Vincent
People Analytics

vincentliu191@gmail.com | +6282183272288 | [Linkedin](#) | [Portfolio](#) | [Github](#)

Analytical and data-driven Human Capital Analyst with hands-on experience in People Analytics, dashboard development, and Human Capital Information Systems (HCIS) management. Skilled in Python, SQL, and data visualization, with a proven ability to transform HC data into actionable insights that enhance decision-making and workforce strategies. Experienced in leading and supporting HC digital transformation projects, improving reporting efficiency, and designing dashboards that track key people metrics and organizational performance. Passionate about leveraging analytics to understand workforce trends, improve employee experience, and drive business impact through data informed HC strategies.

PROFESSIONAL EXPERIENCE

Project Incubation & Analytics (Human Capital), PT Bank Hibank Indonesia   *Oct 2025 – Present*
- Manage and maintain the **Human Capital Information System (HCIS**) using Mekari Talenta, ensuring data accuracy, process efficiency, and system reliability.
- Act as the **data lead** for HCIS feature rollouts, evaluating new functionalities, aligning them with business needs, and supporting implementation across the HR team.
- **Drive digital transformation of Human Capital processes**, including **talent management, training, and employee development**, by designing and digitizing workflows within the system.
- **Collaborate** with HC, IT, and business teams to optimize user experience and reporting capabilities, enabling **data-driven** HC & Management decision-making.
- Develop and maintain **HC dashboards** and **analytics reports** to track key people metrics, improve process transparency, and support leadership insights.

HC Dashboard & Analytics, PT Bank Hibank Indonesia   *Feb 2025 – Sept 2025*
- **Advanced Data Management:** Continued management of the HCIS with a focus on data integrity and operational continuity, supporting strategic human capital initiatives.
- **Comprehensive Data Support:** Provided detailed data analysis and support for Human Capital requests, enhancing decision-making processes.
- **Ongoing Process Optimization:** Further digitized Human Capital business processes to streamline operations and improve efficiency.
- **Dashboard Innovation:** Maintained and enhanced interactive dashboards using Google Looker, facilitating faster and more accurate management reporting.
- **Website Development:** Continued development and maintenance of the Innovation Hub Human Capital website, ensuring effective communication and engagement within the organization.

Center of Excellence Intern, PT Bank Hibank Indonesia   *Feb 2024 – Feb 2025*
- Managed the **Human Capital Information System (HCIS)** using Mekari Talenta, increasing HC operational efficiency by **25%** and reducing data entry errors by **15%**.
- **Led the Digital Signature Transformation project for Human Capital**, cutting document approval times from **5 days to 2 days**.
- Participated in the creation of several **Policies, Procedures and Technical Guidelines**
- **Digitized 50% of Human Capital business processes**, leading to a **30%** increase in team productivity and saving **200** man-hours per month.
- Managed and analyzed data using **Google Looker**, creating over **5** interactive dashboards for management that reduced report preparation time by **50%**, increased data accuracy by **25%**, and enabled a **30%** faster decision-making process on human capital initiatives.
- **Developed and maintained the Innovation Hub Human Capital website**, boosting internal communication effectiveness by **20%**

EDUCATION

Bachelor of Information Systems *2021 – 2025*
Major in Information Systems, Bina Nusantara University
- Current GPA: 3.89/4.00 (146 Credit)
- Major Course: Business Intelligence, Database, Java Programming

ORGANIZATION EXPERIENCES

Activist, **Bina Nusantara Computer Club** *Oct 2021 - Sep 2022*
- Learned **Java Programming** and **SQL**
- Enhanced **teamwork** and **leadership** skills by conducting programming-related events

CERTIFICATION

ASEAN Data Science Explorers *May 2023*
I proudly hold the certificate of "ASEAN Data Science Explorers," which has equipped me with valuable knowledge and practical expertise in Data Science through the utilization of **SAP Analytics Cloud**. Throughout this program, I effectively navigated the intricacies of data and produced meaningful insights to facilitate informed decision-making."

SKILLS

Language: Bahasa Indonesia and English
Software: Looker Studio, Tableau, XAMPP(MySQL), Google Colaboratory, Eclipse, Visual Studio Code, Microsoft Office (Word, Excel, PowerPoint), Google (Docs, Sheet, Slide, Appscript)
Programming Language: SQL, Python, Java, HTML, CSS, Javascript