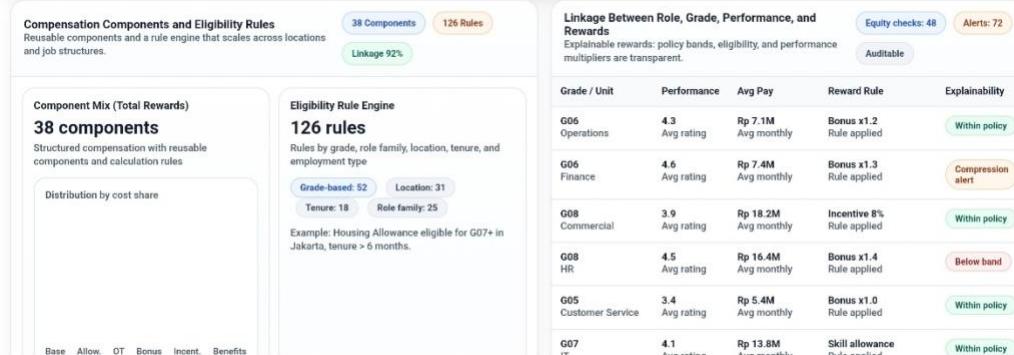
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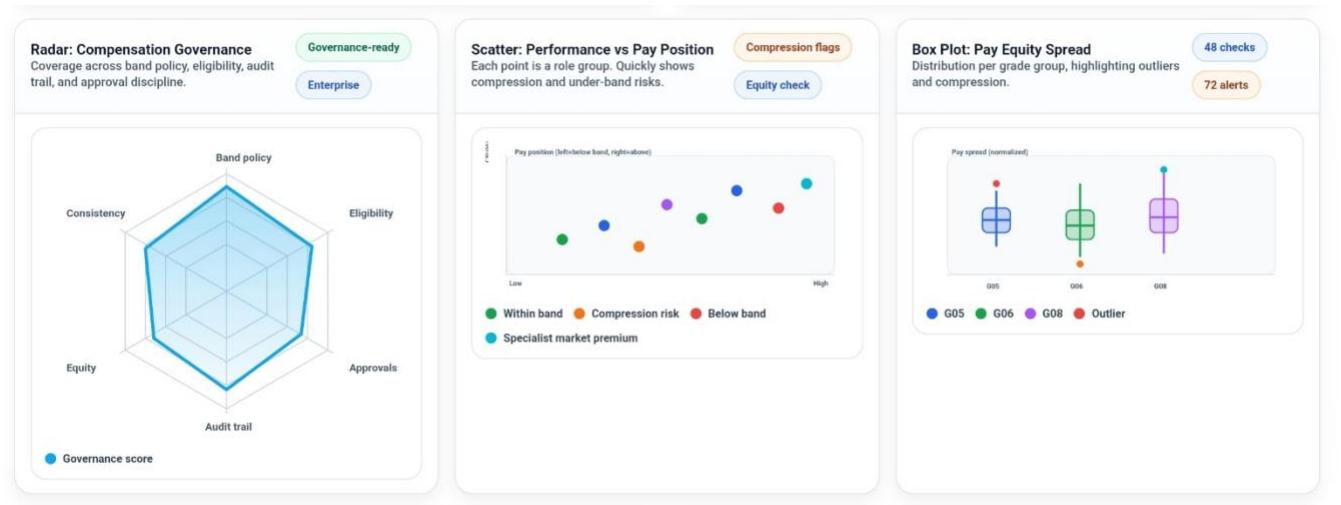
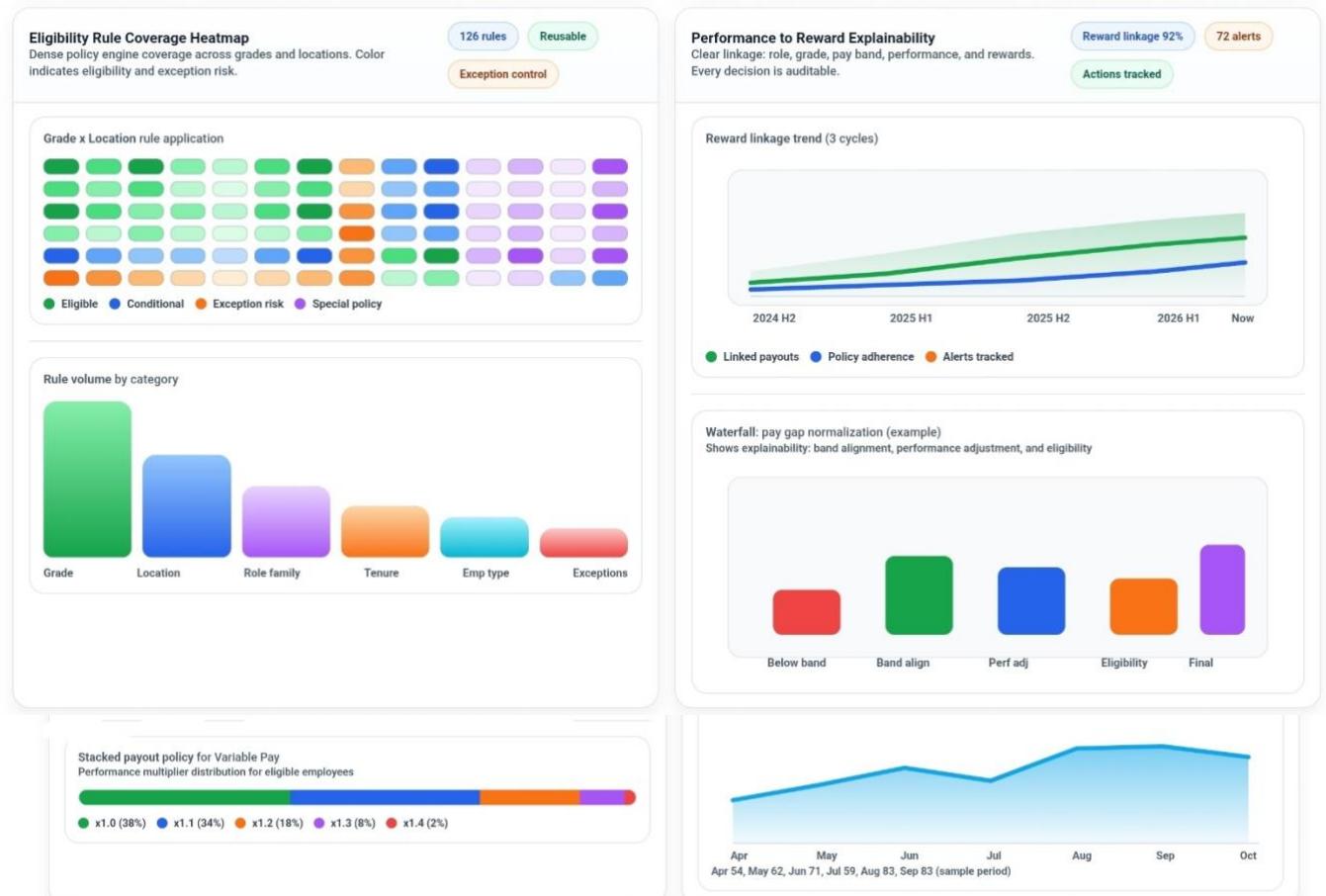


