

LATIHAN DAN  
ANALISA

2007

STRENGTH • TRUST • GROWTH

 **NASIONAL RE**  
PT TELEKOMUNIKASI NASIONAL INDONESIA



## Daftar Isi

TABLE OF CONTENTS



# VISI & MISI

## VISION & MISSION

### VISI

Menjadi perusahaan nasional yang tangguh, inspiratif dan terus bertumbuh

### MISI

Berperan aktif dalam meningkatkan kapabilitas sumber daya nasional

### VISION

To become a strong, most trusted and growing company

### MISSION

To take part actively in improving national resource capacity



... pada bulan Desember 2007, Bapak telah  
menjadi anggota Dewan Komisaris PT  
Aneka Tambang Tbk. (ATM) sejak tahun 2008, serta  
menjadi anggota Dewan Komisaris PT  
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... dan pada bulan Desember 2007, Bapak telah  
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sebagai anggota Dewan Komisaris PT  
Aneka Tambang Tbk. (ATM) sejak tahun 2008.

# Sambutan Komisaris Utama

PRESIDENT COMMISSIONER'S REMARK

10/01/2010 10:00

Dear Mr. Chairman, I am pleased to see that the Board of Directors has approved the 2010 financial statements and the 2010 business plan. I am confident that the Board will continue to support the company's growth and development.

The Board of Directors has also approved the 2010 dividend policy, which is a positive sign for our shareholders. I am confident that the Board will continue to support the company's growth and development. I am also pleased to see that the Board has approved the 2010 business plan, which is a positive sign for our shareholders. I am confident that the Board will continue to support the company's growth and development.

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# NASIONAL RE

PT ASURANSI NASIONAL REASSURANCE Tbk

PT Asuransi Nasional Reassurance Tbk  
adalah perusahaan asuransi reasuransi  
yang menyediakan berbagai jenis asuransi  
reassurance kepada perusahaan asuransi  
di Indonesia dan di luar negeri.

PT Asuransi Nasional Reassurance Tbk  
adalah perusahaan asuransi reasuransi  
yang menyediakan berbagai jenis asuransi  
reassurance kepada perusahaan asuransi  
di Indonesia dan di luar negeri.



# Laporan Direktur Utama

PRESIDENT DIRECTOR'S REPORT

1. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

2. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

3. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

4. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

5. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

6. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

7. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

8. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

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10. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

11. Laporan ini dibuat berdasarkan data dan informasi yang kami peroleh dari berbagai sumber yang kami anggap dapat dipercaya.

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FOR THE DIRECTOR



Director



# Struktur Organisasi

CHART OF ORGANIZATION



STRUKTUR ORGANISASI  
PT BAKSARAN NASIONAL INDONESIA  
TAMEN 2007

CHART OF ORGANIZATION  
PT BAKSARAN NASIONAL INDONESIA  
TAMEN 2007



## Pengurus Perusahaan

THE UNIVERSITY





*[The text in this section is extremely faint and illegible. It appears to be a list of names and titles, possibly a company directory or a list of attendees for the meeting shown in the image above.]*

## KEPALA SEKSI | ASSISTANT MANAGERS

Kebijakan 1 / No 1

Kebijakan 2 / No 2

Ngaji / Mania

Noni / Himmah

Operasional & Analisa Trade & Trade Administration & Finance

Praktikal Bisnis / Ilmu Praktikum

Praktis/Bekas / Administrasi Praktikum

Risa Nurhasanah / Administrasi Kelas

Administrasi Kelas / Kelas Administrasi

Risa Nur / IPI Kelas

Risa Nurhasanah / I / No 1 Kelas

Risa Nurhasanah / I / No 2 Kelas

Risa Nurhasanah / Mania Kelas

Risa Nurhasanah / Mania Kelas

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# Peristiwa-peristiwa Penting 2007

SIGNIFICANT EVENTS IN 2007



Peristiwa-peristiwa Penting 2007



Peristiwa-peristiwa Penting 2007



Peristiwa-peristiwa Penting 2007



# Tata Kelola Perusahaan

GOOD CORPORATE GOVERNANCE

Bagi stakeholder perusahaan, tata kelola perusahaan yang baik dan legal dapat meningkatkan kinerja. Di sisi lain, tata kelola yang buruk dapat menimbulkan risiko reputasi yang signifikan.

Keberhasilan dalam mengelola perusahaan sangat dipengaruhi oleh tata kelola perusahaan yang baik. Tata kelola perusahaan yang baik dapat meningkatkan kinerja perusahaan, meningkatkan nilai perusahaan, dan meningkatkan kepercayaan stakeholder. Tata kelola perusahaan yang baik dapat meningkatkan kinerja perusahaan, meningkatkan nilai perusahaan, dan meningkatkan kepercayaan stakeholder.

Salah satu aspek penting dalam tata kelola perusahaan adalah tata kelola keuangan. Tata kelola keuangan yang baik dapat meningkatkan kinerja perusahaan, meningkatkan nilai perusahaan, dan meningkatkan kepercayaan stakeholder. Tata kelola keuangan yang baik dapat meningkatkan kinerja perusahaan, meningkatkan nilai perusahaan, dan meningkatkan kepercayaan stakeholder.

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# Tanggung Jawab Sosial

CORPORATE SOCIAL RESPONSIBILITY

Perusahaan dan masyarakat saling terkait. Kita sebagai perusahaan bertanggung jawab terhadap masyarakat. Kita sebagai masyarakat juga bertanggung jawab terhadap perusahaan. Kita sebagai perusahaan juga bertanggung jawab terhadap masyarakat.

