

SYUKRON AFANDI

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PROFESSIONAL SUMMARY

Dual-degree graduate in Mathematics — Operations Research & Computing (S1, GPA 3.42) and Human Resource Development (S2, GPA 3.84) from Universitas Airlangga. Combines a strong quantitative foundation in optimization, simulation, and data analysis with practical expertise in human capital strategy, organizational development, and process improvement. Experienced in cross-functional project management, regulatory data analysis, and business process documentation across national-level institutions. Published researcher (2 publications). English proficiency: TOEFL 553. Proven organizational leader ready to contribute analytically and strategically across any industry.

EDUCATION

Universitas Airlangga

Aug 2024 – Jun 2026

Master of Human Resource Development | GPA: 3.84 / 4.00 | Thesis: *AI Awareness & Employee Turnover Intention (PLS-SEM, n=250)*
Coursework: Data Analytics in HRM (A) · Strategic HRM (AB) · Organizational Development & Change (A) · Strategic Compensation (A) · HR Evaluation & Development (AB) · Research Methods (AB)

Universitas Airlangga

Aug 2019 – Jul 2024

Bachelor of Science in Mathematics — Operations Research & Computing | GPA: 3.42 / 4.00 | Fully Satisfactory
Thesis: *Application of Differential Evolution Algorithm (DE) for University Course Timetabling Problem (UTCP)*
Coursework: Operations Research (A) · Advanced OR (B) · Optimization (BC) · Simulation (A) · Numerical Methods (A) · Linear Programming (A) · Data Structures & Algorithms (A) · AI (B) · Mathematical Modelling I & II

WORK EXPERIENCE

Wayang Kreatif Event Organizer — Surabaya

Jan 2023 – Present

Project Manager | Full-Time

- Directed end-to-end planning, execution, monitoring, and evaluation for 15+ corporate and community projects — maintaining 100% on-time delivery and achieving 20–30% cost efficiency through systematic resource allocation and budget control.
- Designed structured workflow improvement systems for cross-functional teams of 25+ vendors and stakeholders, reducing operational errors by 40% and establishing repeatable process standards.
- Increased client satisfaction by 30–40% by conducting needs analysis and translating strategic requirements into targeted, results-driven project plans.

Otoritas Jasa Keuangan (OJK) — Jakarta

Jan 2022 – Mar 2022

Intern — Licensing & Data Analysis

- Conducted systematic compliance analysis and data verification for 40+ Investment Manager firms, accelerating verification efficiency by 20% through structured cross-referencing of multi-source regulatory records.
- Applied quantitative analytical methods to identify compliance gaps and produce supervisory reports, reducing documentation revision cycles by 30%.

Directorate of Student Affairs, Universitas Airlangga

Jan 2022 – Dec 2022

Intern — Business Process & Web Administration

- Authored formal business process documentation and flowcharts for 3 digital service systems — mapping workflows, identifying inefficiencies, and formalizing optimized operational procedures across the directorate.
- Designed a multi-tier weighted scoring system with database verification logic, reducing administrative processing time by 50% and improving data integrity across 30,000+ student records.
- Led digital transformation of the university's web infrastructure, increasing accessibility for 30,000+ users and growing system traffic by 25–35%.

RESEARCH & PUBLICATIONS

Master's Thesis — Universitas Airlangga

2024 – 2026

AI Awareness & Employee Turnover Intention: Mediated by Career Competency, Job Burnout & Organizational Commitment

- Quantitative empirical study on 250 banking sector employees using PLS-SEM multi-mediation modeling — producing validated insights on how AI-driven transformation affects workforce behavior and talent retention.

Journal Publication — SENTRI: Jurnal Riset Ilmiah (2025)

2025

The Synergy of AI and Emotional Intelligence in HRD: A Systematic Literature Review

- PRISMA-guided systematic review of 14 Scopus-indexed studies (from 81 records); proposed original AIEIS-HRD framework explaining 4 AI–EI integration mechanisms. DOI: ejournal.nusantaraglobal.ac.id/index.php/sentri/article/view/5816

Undergraduate Thesis Publication — SENTRI: Jurnal Riset Ilmiah

2024

Application of Differential Evolution Algorithm (DE) for University Course Timetabling Problem (UTCP)

- Implemented a DE metaheuristic algorithm to solve a multi-constraint scheduling optimization problem — demonstrating applied OR, resource allocation, and algorithmic problem-solving competencies.

LEADERSHIP & ORGANIZATIONAL ACTIVITIES

DPO HIMATIKA (Supervisory Board) — Universitas Airlangga

Jan – Dec 2021

Chairperson

- Led governance oversight for 40+ organizational leaders, improving accountability by 30% through structured evaluation frameworks; ensured 100% of 500+ member feedback was formally addressed.

UKM Kependudukan — Universitas Airlangga

Jan – Dec 2021

Chairperson

- Directed 10+ community programs reaching 1,000+ students; built institutional partnerships with BKKBN, co-delivering 5 joint national programs.

Ministry of Village Development — BEM Universitas Airlangga

Jan – Dec 2021

Field Coordinator & Research Staff

- Managed field operations across 7+ rural villages; delivered entrepreneurship training for 60+ women micro-entrepreneurs, increasing business income by 20–30%.

SKILLS, CERTIFICATIONS & ACHIEVEMENTS

Technical Skills

- Quantitative & Analytical: Operations Research, Optimization, Simulation, PLS-SEM, Statistical Analysis, Data Processing
- Human Capital: HR strategy, organizational development, talent management, compensation design, workforce analytics
- Process & Project Management: Business process mapping, SOP development, workflow optimization, KPI monitoring
- Tools: Microsoft Excel (BNSP Certified), data analysis, reporting, digital platform administration

Certifications & Language

- English: TOEFL 553 (PUSBAMULYA Universitas Airlangga)
- BNSP — Data Analyst with Excel (DQLab, 2026 ongoing)
- BNSP — Event Venue Management / MICE (LSP MICE, 2026)
- DQLab Data Analyst Bootcamp (ongoing — BNSP upon completion)

Achievements

- Bank Indonesia Scholarship Awardee (2022) — academic excellence, leadership & community impact