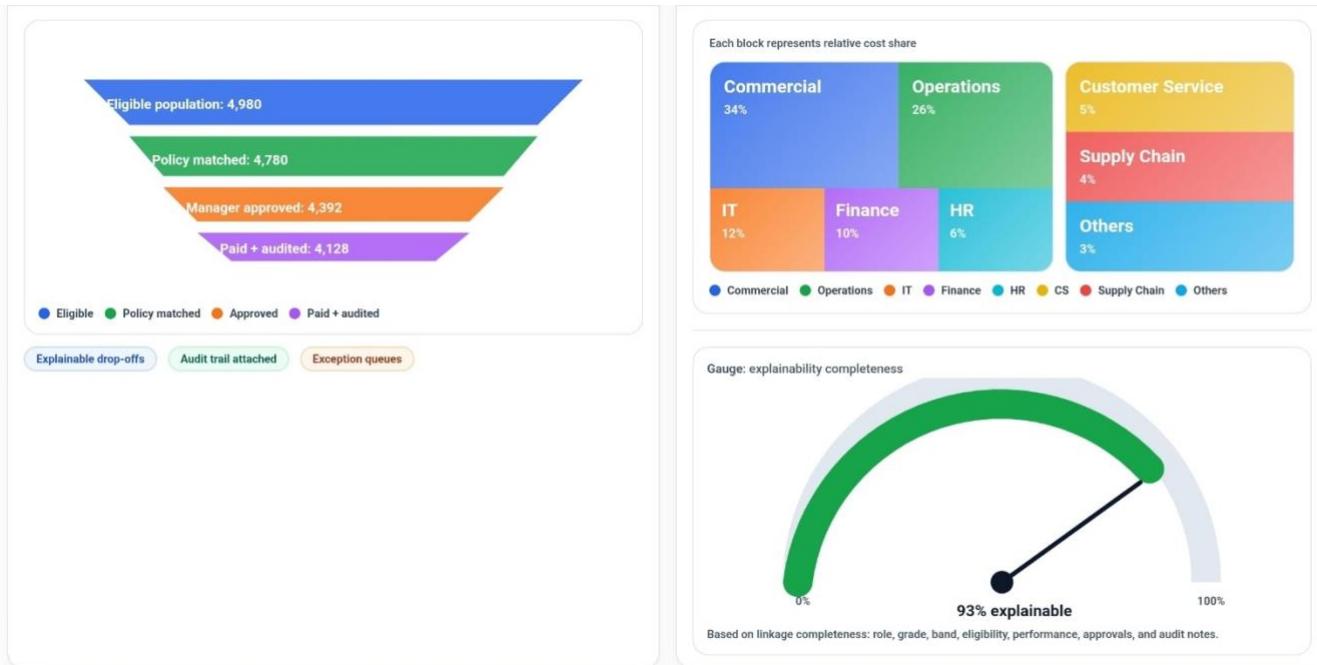
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Explainable Reward Decisions .

Policy bands + performance + eligibility with clear signals. (Table kept for credibility alongside charts.)

Pay equity checks: 48

Alerts: 72

Actions: 214

Role / Grade	Pay Band	Avg Pay	Perf	Rule Applied	Signal
Sales Manager G08 - Commercial	Rp 17.0M - 21.0M Jakarta	Rp 18.2M within	3.9	Incentive 8% (x1.1) Eligible: G07+ · tenure>6m	Within policy Explainable
Warehouse Supervisor G06 - Ops	Rp 6.8M - 8.2M Jakarta	Rp 6.4M below	4.2	Band align + bonus x1.2 Flag: below band	Below band Action required
Finance Analyst G06 - Finance	Rp 6.8M - 8.2M Jakarta	Rp 7.4M compression	4.6	Bonus x1.3 Compression risk check	Compression risk Tracked
HRBP Lead G08 - HR	Rp 17.0M - 21.0M Jakarta	Rp 16.4M below	4.5	Band align + retention allowance Eligible: critical role	Below band Critical role

PeopleOS Enterprise supports more sophisticated organizational structures, including:

- *Multi-level job grading frameworks*
- *Complex compensation components and eligibility rules*
- *Structured promotion and movement tracking*
- *Clear linkage between role, grade, performance, and rewards*

This ensures consistency, fairness, and explainability across large and growing organizations.

Enhanced Managerial and Approval Governance

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Enhanced Managerial and Approval Governance

Multi-layer approval workflows, delegation and escalation paths, role-based authority enforcement, and policy-driven decision routing. Decisions remain controlled, auditable, and aligned as leadership layers increase.



Approval Routing Control Tower
See volumes, bottlenecks, delegation usage, and escalation triggers in one view.

Multi-layer
Auditable
SLA monitoring

Approval funnel from submitted to audited closure



Submitted: 3,420
Policy routed: 3,318
Approved: 3,176
Closed + audited: 3,042

Submitted (blue), Policy routed (green), Approved (orange), Closed + audited (purple)

Drop-offs are explainable: missing authority, out-of-policy requests, or SLA escalations.

SLA risk by approval layer (higher = more risk)



Low risk (green), Medium risk (orange), High risk (red)

Policy-driven routing, Role-based authority, Auto escalation, Delegation with scope

As organizations scale, informal approvals stop working. PeopleOS Enterprise introduces :

- *Multi-layer approval workflows*
- *Delegation rules and escalation paths*
- *Role-based authority enforcement*
- *Policy-driven decision routing*

This ensures decisions remain controlled, auditable, and aligned even as leadership layers increase.

Workflow, Delegation, and Audit Evidence
A single request shows routing, authority checks, escalation, and audit trail.

Authority enforced, Escalation paths, Delegation rules

Approval workflow (example: compensation adjustment)



Routing is policy-driven: grade, amount, business unit, and risk level determine approval path.