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**NASIONAL RE**  
BY PERUSAHAAN NASIONAL RE  
CORPORATE SOCIAL RESPONSIBILITY

# Data Pokok Keuangan

## FINANCIAL HIGHLIGHTS

Unit: rupiah/IDR million

	2001	2004	2005	2006	2007	
Fixed Assets	201.215	268.158	342.940	395.720	447.300	Overseas
Fixed Assets - Land	144.011	182.786	206.419	210.481	211.471	Overseas/Foreign
Goodwill	14.220	17.179	19.214	21.520	200.290	Overseas
Fixed Assets - Bank	47.020	68.191	117.307	163.719	225.539	Overseas/Bank
Good Impairment	38.870	27.000	23.089	17.074	9.800	Overseas/Goodwill
Good Impairment	14.880	13.000	10.700	18.294	44.500	Overseas/Goodwill
Other Intangible	18.890	21.000	23.816	24.200	21.000	Overseas/Goodwill
Latih Struktur Pajak	11.000	18.000	16.440	14.000	16.000	Overseas/Pajak
Latih Struktur Pajak	16.200	14.200	16.000	21.000	15.000	Overseas/Pajak
Investasi	98.810	210.000	250.000	220.000	267.444	Overseas/Investasi
Akumulasi	118.114	252.240	248.819	302.814	321.870	Overseas
Contingency Reserve	103.880	148.000	170.000	175.445	170.000	Overseas/Reserve
Provision Pajak Struktur Partisipasi	18.000	10.000	70.000	14.000	100.000	Overseas/Provision Pajak
Contingency Reserve	18.000	10.000	14.000	10.000	10.000	Overseas/Contingency Reserve
Goodwill	16.000	14.000	16.000	11.000	10.000	Overseas/Goodwill
Goodwill	16.000	10.000	15.000	16.000	16.000	Overseas/Goodwill





## DAFTAR ISIAN | FINANCIAL RATIOS

Unit: Rp tr

	2007	2006	
Return on Assets (ROA)	5.27	5.25	Return on Assets
Return on Equity (ROE)	10.51	10.20	Return on Equity
Total as Investment (TII)	71.53	6.90	Total as Investment
Loan Loss Provisions Ratio	30.29	41.12	Loan Loss Provisions
Bad Debtwriting Perf. Ratio	1.40	1.40	Bad Debtwriting (Ratio) Over Provisions
Liquidity	103.01	101.88	Liquidity
Solvency	140.21	140.88	Solvency
Asset Utilized Per Rp100	6.71	6.69	Asset Utilized (per Rp100)

## REKAPITULASI RINGKAS | SINGKAT RINGKAS DATA PERKUTUBAN | FINANCIAL RINGKAS

Unit: Rp tr, Rp miliar | For the year ended  
and tanggal 31 Desember / December 31

Rekapitulasi Ringkas

REKAPITULASI	2007	2006	REKAPITULASI
<b>Eksternal</b>			<b>ASSET</b>
a. Pinjaman	27.528	22.754	a. Pinjaman
b. Sisa aset investasi	1.276	3.731	b. Sisa aset investasi
Jumlah Eksternal	28.804	26.485	Total Asset
<b>Internal</b>			<b>LIABILITIES</b>
a. Utang	1.211	140	a. Utang
b. Cadangan Teknik	1.098	2.690	b. Cadangan Teknik
Jumlah Internal	2.309	2.830	Total Liabilities
<b>Pendapatan Underwriting</b>	4.244	4.240	<b>Underwriting Income</b>
Solusi Underwriting	1.573	4.300	Solusi Underwriting
Underwriting	4.938	3.614	Underwriting Income
Solusi Eksternal	1.735	100	Operating Expenses

# Data Statistik

## STATISTICAL DATA

### TECHNICAL RESERVES, UNEARNED PREMIUMS RESERVE AND ESTIMATED OWN RETENTION CLAIMS 2003 - 2007

(Millions)

■ TECHNICAL RESERVES  
■ UNEARNED PREMIUMS RESERVE  
■ ESTIMATED OWN RETENTION CLAIMS

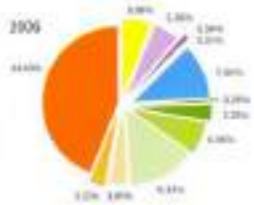
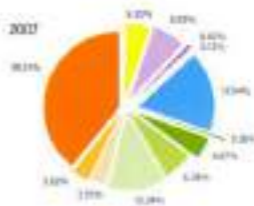


### PREMIUMS INCOME 2007 vs 2006

Breakdown by Class of Business (COB)  
for the years 2007 and 2006

COB	2007		2006	
	200 million	%	200 million	%
Property/Cas	345,280	88.23	303,000	84.22
Engineering	18,428	4.62	22,028	6.13
Marine/Aviation	9,425	2.37	14,688	4.05
Motor	40,010	10.24	40,220	11.04
Marine Cargo	10,010	2.58	20,790	5.80
Marine Hull	10,000	2.57	20,000	5.56
Aviation	10,000	2.57	10,000	2.78
Life	10,000	2.57	44,000	12.22
Energy	444	0.11	0	0.00
LIABILITIES	4,444	1.13	44,444	12.22
Cont. & Subsidiary	10,000	2.57	10,000	2.78
Reinsurance	11,111	2.83	22,222	6.15
Total	391,548	100	360,000	100

■ Property/Cas    ■ Marine Cargo    ■ Life  
■ Engineering    ■ Marine Hull    ■ Liability  
■ Aviation    ■ Energy    ■ Cont. & Subsidiary  
■ Reinsurance    ■ LIABILITIES    ■ Reinsurance



### OPERATING RESULTS & PROFIT BEFORE TAX

2003 - 2007

(M USD)

- OPERATING RESULT
- PROFIT BEFORE TAX



### GROSS PREMIUMS, COMMISSION EXPENSES & NET PREMIUMS

2003 - 2007

(M USD)

