

Scholarship Program

Telkom has supported the advancement of employee education through the Great People Scholarship Program (GPSP) since 2014. GPSP provides university selection preparation programs, mentoring during the study period, and study financing. This program aims to prepare outstanding future leaders, expand global networks, and support business strategies and Employee Value Proposition (EVP). The realization of the GPSP budget for the year 2025 is around Rp31.4 billion.

Currently, there are 31 employees participating in the GPSP program at the master's level in world-renowned universities such as MIT, University of Oxford, University of Cambridge, Columbia University, Cornell University, etc. As for the doctoral level, it is intended for employees who wish to become independent researchers as an effort to strengthen the company's research aimed at supporting TelkomGroup's business strategy, with studies in the fields of Computer Engineering and Electrical Engineering at Telkom University.

A similar scholarship program is also run at the Subsidiary level, such as Telkomsel, Mitratel, Telin, and TIF, which cumulatively awarded scholarships to 24 employees by 2025.

Figure 65. Scholarship Program at TelkomGroup (top: Young Talent Dreamcatcher, bottom: Star Track)

Preparing future leaders of Telin



Telin develops talents ready to face the future as part of its sustainability commitment by providing fair and equal opportunities for employees to continuously build skills and reach their full potential. Through integrated competency development aligned with individual capabilities and the ever-evolving business needs, Telin strengthens organisational resilience and prepares its employees to support long-term and sustainable digital growth.



Mentoring for Millennials Young Talent Dreamcatcher

This program aims to prepare the millennial generation to become future leaders at Telin by developing their strategic thinking capabilities. Through the Dreamcatcher Program, young employees receive direct mentorship from the Board of Directors and Senior Management to develop independent projects and present their ideas to the Board of Directors and senior leaders.

Star Track – Mentoring for Future Leader

This program is designed for employees over the age of 30 and aims to prepare the next generation of future leaders at Telin by developing strategic thinking skills.



Career Development

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Telkom conducts periodic performance evaluations to support the professional growth of employees. Performance evaluations are carried out systematically, considering the achievement of function unit KPIs, individual competencies, and behaviours. Evaluation of individual competencies and behaviours is primarily conducted through the 360°, supervisor assessments, knowledge tests, and other established parameters. The results of this employee performance evaluation will be used as one of the bases for career management, competency development, and reward distribution at Telkom.