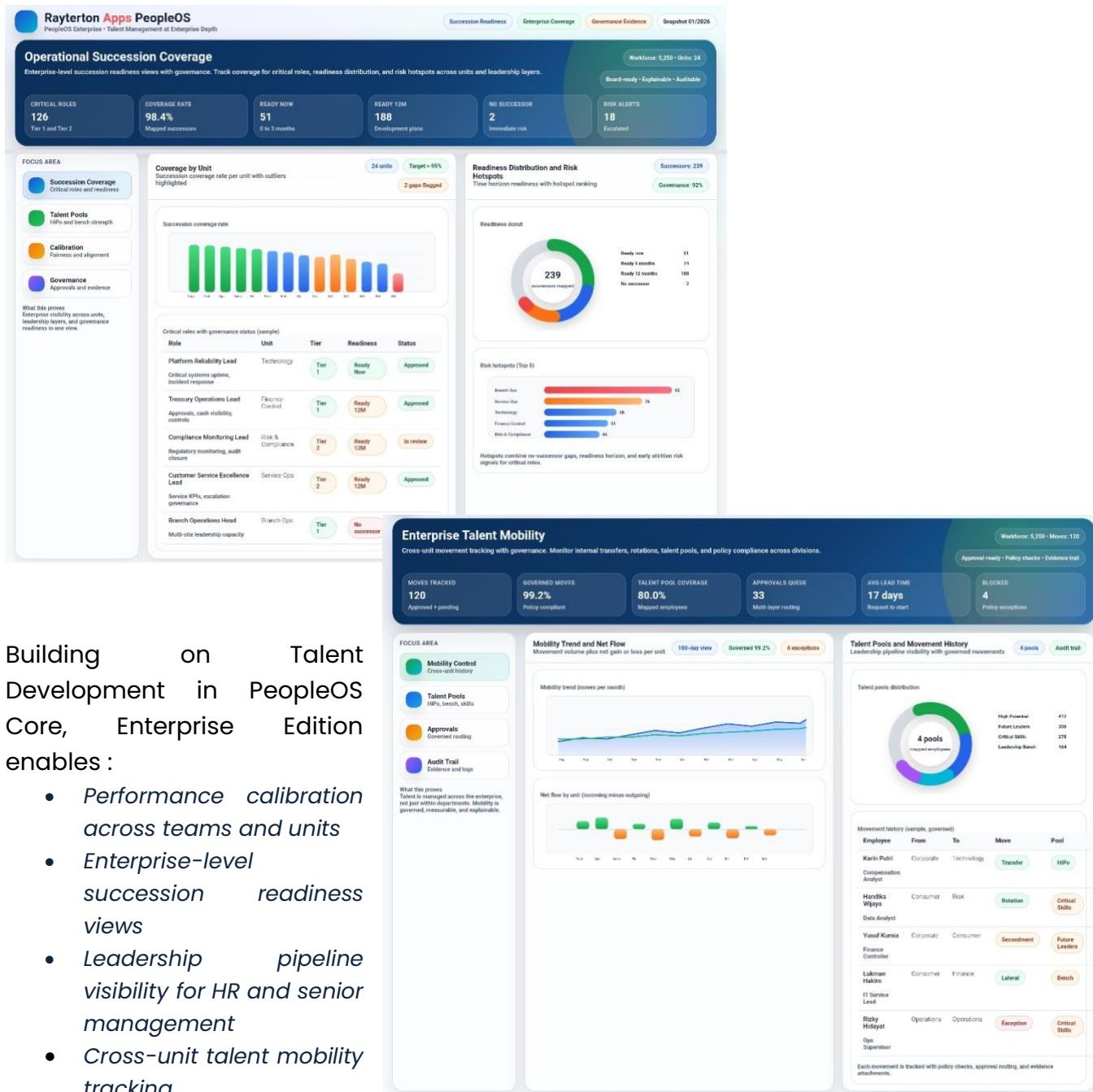
Approval history for Nadia Putri (P-CHR-044)				
Time	User	Status	Details	Justification
10:46	Manager Dimas Prasetya	Approved	Delegation Check Valid until 31 Jan	Reason code Merit adjustment
11:20	BU Director Rina Wibowo	Escalated	SLA Trigger Exceeded 4 hrs	Auto-log System generated
12:05	HR Governance Committee	Policy Verified	Authority Gate Grade G10+	Policy match Eligible = Yes
12:22	CFO Andi Saputra	Approved	Role Authority L6 approval	Digital signature Hash recorded
12:26	System Workflow Engine	Closed	Audit Trail Immutable log	Export ready PDF + JSON

Escalation trend (last 8 weeks)



Escalations (blue line), Breached SLA (red dots)
Escalation volume is transparent and measurable, helping leaders fix decision bottlenecks.

Talent Management at Enterprise Depth



Building on Talent Development in PeopleOS Core, Enterprise Edition enables:

- Performance calibration across teams and units
- Enterprise-level succession readiness views
- Leadership pipeline visibility for HR and senior management
- Cross-unit talent mobility tracking

This allows organizations to manage talent not just within departments, but across the enterprise.

Organization Structure Change Control Tower

Rayterton Apps
Enterprise Software Solution

Organization Versioning and Bulk Reassignment
Effective-dated organization versions with governed publishing, mass employee mapping, and end-to-end traceability.

Employees impacted: 1,142 Units changed: 18 Positions moved: 612 Bulk rules: 47 Approval layers: 6 Trace coverage: 99.8%

OVERALL ORGANIZATION STRUCTURE (LEVEL 1 – LEVEL 4)

WHAT CHANGED (BEFORE – AFTER)

Change Type	From	To	Impact
Re-alignment	Corporate Services – HR (legacy)	Corporate Services – People & HR	Bulk re-map 402 employees, roles retained
New operating model	People & HR (single unit)	HR Operations + HR Business Partnering	Approval routing and delegation updated
Territory split	Commercial (single region)	Regional Sales West + Regional Sales East	Sales hierarchy and KPI ownership clarified
Governance split	IT & Digital (platform ops)	Enterprise Architecture (standard)	Architecture approvals added to workflows
No change	Finance & Treasury	Finance & Treasury	Reward Governance and Budget Control unchanged

GOVERNED PUBLISH AND AUDIT TRAIL

Timestamp	Object	Action	Actor	Status
2026-01-16	Organization Version 2026-Q1	Create draft	HR Admin	OK
2026-01-18	Bulk Mapping Rules	Auto reassignment (1,159)	System	OK
2026-01-20	Delegation & Escalation	Policy validation	HR Ops	OK
2026-01-24	Publish	Approved	CHRO	Approved

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PeopleOS Enterprise
Organization Structure Change Control Tower

ORGANIZATION STRUCTURE MAP (PRINT ORDER)

PeopleOS Organization Structure Change Control Tower enables HR and leadership teams to manage organizational restructures quickly and confidently, without the need for manual, employee-by-employee updates.

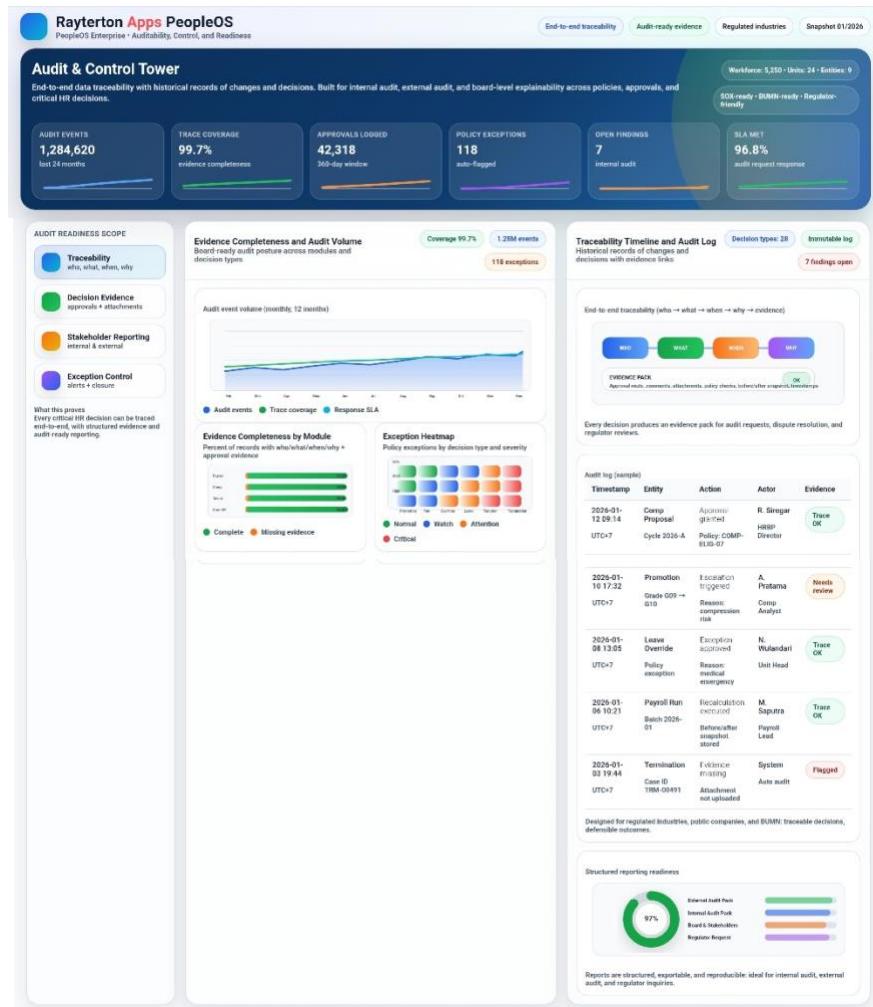
HR can define a new organization structure version with an effective date, and PeopleOS will automatically perform bulk reassignment and auto-mapping across affected employees, covering organizational units, positions, cost centers, and reporting lines.