- GROSS PREMIUMS
- COMMISSIONS
- NET PREMIUMS



### INVESTMENTS & INVESTMENTS INCOME

2003 - 2007

(M USD)

- INVESTMENTS
- INVESTMENTS INCOME



### ASSETS & SHAREHOLDER'S EQUITY

2003 - 2007

(M USD)

- ASSETS
- SHAREHOLDER'S EQUITY





Laporan Keuangan

KAPALAHIRAH



**SAATCHI & SAATCHI PUBLIC**  
**THE YOUNG & RUBICAM GROUP**  
 1000 Avenue of the Americas, New York, N.Y. 10020  
 Tel. (212) 697-1000

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**SAATCHI & SAATCHI PUBLIC**  
**THE YOUNG & RUBICAM GROUP**



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## BALANCE SHEET

<b>AKTIVA</b>	<b>2007</b>	<b>2006</b>	<b>ASSETS</b>
<b>Investasi</b>			<b>Investments</b>
Deposito Berjangka	116,174	135,491	Time Deposits
Surat Berharga	150,426	150,660	Marketable Securities
Penyerahan	674	674	Other Investments
	<u>367,274</u>	<u>287,045</u>	
Kas dan Bank	1,557	2,751	Cash and Bank
Piutang Reasuransi	41,570	32,311	Reinsurance Receivable
Piutang Retrosesi	18,607	16,418	Retrosession Receivable
Biaya Dibayar Dimuka	148	115	Pre-paid Expenses
Akiva Pajak Tanggahan	56	986	Asset of Deferred Tax
Piutang Hasil Investasi	640	691	Accrued Interest Receivable
Piutang Lain	4,020	4,326	Others Receivable
Akiva Tetap	2,912	3,913	Fixed Assets
Akiva Lain	4,836	13,120	Other Assets
	<u>361,829</u>	<u>366,916</u>	

(Rp. dalam jutaan)

<b>KEWAJIBAN DAN EKUITAS</b>	<b>2007</b>	<b>2006</b>	<b>LIABILITIES AND SHAREHOLDER'S EQUITY</b>
<b>Kewajiban</b>			<b>Liabilities</b>
Utang Reasuransi	14,374	9,058	Reinsurance Payable
Estimasi Klaim Retensi Sendiri	129,791	129,271	Estimated Own Retention Claims
Premi Yang Belum Merupakan Pendapatan	100,016	84,214	Unearned Premiums Reserve
Utang Retrosesi	6,872	18,904	Retrosession Payable
Utang Pajak	1,003	840	Taxes Payable
Cadangan Imbalan Poska Kerja	2,680	3,830	Post-Employment Benefit Reserve
Utang Lain-lain	4,141	3,501	Others Payable
	<b>290,983</b>	<b>349,434</b>	
<b>Ekuitas</b>			<b>Shareholder's Equity</b>
Modal Disetor	86,300	85,000	Paid-up Capital
Kenaikan (Penurunan) Surat Berharga Yang Belum Diresolusikan	(2,070)	417	Increase (Decrease) in Value of Securities
Serplus Dana Tabung	870	-	Surplus of Tabung Funds
Cadangan Umum	9,927	2,012	General Reserves
Cadangan Tujuan	3,904	2,849	Special Reserves
Laba Tahun Berjalan	23,215	21,106	Retained Earnings
	<b>120,946</b>	<b>111,384</b>	
	<b>381,829</b>	<b>360,818</b>	

# Laporan Perubahan Ekuitas

## STATEMENT OF CHANGE IN SHAREHOLDER'S EQUITY

PTSA Tbk Yang Berakhir Tanggal 31 Desember 2017 dan 2016  
 For The Year Ended at December 31, 2017 and 2016

Salinan (Rp.000)

	Salinan New Shares	Salinan Diluted Shares	Salinan Diluted Shares of PTSA	Salinan Bersih		Salinan Diluted Shares	Salinan Bersih
				Salinan Diluted	Salinan Bersih		
Salinan 1 Januari 2016 / Salinan 1 Januari 2016	70.000	0.000		1.000	1.000	0.000	0.000
Perubahan laba per saham yang distribusikan kepada pemegang saham				0.000	0.000	0.000	0.000
Laba tahun 2016 / Profit of 2016						2.150	2.150
Salinan modal / Paid up capital	0.000						0.000.000
Perubahan persentase saham dibagikan kepada pemegang saham / Dividend distributed to holders of shares		4.000					4.000
Salinan tanggal 31 Desember 2016/ Salinan 31 Desember 2016	70.000	4.000	0	1.000	1.000	2.150	21.000
Salinan 1 Januari 2017 / Salinan 1 Januari 2017	70.000	4.000		1.000	1.000	2.150	21.000
Perubahan persentase saham yang distribusikan kepada pemegang saham				0.000	0.000		0.000
Perubahan laba per saham yang distribusikan kepada pemegang saham				0.000	1.000	21.000	22.000
Laba tahun 2017 / Profit of 2017						0.000	0.000
Salinan laba per saham yang distribusikan kepada pemegang saham			0.000				0.000
Perubahan persentase saham dibagikan kepada pemegang saham / Dividend distributed to holders of shares in value of 2017		0.000					0.000
Salinan tanggal 31 Desember 2017/ Salinan 31 Desember 2017	70.000	0.000	0.000	0.000	1.000	21.150	21.000





# Laporan Laba Rugi

## INCOME STATEMENT

Unitas Moneter: Rupiah (Rp) for the year ended  
 2016 (Tupai) 31 Desember / December 31

	2016	2015	(Rp. in million)
<b>Pendapatan Usaha Ringan</b>			
Pendapatan	110.201	109.230	Underwriting Income
Pendapatan	88.290	(7.172)	Direct Premiums
Imprestasi, Reasuransi Premi Yang Sempat Ditanggung Perusahaan	(71.802)	(8.700)	Reinsurance Premiums
<b>Jumlah</b>	<b>38.911</b>	<b>92.358</b>	<b>Net Income (Loss) in Underwriting Business</b>
<b>Debit Usaha Ringan</b>			
Biaya Premi	300.141	181.281	Underwriting Expenses
Biaya Komisioner	(80.498)	(28.584)	Direct Costs
Akuntansi (Perubahan) Saldo Awal/ Akhir Periode Tertentu	221	34.481	Reinsurance Claims
Biaya Administrasi	118.680	102.407	Income (Decrease) in Estimated Own Reinsurance Claims
Geduk Underwriting Lain-lain	171	284	Net Reinsurance Commissions
<b>Jumlah</b>	<b>348.341</b>	<b>212.718</b>	<b>Net Other Underwriting Expenses</b>
<b>Hasil Underwriting Bersih</b>	<b>3.570</b>	<b>(20.360)</b>	<b>Net Underwriting Results</b>
Hasil Investasi	44.850	31.201	Investment Income
Manajemen	(27.853)	(24.444)	Operating Expenses
Lain-lain	21.79	71.281	Operating Profit
Penghasilan/ Bekas Lain-lain	2.844	(1.284)	Other Income (Expense)
Uraian Saldo Awal/ Akhir	24.711	34.280	Profit Before Income Tax
Keuntungan/ Rugi Penghasilan	-	-	Estimated Income Tax
Hasil Penghasilan	(810)	(1.710)	Current Tax
Jumlah	17	919	Profit
<b>Laba Setelah Pajak</b>	<b>11.210</b>	<b>21.144</b>	<b>Profit After Tax</b>

# Laporan Arus Kas

## CASH-FLOW STATEMENTS

Unitas Tahun 2013 Berakhir di 31 Desember 2013  
and Ended 31 December 2013

(Amount in millions)

	2013	2012	
<b>Arus Kas dari Aktivitas Operasi</b>			<b>Cash-Flow from Operating Activities</b>
Penerimaan dari Pelanggan	72.031	60.264	Revenue Received
Penerimaan dari Pemegang Saham	14.342	22.836	Dividend Income Received
Penerimaan Lainnya	3.122	3.335	Other Income Received
Pembayaran Utang Pemegang Saham	(38.627)	(62.293)	Shareholders' Payments Paid
Pembayaran Pajak	(28.758)	(30.281)	Income Tax Paid
Pembayaran Sewa dan Biaya Lain-lain	(22.203)	(22.423)	General and Administrative Expenses Paid
Pembayaran Pajak	9.233	12.724	Tax Paid
Pembayaran Utang Lain	16.076	12.880	Other Payments
Pembayaran Lain-lain	(738)	-	Interest
<b>Kas Bersih dari Aktivitas Operasi</b>	<b>18.316</b>	<b>26.871</b>	<b>Net Cash from Operating Activities</b>
<b>Arus Kas dari Aktivitas Investasi</b>			<b>Cash-Flow from Investing Activities</b>
Penerimaan dari Investasi	41.284	32.891	Investments Income
Pembelian (Peningkatan) Investasi	-	-	Other Investments
Pembelian (Peningkatan) Investasi dari Perusahaan Anak	18.134	(21.251)	Acquisitions of Subsidiaries
Pembelian (Peningkatan) Investasi dari Perusahaan Anak	-	84	Payments to Subsidiaries
Pembelian (Peningkatan) Investasi dari Perusahaan Anak	(7.242)	(76.871)	Acquisitions of Subsidiaries and Marketable Securities
Pembelian Aset Tetap / Lainnya	(11.580)	(13.981)	Purchase of Property, Plant, and Equipment
<b>Kas Bersih dari Aktivitas Investasi</b>	<b>22.696</b>	<b>24.814</b>	<b>Net Cash from Investing Activities</b>
<b>Arus Kas dari Aktivitas Pendanaan</b>			<b>Cash-Flow from Financing Activities</b>
Penerimaan Kredit Bank	-	12.209	Bank Loans Paid up Credit Facilities
Pembayaran Utang Bank	(71.946)	(74.402)	Dividend Paid
<b>Kas Bersih dari Aktivitas Pendanaan</b>	<b>(71.946)</b>	<b>16.000</b>	<b>Net Cash from Financing Activities</b>
<b>Berakhir/Dimulai dari Periode</b>	<b>0.940</b>	<b>1.881</b>	<b>Income (Expense) in Cash Balance</b>
<b>Solusi Kas dan Bank pada Awal Periode</b>	<b>1.311</b>	<b>816</b>	<b>Cash and Bank at Beginning of Year</b>
<b>Solusi Kas dan Bank pada Akhir Periode</b>	<b>1.231</b>	<b>1.716</b>	<b>Cash and Bank at End of Year</b>

# Catatan Atas Laporan Keuangan

## NOTES TO THE FINANCIAL STATEMENTS

2020

1. Perusahaan ini adalah "Perusahaan Terbuka" yang berincumbung di sektor jasa. Di akhir tahun 2020, 100% saham yang diterbitkan oleh PT. Garuda Indonesia Tbk. dimiliki oleh publik. PT Garuda Indonesia Tbk. adalah perusahaan terbuka yang terdaftar di Bursa Efek Indonesia (BEI) dengan kode saham GIAA. PT Garuda Indonesia Tbk. adalah perusahaan terbuka yang terdaftar di Bursa Efek Indonesia (BEI) dengan kode saham GIAA. PT Garuda Indonesia Tbk. adalah perusahaan terbuka yang terdaftar di Bursa Efek Indonesia (BEI) dengan kode saham GIAA.