All structural changes are governed through approval workflows and recorded as a full audit trail, ensuring that even frequent reorganizations remain controlled, traceable, and fully accountable. This allows organizations to evolve their structure at scale while maintaining governance, data integrity, and executive oversight.

Auditability, Control, and Readiness

PeopleOS Enterprise strengthens audit readiness through :

- *End-to-end data traceability*
- *Clear historical records of changes and decisions*
- *Structured reporting for internal and external stakeholders*



This is particularly important for regulated industries, public companies, and state-owned enterprises.

Ready to fully customize PeopleOS Enterprise to your needs

Share your structure, policies, and pain points. Rayterton will deliver PeopleOS customized to your processes, enabling consistent HR workflows, accurate employee data, while addressing your main concerns.

Contact Us :



+62 812 9615 0369



marketing@rayterton.com

Rayterton PeopleOS Strategic Talent Suite

Advanced Strategic Layer for Enterprise Talent Architecture

While PeopleOS Core and Enterprise addresses end-to-end Human Capital operations and insights, large enterprises often require a higher strategic layer to design, govern, and future-proof their talent architecture. The PeopleOS Strategic Talent Suite is designed as an executive-driven system to support enterprise-level talent decisions, workforce strategy, and long-term leadership readiness

An additional Suite for Talent Architecture & Workforce Strategy System

Strategic Talent Suite Modules

Talent Review & Classification – Structured talent review sessions, performance–potential analysis, and enterprise talent pool governance.

Success Profile & Job Architecture – Success profiles per job family, role complexity mapping, and standardized job architecture.

Strategic Workforce Planning – Talent demand vs supply analysis, critical role identification, and multi-year workforce scenarios.

Grade & Job Evaluation – Grade descriptor engine, job evaluation scoring, and anomaly detection.

Career Architecture – Competency-based career paths, cross-family mobility rules, and succession readiness scoring.

Strategic Learning & Curriculum – Talent gap analysis, automated curriculum design, and leadership pipeline planning.

Designed For

CHRO, HR Strategy Teams, Talent Committee, Executive Management and Board.

Designed for organizations ready to elevate talent decisions from operational management to strategic governance.

Share your workforce challenges and long-term talent goals. Rayterton will configure the Strategic Talent Suite to reflect your organization's architecture, governance model, and leadership priorities.

Contact Us :



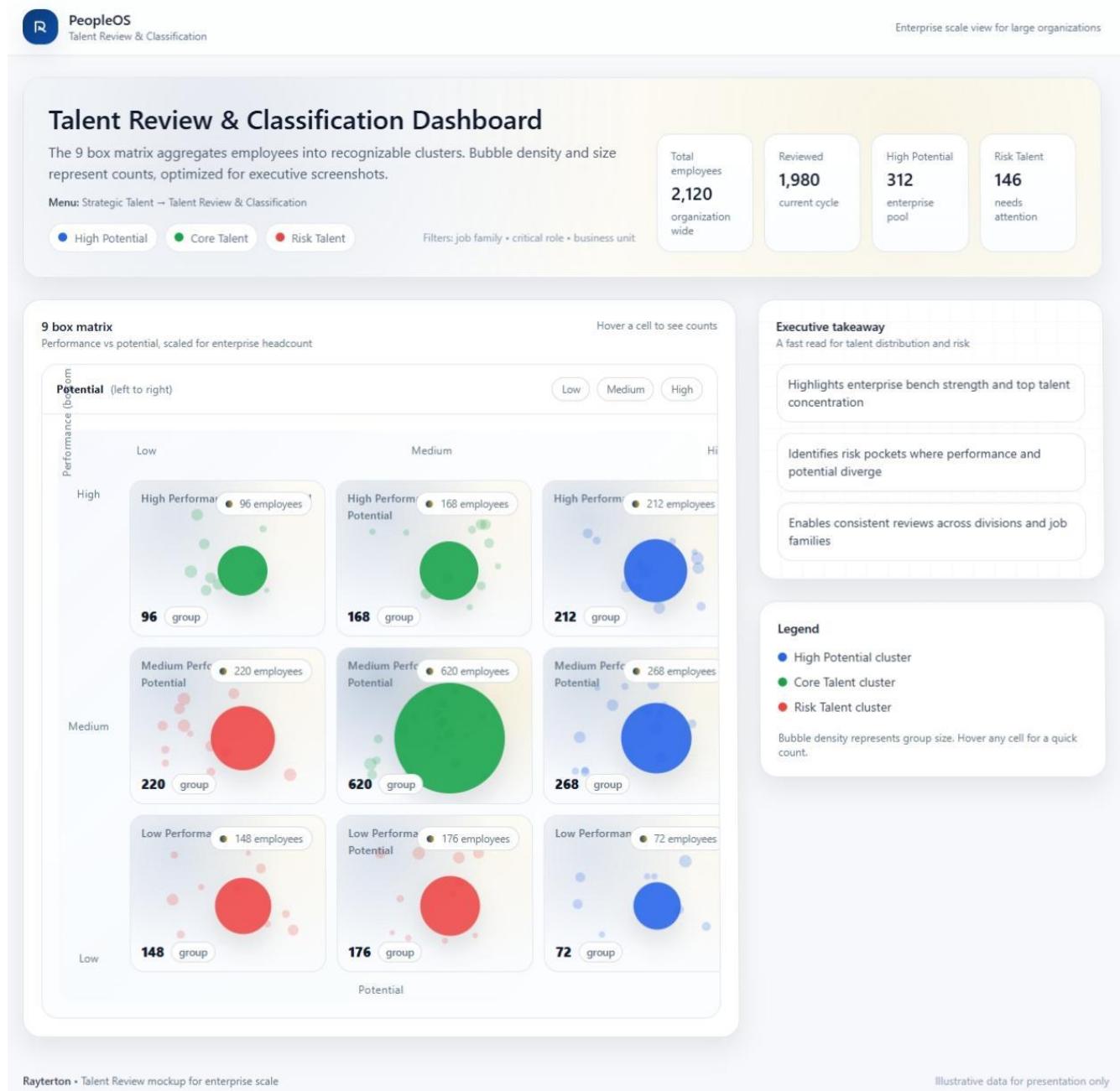
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Talent Review (9-Box Performance & Potential)

The Talent Review module provides leadership with a clear, structured view of organizational strength by mapping performance and potential across the workforce. Executives can quickly identify high performers, emerging leaders, solid contributors, and critical risk areas, enabling data-backed decisions for promotion, development investment, and succession prioritization. This view transforms talent discussions from subjective opinions into a shared, evidence-driven dialogue aligned with business strategy.