2. Laporan keuangan ini disusun dengan menggunakan asumsi akrual.

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2019

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The Board of Directors has authorized the following amounts for the 1988-1989 fiscal year:

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Item	1988-1989
Salary	\$100,000
Benefits	\$20,000

The Board of Directors has authorized the following amounts for the 1988-1989 fiscal year:

**Board of Directors**

The Board of Directors consists of the following members:

**Officers**

The following are the officers of the organization:

President	\$100,000
Vice President	\$80,000
Secretary	\$60,000
Treasurer	\$50,000
Director	\$40,000
Staff	\$100,000

**Board of Directors**

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**1. Introduction**

Research in the field of organizational behavior has shown that the way we think about work and work-related issues can have a significant impact on our performance and well-being. This research aims to explore the relationship between work-related cognitions and organizational outcomes.

The first part of the paper discusses the theoretical background of the research, focusing on the role of work-related cognitions in organizational behavior.

The second part of the paper presents the research methodology, including the sample and data collection procedures. The third part discusses the results of the study, and the fourth part concludes with implications for practice and future research.

**2. Theoretical Background**

Work-related cognitions refer to the thoughts and beliefs that individuals hold about their work and the organization. These cognitions can be influenced by various factors, including organizational culture, leadership, and social norms.

**3. Research Objectives**

The primary objective of this research is to investigate the relationship between work-related cognitions and organizational performance. A secondary objective is to explore the mediating role of organizational commitment in this relationship.

The research hypotheses are as follows: H1: Work-related cognitions are positively related to organizational performance. H2: Organizational commitment mediates the relationship between work-related cognitions and organizational performance.

The study is a quantitative research design, using a cross-sectional survey of employees from various organizations. The data were analyzed using structural equation modeling (SEM).

The results of the study show that work-related cognitions are indeed positively related to organizational performance. Furthermore, organizational commitment was found to mediate this relationship.

These findings have important implications for practice, suggesting that organizations should focus on fostering positive work-related cognitions to improve performance. This can be achieved through various strategies, such as enhancing organizational culture and leadership.

The study also highlights the importance of organizational commitment in this process. Organizations should strive to create a supportive work environment that encourages employees to become more committed to their work and the organization.

In conclusion, this research provides valuable insights into the relationship between work-related cognitions and organizational performance. The findings suggest that organizations should focus on fostering positive work-related cognitions and organizational commitment to achieve better performance.

**4. Methodology**

The research methodology consists of a cross-sectional survey of employees from various organizations. The survey included measures of work-related cognitions, organizational commitment, and organizational performance.

The data were analyzed using structural equation modeling (SEM), which allows for the simultaneous estimation of multiple relationships in a model.

The sample consisted of 300 employees from 10 different organizations. The data were collected through an online survey, which was distributed to employees via email.

**5. Results**

The results of the study show that work-related cognitions are positively related to organizational performance. The relationship is mediated by organizational commitment, as predicted by the research hypotheses.

**6. Discussion**

The findings of this study have important implications for practice. Organizations should focus on fostering positive work-related cognitions and organizational commitment to improve performance.

There are several limitations to this study. First, the study is a cross-sectional design, which limits our ability to establish causality. Second, the sample was limited to employees from various organizations, which may limit the generalizability of the findings.

Future research should explore the relationship between work-related cognitions and organizational performance in more detail. This could include longitudinal studies and studies that focus on specific organizational contexts.

In conclusion, this research provides valuable insights into the relationship between work-related cognitions and organizational performance. The findings suggest that organizations should focus on fostering positive work-related cognitions and organizational commitment to achieve better performance.

The study also highlights the importance of organizational commitment in this process. Organizations should strive to create a supportive work environment that encourages employees to become more committed to their work and the organization.

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1. **Using Formulas**

Three rectangles are shown below. The perimeter of the smallest rectangle is 20 units. What is the perimeter of the largest rectangle?

2. **Word Problems**

Two rectangles are shown below. The perimeter of the smaller rectangle is 20 units. What is the perimeter of the larger rectangle?

3. **Using Formulas**

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Two rectangles are shown below. The perimeter of the smaller rectangle is 20 units. What is the perimeter of the larger rectangle?

5. **Using Formulas**

Three rectangles are shown below. The perimeter of the smallest rectangle is 20 units. What is the perimeter of the largest rectangle?

Use the information below to answer questions 6-10.

1. Area of Triangle	48	10000
2. Area of Square	48	10000
3. Area of Circle	48	10000
4. Area of Rectangle	48	10000
5. Area of Parallelogram	48	10000
6. Area of Trapezoid	48	10000
7. Area of Rhombus	48	10000
8. Area of Kite	48	10000
9. Area of Polygon	48	10000
10. Area of Composite Figure	48	10000

Use the information below to answer questions 11-15.

6. **Area**

Use the information below to answer questions 11-15.

11. **Area**

Use the information below to answer questions 11-15.

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12. **Area**

Use the information below to answer questions 11-15.

13. **Area**

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14. **Area**

Use the information below to answer questions 11-15.

15. **Area**

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Area of Trapezoid	48	10000
Area of Rhombus	48	10000
Area of Kite	48	10000
Area of Polygon	48	10000
Area of Composite Figure	48	10000

16. **Area**

Use the information below to answer questions 11-15.



Das Unternehmen hat sich in den letzten Jahren stark erweitert und ist heute ein führender Anbieter für die Herstellung von Kunststoffteilen. Die Produktion erfolgt in drei Schichten (Tag, Nacht, Wochenende) an drei Standorten in Deutschland.

**1. Personalplanung**

Das Unternehmen hat die Produktion in drei Schichten unterteilt und die Mitarbeiter entsprechend der Schicht zuordnen müssen.

Produktion (Tag)	1200
Produktion (Nacht)	800
Produktion (Wochenende)	1000
Gesamt	3000

Die Personalplanung für die Produktion erfolgt in drei Schichten (Tag, Nacht, Wochenende) an drei Standorten in Deutschland.

**2. Personalplanung**

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**1. ASSETS**

Investment assets held through 31 December 2007 and 2006 are:

	2007 Rp	2006 Rp
Equity	10,113,000,000	10,011,000,000
Real Estate	30,020,713,000	30,019,000,000
Property	873,330,000	874,700,000
<b>total</b>	<b>30,907,043,000</b>	<b>30,904,700,000</b>

	2007 Rp	2006 Rp
• Domestic Bank	9,000,000,000	9,000,000,000
• Cash Money	30,020,000,000	19,999,000,000
• Domestic Capital	4,090,000,000	3,012,000,000
<b>total</b>	<b>33,110,000,000</b>	<b>32,011,000,000</b>

	2007 Rp	2006 Rp
• Other	9,000,000,000	11,011,000,000
• Non-current	11,000,000,000	11,000,000,000
• Cash	1,000,000,000	2,000,000,000
• Current Property	883,330,000	-
<b>total</b>	<b>21,883,330,000</b>	<b>24,011,000,000</b>

**Property**

Real estate held through 31 December 2007 and 2006 are:

	2007 Rp	2006 Rp
Real Estate		
Property	873,330,000	874,700,000
• Current Property	873,330,000	874,700,000
<b>total</b>	<b>873,330,000</b>	<b>874,700,000</b>

**CASH AND BANK**

Cash and bank assets include cash and bank deposits held through 31 December 2007 and 2006 are:

	2007 Rp	2006 Rp
Cash	3,000,000,000	2,000,000,000
Bank	1,000,000,000	2,000,000,000
<b>total</b>	<b>4,000,000,000</b>	<b>4,000,000,000</b>

**1. LIABILITIES**

Investment liabilities held through 31 December 2007 and 2006 are:

	2007 Rp	2006 Rp
Real Estate	10,113,000,000	10,011,000,000
Real Estate Securities	100,000,000,000	100,000,000,000
Other	1,000,000,000	1,000,000,000
<b>total</b>	<b>101,113,000,000</b>	<b>101,011,000,000</b>

	2007 Rp	2006 Rp
• Real Estate	10,113,000,000	10,011,000,000
• Cash Money	100,000,000,000	100,000,000,000
• Current Capital	1,000,000,000	1,000,000,000
<b>total</b>	<b>101,113,000,000</b>	<b>101,011,000,000</b>

	2007 Rp	2006 Rp
• Bank	1,000,000,000	1,000,000,000
• Cash Money	100,000,000,000	100,000,000,000
• Other	1,000,000,000	1,000,000,000
• Real Estate Securities	100,000,000,000	100,000,000,000
<b>total</b>	<b>102,000,000,000</b>	<b>102,000,000,000</b>

**Investments in Subsidiary**

Subsidiary investments held through 31 December 2007 and 2006 are:

	2007 Rp	2006 Rp
Subsidiary Investments		
Investment	100,000,000,000	100,000,000,000
• Current Property	100,000,000,000	100,000,000,000
<b>total</b>	<b>100,000,000,000</b>	<b>100,000,000,000</b>

**CASH AND BANK**

Cash and bank assets include cash and bank deposits held through 31 December 2007 and 2006 are:

	2007 Rp	2006 Rp
Cash	3,000,000,000	2,000,000,000
Bank	1,000,000,000	2,000,000,000
<b>total</b>	<b>4,000,000,000</b>	<b>4,000,000,000</b>



**1. PIUTANG PERSEORANGAN**

Salah satu piutang perseorangan pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
Rp	Rp
14.170.267,70	22.170.000,00

**2. PIUTANG KERECIKAN**

Salah satu piutang keretakan pada perusahaan pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
Rp	Rp
8.000.000,00	75.410.000,00

**3. SALINAN BUKU INVENTARIS**

Salah satu buku inventaris yang dimiliki oleh PTSDI adalah yang masih harus dikembalikan kepada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
Rp	Rp
600.000,00	100.000,00

**4. HAK MILIK BUNGA**

Hak milik perusahaan yang dimiliki adalah pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
Rp	Rp
84.100.000	79.000.000

**5. AKTIVA PAKSIAN TERKONGKALAN**

Salah satu aktiva kongkalan pada Aktris Pabrik Terpadu pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
Rp	Rp
10.000,00	100.000.000

**6. PIUTANG LAIN**

Salah satu piutang lain yang dimiliki adalah pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
Rp	Rp
1.000.000,00	1.000.000,00

**7. PERUSAHAAN TERKONGKALAN**

Salah satu perusahaan kongkalan pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
USD	USD
4.300.000,00	2.171.000,00

**8. PERUSAHAAN TERKONGKALAN**

Salah satu perusahaan kongkalan pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
USD	USD
1.000.000,00	1.000.000,00

**9. AKTIVA PERUSAHAAN TERKONGKALAN**

Salah satu aktiva perusahaan kongkalan yang dimiliki oleh PTSDI adalah yang masih harus dikembalikan kepada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
USD	USD
200.000,00	200.000,00

**10. PERUSAHAAN TERKONGKALAN**

Salah satu perusahaan kongkalan yang dimiliki adalah pada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
USD	USD
100.000,00	100.000,00

**11. PERUSAHAAN TERKONGKALAN**

Salah satu perusahaan kongkalan yang dimiliki oleh PTSDI adalah yang masih harus dikembalikan kepada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
USD	USD
100.000,00	100.000,00