Talent Pool & Critical Talent Overview

Talent Pool consolidates high-potential and critical talent into a single, enterprise-wide view, allowing leaders to understand where future leadership capacity truly resides. By segmenting talent based on readiness, role criticality, and strategic value, organizations gain clarity on bench strength and vulnerability. This module ensures that growth, transformation, and leadership continuity are supported by a visible and measurable talent pipeline.

 PeopleOS
Talent Pool Management

Enterprise scale view for large organizations

Talent Pool Overview (Critical Talent View)

A consolidated executive view of critical roles, succession readiness, bench strength, and flight risk. Built for organizations with complex structures and large headcount.

Menu: Strategic Talent → Talent Pool Management

Illustrative data for presentation

High potential Ready now At risk

Total employees
2,120
organization wide

Critical roles
62
board-relevant

High potential pool
326
enterprise pool

Roles at risk
14
no ready successor

Succession readiness distribution
A fast, board-friendly read of coverage

62 critical roles

Filters: business unit • job family • location

Ready now: 38 (61% of critical roles covered with a ready-now successor)

1-2 years: 10 (Acceleration candidates who can be ready with targeted development)

At risk: 14 (Roles with weak or no succession coverage)

Designed to answer: "If a critical role becomes vacant tomorrow, who is ready to step in?"

What leaders notice first
A clear answer to enterprise continuity

Where leadership coverage is strong and where it is fragile

Which roles require immediate acceleration programs

Early signal of attrition risk in key positions

Enterprise summary

High potential talent	326
Ready-now successors	74
Acceleration candidates	118
Risk hotspots	6

This view is typically used in quarterly talent reviews to focus discussions on roles that matter most.

Critical roles snapshot
Short list with readiness level and risk flag

View: top risk first

ROLE	BUSINESS UNIT	READINESS	RISK
Plant General Manager	Manufacturing	No successor	High
Chief Risk & Compliance	Risk	1-2 years	High
Head of Data & Analytics	Technology	1-2 years	Watch
Head of Digital Operations	Operations	Ready now	Watch
Regional Sales Director	Commercial	Ready now	Low

Rayterton • Talent Pool mockup for enterprise scale

Illustrative data for presentation only

Success Profile & Job Architecture

Success Profile defines what “great” looks like for each job family by formalizing competencies, leadership attributes, and experience expectations. This creates a consistent foundation for promotion, mobility, performance evaluation, and succession decisions across the enterprise. By standardizing role expectations, organizations reduce bias, improve fairness, and ensure that talent decisions are aligned with long-term organizational capability needs.

 PeopleOS
Success Profile & Job Architecture

Enterprise scale view for large organizations

Success Profile per Job Family

Standardize what “good” looks like for promotions, mobility, and succession. Success profiles define competencies, leadership attributes, and experience expectations by job family.

Menu: Workforce Architecture → Success Profile & Job Architecture

Illustrative data for presentation Competencies Leadership attributes Experience

Total employees 2,120 organization wide	Job families 9 standardized	Covered employees 1,120 mapped to profiles	Competency library 48 maintained
--	--	---	---

Selected job family profile
Competency and attribute pattern that drives consistent decision-making

Selected: Finance

Profile radar
Leadership + capability blend



Key competencies
12
with evidence rules and assessment signals

Leadership attributes
8
consistent across business units

Experience expectations
6
milestones for readiness and promotion

Why leaders use it
A differentiator versus typical HR systems

- Promotions and succession are grounded in a consistent success definition
- Job family maps enable cross-entity mobility with clear criteria
- Supports harmonization during restructuring and post-merger integration

Job families

- Finance
- Operations
- Technology
- Commercial
- HR
- Risk

Profiles can be extended with role-specific evidence rules, assessment signals, and required experiences.

Role to profile mapping
Architecture-driven evaluation for promotions and succession

Coverage: 1,120 employees

ROLE	LEVEL	PROFILE FIT	DEVELOPMENT FOCUS
Finance Business Partner	L4	Strong	Stakeholder influence
FP&A Lead	L5	Medium	Scenario planning
Risk Controller	L4	Medium	Risk mindset
Finance Manager	L6	Strong	Leadership capacity
Treasury Specialist	L3	Gap	Controls & governance

Rayterton • Success Profile mockup for enterprise scale

Illustrative data for presentation only

Strategic Workforce Planning (Demand vs Supply)

Strategic Workforce Planning connects business growth plans with future workforce requirements through a multi-year demand and supply analysis. Leaders can visualize upcoming capability gaps, assess workforce risks, and compare scenarios before they materialize into operational constraints. This module supports informed budgeting, hiring strategy, and upskilling decisions, positioning workforce planning as a core element of enterprise strategy rather than a reactive HR exercise.

PeopleOS
Workforce Planning

Enterprise scale view for large organizations

Strategic Workforce Planning – Demand vs Supply

A multi-year view of workforce demand versus supply, designed to support leadership planning and budgeting. Compare scenarios and pinpoint emerging capability gaps.

Menu: Strategic Workforce Planning → Demand vs Supply

Illustrative data for presentation Supply Demand Gap

Baseline supply: 2,120 (current headcount)

Year 3 demand: 2,420 (projected)

Projected gap: +300 (shortage)

Horizon: 5 years (scenario-based)

Demand vs supply (5-year horizon)
Scenario-based planning for enterprise workforce capacity

Strategic Workforce Planning → Demand vs Supply

Supply Demand Gap highlight

Scenario
Base (default plan)

Shortage peak
14% critical skills

Mitigation mix
Build + Buy upskill + targeted hiring

Gap drivers (critical skills)
Where shortages appear first

Digital Operations: -95 projected shortage

Data & Analytics: -72 projected shortage

Sales Coverage: -85 projected shortage

Risk & Compliance: -48 projected shortage

Filters: job family • location • role criticality

Why leaders care
Workforce strategy, not HR administration

Connects growth plans to headcount and capability requirements

Supports multi-year budgeting for CFO and leadership teams

Enables scenario comparisons and mitigation planning

Scenarios

Best case +2%

Base case +6%

Aggressive growth +14%

Scenarios can be linked to business strategy, funding assumptions, and productivity targets.

Rayterton • Workforce Planning mockup for enterprise scale

Illustrative data for presentation only

Grade & Job Evaluation Governance

Grade & Job Evaluation provides a governance-focused view to ensure role consistency, internal equity, and structural integrity across the organization. Through distribution heatmaps and anomaly detection, leadership can identify grade inflation, misaligned roles, and post-merger inconsistencies with confidence. This module strengthens organizational credibility, audit readiness, and fairness by anchoring compensation and career decisions to a transparent evaluation framework.

 PeopleOS
Grade Descriptor Engine

Enterprise scale view for large organizations

Grade & Job Evaluation Heatmap

A governance-focused view to detect grade inconsistencies, inflation, and out-of-band roles across job families. Designed for audit readiness and harmonization.

Menu: Grade & Job Evaluation → Grade Descriptor Engine

Illustrative data for presentation

Within band (Green)

Borderline (Yellow)

Out of band (Red)

Job families harmonized: 10

Roles mapped to enterprise catalog: 342

Out-of-band roles anomalies: 22

Grade consistency target: 94%

Grade distribution heatmap
Job family x grade band

Family	G4	G5	G6	G7	G8
Finance	18	26	31	22	7
Operations	42	38	27	11	4
Technology	25	29	33	18	6
Commercial	30	41	24	19	5
Risk	12	18	21	14	6

View: anomalies highlighted

Where it is most valuable
Restructuring, merger, harmonization

- Reveals hidden grade inflation and inconsistency
- Creates transparent, defensible evaluation governance
- Accelerates post-merger role harmonization

Out-of-band role examples
Prioritized for governance review

ROLE	JOB FAMILY	CURRENT GRADE	EXPECTED BAND
Senior Procurement Lead	Operations	G8	G6-G7
Branch Compliance Manager	Risk	G5	G6-G7
Data Platform Architect	Technology	G6	G7-G8
Finance Controller	Finance	G7	G6-G7
Regional Sales Head	Commercial	G6	G7-G8

Top anomalies

Rayterton • Grade & Job Evaluation mockup for enterprise scale

Illustrative data for presentation only

Career Architecture & Succession Readiness

Career Architecture & Succession Readiness links critical roles to successor pipelines and readiness levels, giving executives a direct view of leadership continuity. By highlighting "ready now," future-ready, and at-risk positions, organizations can proactively address succession gaps before they become business risks. This module enables confident board-level discussions on leadership resilience, continuity planning, and long-term organizational sustainability.



PeopleOS
Succession Readiness

Enterprise scale view for large organizations

Career Architecture & Succession Readiness

A succession view that links critical roles to candidate pipelines and readiness levels. Designed for executive discussions and board reporting.

Menu: Career Architecture → Succession Readiness

Illustrative data for presentation Ready now 1-2 years At risk High potential

Total employees
2,120 organization wide

Critical roles
32 board-relevant

Ready now
21 roles covered

No successor
2 urgent

Succession map (sample)
Role → candidate pipeline with readiness

View: leadership continuity

Head of Digital Operations
Role criticality: High

Candidate A Ready now **Candidate B** 1-2 years

Strengths: execution + cross-functional leadership Focus: strategic planning + stakeholder influence

Chief Risk & Compliance
Role criticality: High

Candidate C 1-2 years **Candidate D** HiPo

Strengths: governance + regulatory depth Focus: executive presence + enterprise influence

Plant General Manager
Role criticality: High

Action required
Add internal candidates and launch acceleration plan. Consider targeted hiring if the gap remains beyond 6 months.

Board-level insight
A direct view of continuity

Shows whether leadership continuity is ready today

Highlights roles requiring immediate succession action

Creates a consistent readiness definition across the enterprise

Enterprise snapshot

High potential pool	326
Critical roles covered	30
Ready now coverage	66%
Urgent gaps	2

This view is typically used in quarterly talent reviews and succession discussions with the executive team.

Readiness summary (sample)
A compact view for leadership meetings

Top critical roles

ROLE	BENCH	BEST CANDIDATE	READINESS	RISK
Head of Digital Ops	2	Candidate A	Ready now	Watch
Chief Risk	2	Candidate C	1-2 years	High
Plant GM	0	None	No successor	High
Regional Sales Director	1	Candidate F	Ready now	Low

Rayterton • Succession mockup for enterprise scale

Illustrative data for presentation only

Rayterton PeopleOS

Executive Alignment & Governance Suite

Designed as a unique executive-only strategic layer, this suite enables top management to align people strategy with business direction, formalize governance, and institutionalize critical decisions.

Unlike traditional HR systems, the Executive Alignment & Governance Suite is purpose-built for CEOs, Boards, and Executive Committees, with controlled access and governance-focused workflows.

An additional Suite for Executive People Strategy & Governance System

Rayterton PeopleOS Executive Alignment & Governance Suite

Executive People Strategy & Governance System

Key Capabilities

Executive Alignment Workspace – Strategy alignment canvas, HR-business linkage mapping, and executive decision notes.

Organizational Diagnostic – Talent risk assessment, capability gap heatmaps, and structural issue logging.

People Strategy Roadmap – Short, mid, and long-term initiative roadmap with priority and dependency mapping.

People Governance Model – Decision authority matrix, governance cadence, and talent governance charter.

Change Readiness & Commitment – Stakeholder commitment tracking, readiness scoring, and executive sign-off trail.

Workshop Output Repository – Secure repository for alignment documents, strategy notes, and decision history.

Designed For

CEO, Board of Directors, Commissioners, and CHRO. HR functions operate as supporting administrators only.

Executive Alignment Workspace (Strategy Alignment Canvas)

The Executive Alignment Workspace provides a single, board-grade canvas where business objectives, people priorities, and leadership capability themes are aligned in one coherent view. It enables executives to see how people strategy directly supports corporate goals, while capturing executive notes and alignment decisions in context. This workspace shifts people discussions from opinions to architecture, ensuring that strategic intent, ownership, and alignment status are transparent and decision-driven

PeopleOS Executive Alignment Workspace

Strategy Alignment Canvas

Executive Alignment Workspace

A board-grade workspace to connect business objectives, people priorities, and leadership capability themes in one canvas, with executive notes and decisions captured as a single source of truth.

Menu: Executive Alignment Workspace → Strategy Alignment Canvas

Illustrative data for presentation

- Business objectives
- People priorities
- Leadership capabilities
- Decision trail

Total employees 2,120 enterprise scale

Strategic themes 8 active for FY2026

Initiatives mapped 24 cross-function

Alignment status Aligned with open actions

Strategy Alignment Canvas (sample)
One view to align strategy, priorities, and capabilities

Business objectives FY2026
Growth and service excellence while strengthening risk posture and operating efficiency.

Objective A Increase productivity per headcount
Progress 72%

Objective B Improve customer experience consistency
Progress 58%

People priorities Top 4
Priorities are mapped to objectives with accountable owners and review cadence.

Leadership capability themes
The capability agenda is tied to outcomes, not generic training catalogs.

Leadership pipeline In progress
Increase ready-now coverage for critical roles

Capability uplift On track
Targeted upskilling for key functions

Operating model clarity Review
Authority, role clarity, escalation rules

Execution discipline Gap
Improve decision follow-through and cadence

Risk leadership On track
Strengthen controls and governance behaviors

Customer mindset Gap
Standardize service leadership expectations

Linked executive notes and decisions

Executive notes
Captured within the canvas
Q1 focus: Prioritize leadership pipeline coverage in Tier-1 units and tie execution reviews to measurable outcomes.
Risk posture: Enforce governance cadence and authority rules before expanding new initiatives.