**12. PERUSAHAAN TERKONGKALAN**

Salah satu perusahaan kongkalan yang dimiliki oleh PTSDI adalah yang masih harus dikembalikan kepada tanggal 31 Desember 2007 dan 2006 adalah sebagai berikut:

2007	2006
USD	USD
1.000.000,00	1.000.000,00

**4. ACTUAL STATE**

Net sales value under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Net Sales	4.000.000.000	4.000.000.000
Manufacturing Costs	2.000.000.000	2.000.000.000
<b>Balance</b>	<b>2.000.000.000</b>	<b>2.000.000.000</b>

**5. ACTUAL LAW-LAW**

Net sales value under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Net Sales	4.000.000.000	4.000.000.000

**6. STATE GUARANTEE**

State guarantee under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
State Guarantee	4.000.000.000	4.000.000.000

**7. STATE GUARANTEE**

State guarantee under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
State Guarantee	4.000.000.000	4.000.000.000

**8. STATE GUARANTEE UNDER ACTUAL BUDGET**

State guarantee under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
State Guarantee	4.000.000.000	4.000.000.000

**9. STATE GUARANTEE UNDER ACTUAL BUDGET**

State guarantee under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
State Guarantee	4.000.000.000	4.000.000.000

**10. PROVISIONS**

Provision for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Provision	4.000.000.000	4.000.000.000
Provision	4.000.000.000	4.000.000.000
<b>Balance</b>	<b>8.000.000.000</b>	<b>8.000.000.000</b>

**11. OTHER RESERVE**

Other reserve for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Other Reserve	4.000.000.000	4.000.000.000

**12. RESERVE FOR PROVISIONS**

Reserve for provisions for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Reserve for Provisions	4.000.000.000	4.000.000.000

**13. RESERVE FOR PROVISIONS**

Reserve for provisions for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Reserve for Provisions	4.000.000.000	4.000.000.000

**14. RESERVE FOR PROVISIONS UNDER ACTUAL BUDGET**

Reserve for provisions under actual budget for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Reserve for Provisions	4.000.000.000	4.000.000.000

**15. UNPAID PREMIUM RESERVE**

Unpaid premium reserve for December 2007 and 2008 actual state as follows:

	2007 Rp	2008 Rp
Unpaid Premium Reserve	4.000.000.000	4.000.000.000

**7. DUKUNGAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
188.712.940	79.461.887

**8. DUKUNGAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
191.792.980	1.140.000

**9. BINAAN KAWASAN KEMAH**

Berdasarkan laporan keuangan PT Garuda Kita hingga tanggal 31 Januari 2018. Menurut laporan yang kami lihat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
1.057.712.291	1.103.000.000

**10. DUKUNGAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
4.021.000.000	1.566.746.200

**11. SUPPLAI DAN PERUSAHAAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
88.366.270	-

**12. BUKAL OPERASI**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

	2017	2016	%
PT KARYASATI	81.000	81.000.000.000	81.000
PT KARYASATI	-	1.200.000	0,001
Jumlah	81.000	81.001.200.000	100

**13. KASUS PERUSAHAAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
1.007.712.940	79.461.887

**14. DUKUNGAN PERUSAHAAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
191.792.980	1.140.000

**15. FASIL PERUSAHAAN PERUSAHAAN**

Berdasarkan laporan keuangan PT Garuda Kita hingga tanggal 31 Januari 2018. Menurut laporan yang kami lihat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
1.057.712.291	1.103.000.000

**16. DUKUNGAN PERUSAHAAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
4.021.000.000	1.566.746.200

**17. SUPPLAI DAN PERUSAHAAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

2017	2016
Rp	Rp
88.366.270	-

**18. DUKUNGAN PERUSAHAAN**

Relevansi dengan ayat yang relevan berdasarkan ayat yang tertera di Surat No. 207 dan 208 sebagai berikut:

	2017	2016	%
PT KARYASATI	81.000	81.000.000.000	81.000
PT KARYASATI	-	1.200.000	0,001
Jumlah	81.000	81.001.200.000	100,000

**1. Operating Performance - Financial Summary**

Operating performance for the period ended 31st March 2009 compared to the period ended 31st March 2008 is set out below.

	2008 £ million	2009 £ million
--	-------------------	-------------------

**1.1 Operating Performance - Financial Summary**

Operating performance for the period ended 31st March 2009 compared to the period ended 31st March 2008 is set out below.

	2008 £ million	2009 £ million
Revenue	1,234,567	1,234,567
Operating Expenses	(876,543)	(876,543)
Operating Profit	358,024	358,024
Finance Costs	(12,345)	(12,345)
Other Income	5,678	5,678
Profit Before Tax	351,357	351,357
Tax	(87,654)	(87,654)
Profit After Tax	263,703	263,703

**1.2 Operating Performance - Financial Summary**

Operating performance for the period ended 31st March 2009 compared to the period ended 31st March 2008 is set out below.

	2008 £ million	2009 £ million
Revenue	1,234,567	1,234,567
Operating Expenses	(876,543)	(876,543)
Operating Profit	358,024	358,024
Finance Costs	(12,345)	(12,345)
Other Income	5,678	5,678
Profit Before Tax	351,357	351,357
Tax	(87,654)	(87,654)
Profit After Tax	263,703	263,703

**1.2 Operating Performance - Financial Summary**

Operating performance for the period ended 31st March 2009 compared to the period ended 31st March 2008 is set out below.

	2008 £ million	2009 £ million
--	-------------------	-------------------

**1.2 Operating Performance - Financial Summary**

Operating performance for the period ended 31st March 2009 compared to the period ended 31st March 2008 is set out below.