Decision trail
Owner and timestamp
CEO: Approve operating model Phase-1 (Owner: CEO Office, 2026-01-10, 14:05)
BD: Set quarterly governance cadence (Owner: Board Secretary, 2026-01-09, 10:12)

Alignment status
A transparent snapshot for executive discussions

Business objectives Aligned
86% alignment confidence

People priorities Partial
2 priorities require owner confirmation

Leadership capabilities Gaps
Themes tied to measurable outcomes

Executive visibility
Who sees what (sample)

CEO: Full access
Board: Read-only
CHRO: Full access
HR Operations: Hidden

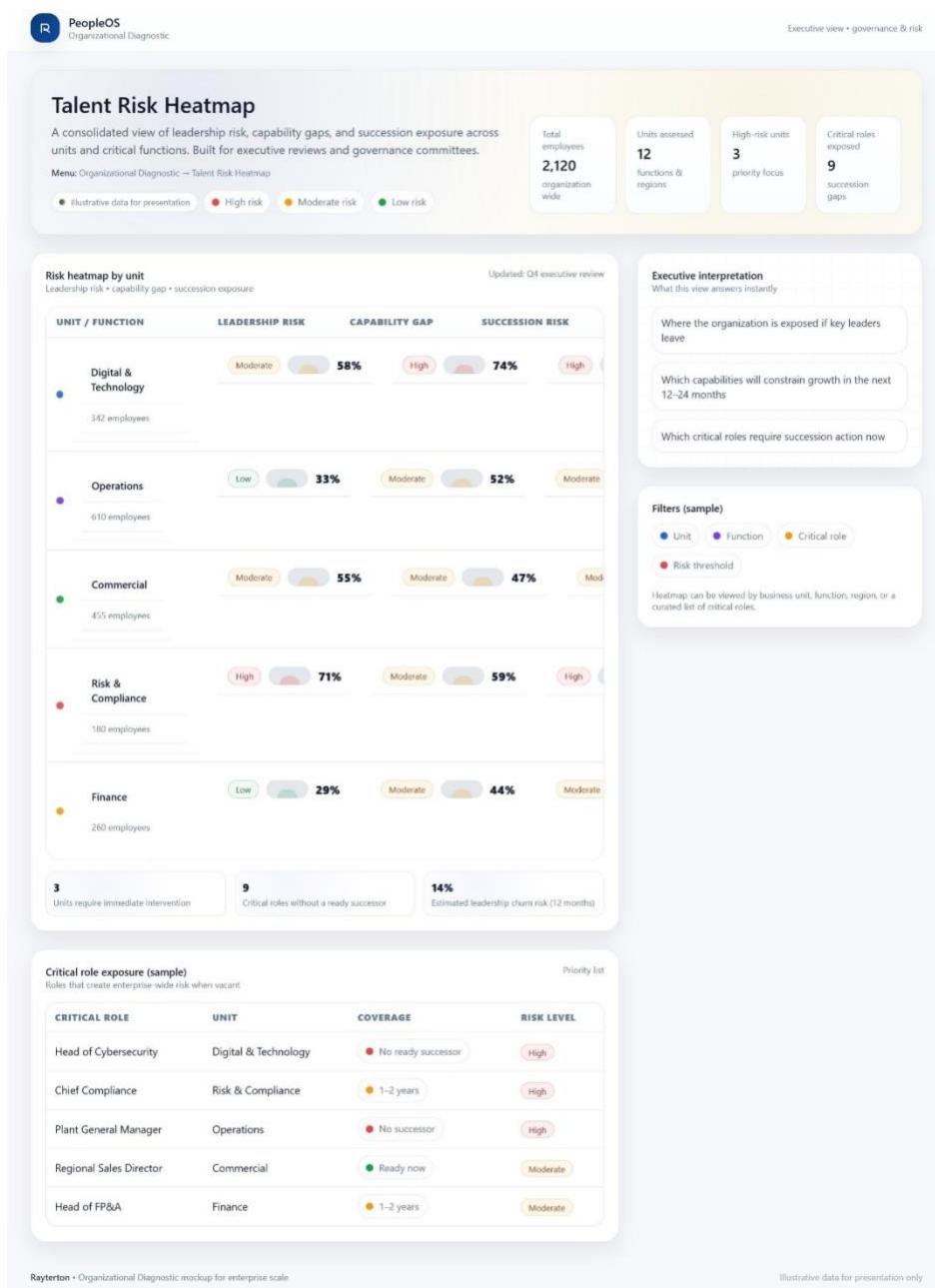
This workspace can be configured as an executive-only area to keep discussions strategic and decision-driven.

Rayterton • Executive Alignment Workspace mockup for enterprise scale

Illustrative data for presentation only

Organizational Diagnostic – Talent Risk Heatmap

The Talent Risk Heatmap delivers an immediate, visual answer to where the organization is exposed if critical talent fails, leaves, or is underprepared. By mapping leadership risk, capability gaps, and succession risk across units, functions, and critical roles, executives can identify concentration of risk within seconds. This dashboard feels like a risk management tool rather than HR analytics, making it highly effective for board-level governance and enterprise risk discussions.



People Strategy Roadmap (Multi-Year View)

The People Strategy Roadmap presents a clear 3–5 year view of strategic people initiatives aligned to business phases and corporate priorities. It shows not only what initiatives are planned, but also their dependencies, executive sponsorship, and timing across multiple years. This roadmap demonstrates that people strategy is an integral part of corporate strategy, providing the board with confidence that decisions are structured, deliberate, and not ad-hoc.

 PeopleOS
Executive Alignment & Governance

Multi-year planning view

People Strategy Roadmap

A multi-year roadmap that links people initiatives to business phases, clarifies dependencies, and assigns executive sponsorship. Designed for board reviews and long-term execution discipline.

Menu: People Strategy Roadmap → Multi-Year View

Illustrative data for presentation 3–5 year horizon Dependencies Executive sponsor

Initiative	FY2026	FY2027	FY2028	FY2029–2030
Leadership pipeline acceleration ● CHRO sponsor Critical	Q1–Q4	Q1–Q2		Sustain
Succession coverage for critical roles ● CEO sponsor Critical	Q2–Q4	Q1–Q4	Optimize	Sustain
Capability upskilling (digital & data) ● CTO sponsor High	Q2–Q4	Q1–Q4	Scale	Sustain
Operating model redesign ● COO sponsor High	Q1–Q3	Q4–Q2		Embed
Performance governance refresh ● CHRO sponsor Medium	Q2–Q4	Q1–Q2		Sustain
Workforce productivity program ● CFO sponsor High	Q3–Q4	Q1–Q4	Scale	Sustain
People analytics & risk monitoring ● CRO sponsor Medium	Q2–Q4	Q1–Q2	Enhance	Sustain
Business phase alignment Stabilize → Scale → Transform Roadmap maps initiatives to phases, not dates only				
Dependency view Initiatives linked by prerequisites Reduces ad hoc programs and duplicated efforts				
Executive ownership Named sponsors by initiative Clear accountability and governance cadence				

Roadmap timeline (sample)
Strategic people initiatives aligned to business phases

View: FY2026–FY2030

Executive interpretation
What this view answers in seconds

- Is people strategy being executed with the same discipline as corporate strategy
- Which initiatives must happen first to unlock the next phase
- Who owns each initiative at executive level, not just HR

Legend

Critical High Medium

Severity is an executive prioritization indicator for governance and sequencing decisions.

Rayterton • People Strategy Roadmap mockup for enterprise scale

Illustrative data for presentation only

People Governance Model (Decision Authority Matrix)

The People Governance Model defines who has decision authority over key people decisions such as promotions, succession, and restructuring. Through a clear decision authority matrix and approval flow, it makes governance explicit rather than implicit. This model differentiates PeopleOS from traditional HR systems by positioning HR as an enabler, while decision ownership remains clearly anchored at executive and board levels, which is critical for regulated and large enterprises.

PeopleOS
Executive Alignment & Governance

Governance view

People Governance Model

A decision authority matrix that defines who owns which people decisions, how approvals flow, and how governance cadence is enforced. Built to make promotions, succession, and restructuring decisions auditable and consistent.