	2008 £ million	2009 £ million
Revenue	1,234,567	1,234,567
Operating Expenses	(876,543)	(876,543)
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Other Income	5,678	5,678
Profit Before Tax	351,357	351,357
Tax	(87,654)	(87,654)
Profit After Tax	263,703	263,703

**1.2 Operating Performance - Financial Summary**

Operating performance for the period ended 31st March 2009 compared to the period ended 31st March 2008 is set out below.

	2008 £ million	2009 £ million
Revenue	1,234,567	1,234,567
Operating Expenses	(876,543)	(876,543)
Operating Profit	358,024	358,024
Finance Costs	(12,345)	(12,345)
Other Income	5,678	5,678
Profit Before Tax	351,357	351,357
Tax	(87,654)	(87,654)
Profit After Tax	263,703	263,703



**14. OTHER NON-CURRENT ASSETS**

See notes to the financial statements for details of the assets and liabilities included in this category.

	2007 R	2006 R
Investments	11,826,261,659	11,473,559,894
Accrued Benefits	3,544,261,591	4,977,377,427
Prepayments	6,642,562,778	6,778,083,886
Lease Costs	1,171,582,271	1,000,000,000
Right of Use	15,186,701	8,941,500
Goodwill	6,288,540	5,910,700
Others	1,478,883,688	1,222,233,000
Provision for		
Impairment	7,000,000,000	1,200,000,000
Non-current tax receivable	6,982,262,467	8,773,269,552
Good & Intangible	7,120,373,300	7,743,373,500
Other	1,491,639,114	1,248,860,467
Non-current liabilities	14,777,562,277	16,764,112,282
<b>Total</b>	<b>91,898,841,180</b>	<b>93,327,973,188</b>

**15. OTHER CURRENT ASSETS**

See notes to the financial statements for details of the assets and liabilities included in this category.

	2007 R	2006 R
Investments	34,286,264,000	31,227,347,500
Accrued Benefits	59,432,760,000	60,850,177,227
Prepayments	11,271,275,000	9,540,791,490
Lease Costs	2,128,000,000	3,071,280,899
Right of Use	30,446,100	6,381,200
Goodwill	20,595,497	6,432,569
Others	1,475,267,760	9,484,088,270
Provision for		
Impairment	2,798,988,000	31,800,000
Non-current tax receivable	1,000,000,000	1,721,000,000
Good & Intangible	1,098,190,000	69,441,200
Other	1,429,930,157	1,023,790,200
Non-current liabilities	31,000,000,000	30,000,000,000
<b>Total</b>	<b>104,000,000,000</b>	<b>104,000,000,000</b>

**16. OTHER LIABILITIES**

See notes to the financial statements for details of the liabilities included in this category.

2007 R	2006 R
11,000,000,000	11,000,000,000

**17. OTHER FINANCIAL INSTRUMENTS**

See notes to the financial statements for details of the assets and liabilities included in this category.

	2007 R	2006 R
Financial Assets	41,441,260,000	41,441,260,000
Financial Liabilities	12,000,000,000	12,000,000,000
Other	1,111,111,111	1,111,111,111
Others	4,444,444,444	4,444,444,444
Other	1,111,111,111	1,111,111,111
Provision for		
Impairment	1,111,111,111	1,111,111,111
Others	1,111,111,111	1,111,111,111
Financial Assets & Liabilities	4,444,444,444	4,444,444,444
Good & Intangible	1,111,111,111	1,111,111,111
Others	1,111,111,111	1,111,111,111
Liabilities	1,111,111,111	1,111,111,111
<b>Total</b>	<b>58,000,000,000</b>	<b>58,000,000,000</b>

**18. OTHER FINANCIAL INSTRUMENTS**

See notes to the financial statements for details of the assets and liabilities included in this category.

	2007 R	2006 R
Financial Assets	6,666,666,666	6,666,666,666
Financial Liabilities	1,111,111,111	1,111,111,111
Other	1,111,111,111	1,111,111,111
Others	1,111,111,111	1,111,111,111
Other	1,111,111,111	1,111,111,111
Provision for		
Impairment	1,111,111,111	1,111,111,111
Others	1,111,111,111	1,111,111,111
Financial Assets & Liabilities	1,111,111,111	1,111,111,111
Good & Intangible	1,111,111,111	1,111,111,111
Others	1,111,111,111	1,111,111,111
Liabilities	1,111,111,111	1,111,111,111
<b>Total</b>	<b>10,000,000,000</b>	<b>10,000,000,000</b>

**19. OTHER FINANCIAL INSTRUMENTS**

See notes to the financial statements for details of the assets and liabilities included in this category.

2007 R	2006 R
10,000,000,000	10,000,000,000

**29. BEBAN USAHA**

Beban usaha dalam tahun 2007 dan 2006 terdiri atas :

	2007 Rp	2006 Rp
Beban Perawatan	1.698.531.608	1.917.976.291
Beban Listrik	20.066.265.904	17.848.896.068
Beban Administrasi	6.090.054.105	5.632.379.720
Jumlah	27.854.851.705	34.999.252.105

**30. PENGHASILAN (BEBAN) LAIN-LAIN**

Hasil (beban) lain-lain di luar kegiatan operasional perusahaan adalah sebagai berikut :

2007 Rp	2006 Rp
(1.558.296.499)	(2.383.519.698)

**29. OPERATING EXPENSES**

Operating Expenses in the years 2007 and 2006 were as follows:


	2007 IDR	2006 IDR
Marketing Expense	1.698,531,608	1,917,976,291
General Expense	20,066,265,904	17,848,896,068
Administrative Expense	6,090,054,105	5,632,379,720
Total	27,854,851,705	34,999,252,105

**30. OTHER INCOMES (EXPENSES)**

Other Incomes (Expenses) exclusive from the corporate operational activities for the years 2007 and 2006 were as follows:

2007 IDR	2006 IDR
(1,558,296,499)	(2,383,519,698)





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