Menu: People Governance Model → Decision Authority Matrix

Illustrative data for presentation Approval flow Decision rights Governance cadence

R Responsible A Accountable C Consulted I Informed

Total employees **2,120** enterprise scale Decision types **12** policy aligned Cadence **Monthly** board-ready Audit trails **Enabled** decision history

Decision authority matrix (sample)
Decision type by authority level

Decision type	CEO	Board	CHRO	Committee
Promotion (Senior leadership) High impact	A final decision	C oversight	R process owner	C review
Approval and sign-off for C-level and VP roles				
Succession plan (Critical roles) Risk	A endorse	I reporting	R framework	C talent review
Coverage and readiness for key positions				
Restructuring (Org redesign) Strategic	A approve	C governance	R enable	C impact review
Operating model and organization changes				
Leadership capability standards Policy	C consult	I visibility	A own	R define
Standardized leadership expectations and criteria				
Talent review cadence Governance	I notified	I notified	A enforce	R run
Quarterly and annual review scheduling and compliance				
Governance cadence Quarterly review and annual sign-off	Approval flow Standardized routing and delegation	Audit readiness Decision history and supporting evidence		
Calendared decisions with tracking and compliance	Less ambiguity, fewer exceptions, faster resolution	Built for regulated environments and SOE governance		

Why executives use it
What this screenshot signals instantly

- Clear decision rights: who can approve what, and at which level
- HR acts as enabler, not the decision owner
- Governance that is consistent across promotions, succession, and restructuring

Quick filters (sample)

Decision type Authority level Cadence

Filtering enables board-level focus without exposing sensitive operational HR details.

Rayterton • People Governance Model mockup for enterprise scale

Illustrative data for presentation only

Change Readiness & Commitment Dashboard

The Change Readiness & Commitment Dashboard moves strategy beyond planning into execution by tracking readiness scores, executive sign-offs, and leadership commitment across units. It answers a fundamental executive question: are leaders truly committed to the change? By making accountability visible, this dashboard reduces execution risk and ensures that transformation initiatives are supported by measurable commitment, not assumptions.

PeopleOS
Executive Alignment & Governance

Execution view

Change Readiness & Commitment

An executive dashboard that measures readiness by unit, tracks leadership commitment, and records sign-offs over time. Designed to expose execution risk early, not after initiatives fail.

Menu: Change Readiness → Commitment Dashboard

Illustrative data for presentation Readiness score Executive sign-off Commitment history

Total employees **2,120** enterprise scale

Units tracked **18** score by unit

Sign-offs **11 / 18** current cycle

Execution risk **Medium** watch list

Readiness score by unit (sample)
Highlights where execution is most exposed

Cycle: Q1 FY2026

Retail & Distribution
Change scope: operating model and frontline enablement

Readiness 52

Low adoption Training backlog Pending sign-off

Operations
Change scope: process standardization and productivity

Readiness 67

Partial alignment Champions assigned Weekly tracking

Finance
Change scope: controls, reporting, and automation

Readiness 82

High readiness Signed off Clear milestones

Commitment tracking
Who agreed, when, and what was promised

Retail & Distribution At risk

Commitment record

VP VP Sales committed to assign champions 2026-01-08 • status: not started

HR HRBP committed to complete training plan 2026-01-09 • status: in progress

Finance On track

Commitment record

CFO CFO signed off the initiative 2026-01-10 • status: completed

PM Program Lead committed to weekly reporting 2026-01-10 • status: active

This view surfaces whether leaders are actually committed, not only aligned in meetings.

Executive sign-off status (sample)
Visibility into who approved what, and when

Policy: required for Tier-1 initiatives

Initiative	Status	Executive	Signed	Notes
Operating model redesign	Approved	CE CEO	2026-01-10	Approved with phased rollout
Workforce productivity program	Pending	CF CFO	not yet	Awaiting final benefit case
Leadership pipeline acceleration	Approved	CH CHRO	2026-01-07	Quarterly reporting required

Where is execution most exposed right now

Which units need intervention before rollout

Who signed off, who has not, and why

Rayterton • Change Readiness & Commitment mockup for enterprise scale

Illustrative data for presentation only

Workshop Output Repository (Executive History Trail)

The Workshop Output Repository serves as an institutional memory for strategic people decisions, capturing alignment documents, strategy notes, and decision history with clear timestamps and decision owners. This ensures that strategic intent and rationale are preserved even as leadership changes over time. The repository strengthens governance, auditability, and continuity, positioning PeopleOS as a long-term institutional system rather than a temporary management tool.

PeopleOS
Executive Alignment & Governance

Institutional memory

Workshop Output Repository

A board-grade repository that preserves alignment documents, strategy notes, and decision history with owner and timestamp. Built to ensure decisions remain visible and auditable even when leadership rotates.

Menu: Workshop Output Repository → Executive History Trail

- Illustrative data for presentation
- Alignment documents
- Strategy notes
- Decision history

Total employees **2,120** enterprise scale

Artifacts stored **486** documents and notes

Decision records **124** with audit trail

Coverage **All Tier-1** initiatives

Repository overview (sample)
Structured by workshop, cycle, and initiative

Executive Alignment	Completed
FY2026 • Cycle Q1	
Alignment Canvas v3	Final
Owner: CEO Office • 2026-01-10	
Decision Summary	Review
Owner: Board Secretary • 2026-01-10	

People Strategy Roadmap	In progress
FY2026-FY2028	
Initiative Dependencies	Draft
Owner: Strategy Office • 2026-01-08	
Workshop Notes	Draft
Owner: CHRO Office • 2026-01-07	

Retention: 7 years

Every artifact is stored with timestamp and ownership to support audit narratives and consistent execution.

What this view enables

- Institutional memory across leadership rotations
- Board-grade audit trail for people decisions
- One source of truth for alignment and governance artifacts

Decision history trail (sample)
Traceable decisions across cycles

Decision	Owner	Timestamp	Reference
Approve operating model phase 1	CE CEO	2026-01-10 14:05	Alignment Canvas v3
Scope: governance reset and role clarity			
Set quarterly governance cadence	BD Board	2026-01-09 10:12	Governance Charter
Scope: review, escalation, and reporting			
Confirm leadership pipeline priority	CH CHRO	2026-01-07 16:40	Workshop Notes
Scope: succession coverage and readiness			

View: last 90 days

Repository health (sample)
Signals whether governance is being maintained

Documentation completeness	92%
Missing items are flagged before governance reviews	

Owner attribution	98%
Artifacts without owners are blocked from publishing	

Decision capture latency	24h
Time between meeting and recorded decision	

Rayterton • Workshop Output Repository mockup for enterprise scale

Illustrative data for presentation only

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Ready to Align People Strategy at the Executive Level

Share your business direction, organizational challenges, and governance priorities. Rayterton will configure the Executive Alignment & Governance Suite to formalize strategic decisions, executive alignment, and people governance across your organization. This suite is built for CEOs, Boards, and Executive Committees who require visibility, alignment, and governance over people strategy, beyond operational HR systems. Engage Rayterton to institutionalize executive intent into a formal people governance platform.

Contact Us :

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About Rayterton

Established in 2003, Rayterton delivers comprehensive Best Fit Software Solutions, server and hardware products, and technology services to a wide range of industries and organizations. Our core expertise lies in Business Process Improvement (BPI), IT Infrastructure, and IT Management.

At Rayterton, we are committed to empowering our clients by enhancing their business operations through tailored IT and management solutions. We combine innovation, experience, and client collaboration to ensure long-term success and digital transformation.

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