

# “The inside dynamics of PRODUCTIVITY in digital era ”

– Digital & Automatisation Systems Perspective –

**Inspiration by**  
**M. Aditya Warman**

The New Challenges in Flexible Business Strategy, Automation and The Future Of  
Business Perspective

Source data : UC Berkeley on Leader of Innovation – John Donner & Mark 2017



# Muhammad Aditya Warman, MBA

Industrial Relations Expert

Dewan Pengawas

**BPJS Ketenagakerjaan - Now**

**Penulis Buku berbasis System Thinking : 71 Handbooks**



**Dewan Pakar | ATC DPN APINDO**

**Executive Astra | Head of Corporate Industrial Relations PT Astra International Tbk 2005 - 2016**

**Managing Director | ATC Business Development ( Apindo Training Center) 2017 - 2006**

**Director – Pengurus Pusat | Koperasi Astra International | 2014 - 2006**

**Wasekjend | Dewan Pimpinan Nasional Asosiasi Pengusaha Indonesia ( DPN APINDO ) 2012-2016**

**Member | Dewan Pengupahan Nasional 2009 – 2016**

**Member | LKS Tripartit Nasional 2009 – 2016**

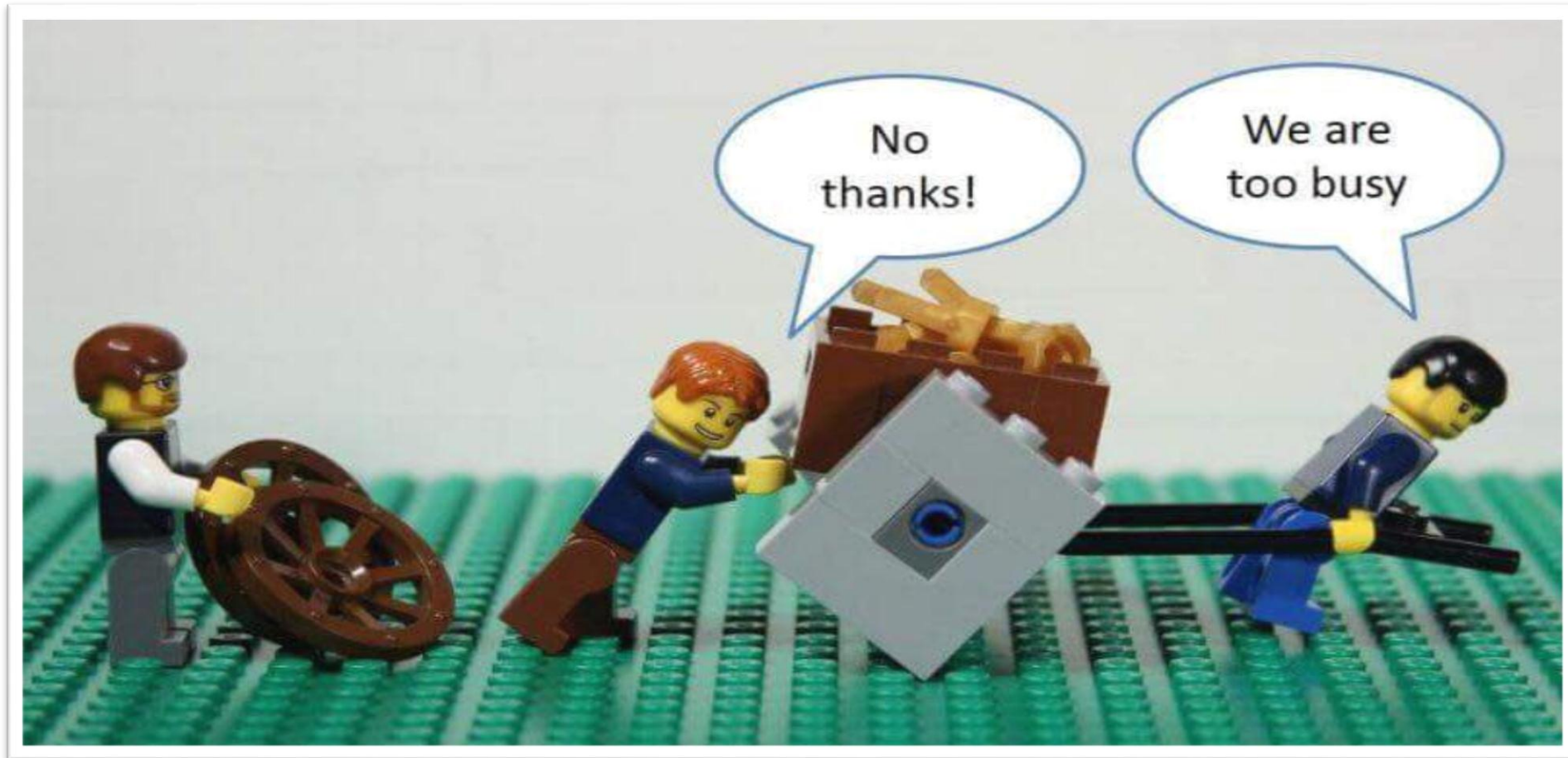
**Delegation of RI | International Labor Conference (ILO – Geneva) 2006 – Now**

**SI – Psikologi UMS S2 – FEB UGM Strategic Business – NUS x AMDI ASTRA INTERNATIONAL tbk**

**Executive Short Course : Harvard University - Cambridge University - Berkeley University - INSEAD Business school**

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# YOUR PRODUCTIVITY Challenges



**“If You Want Something New,  
You Have To Stop Doing Something Old”**

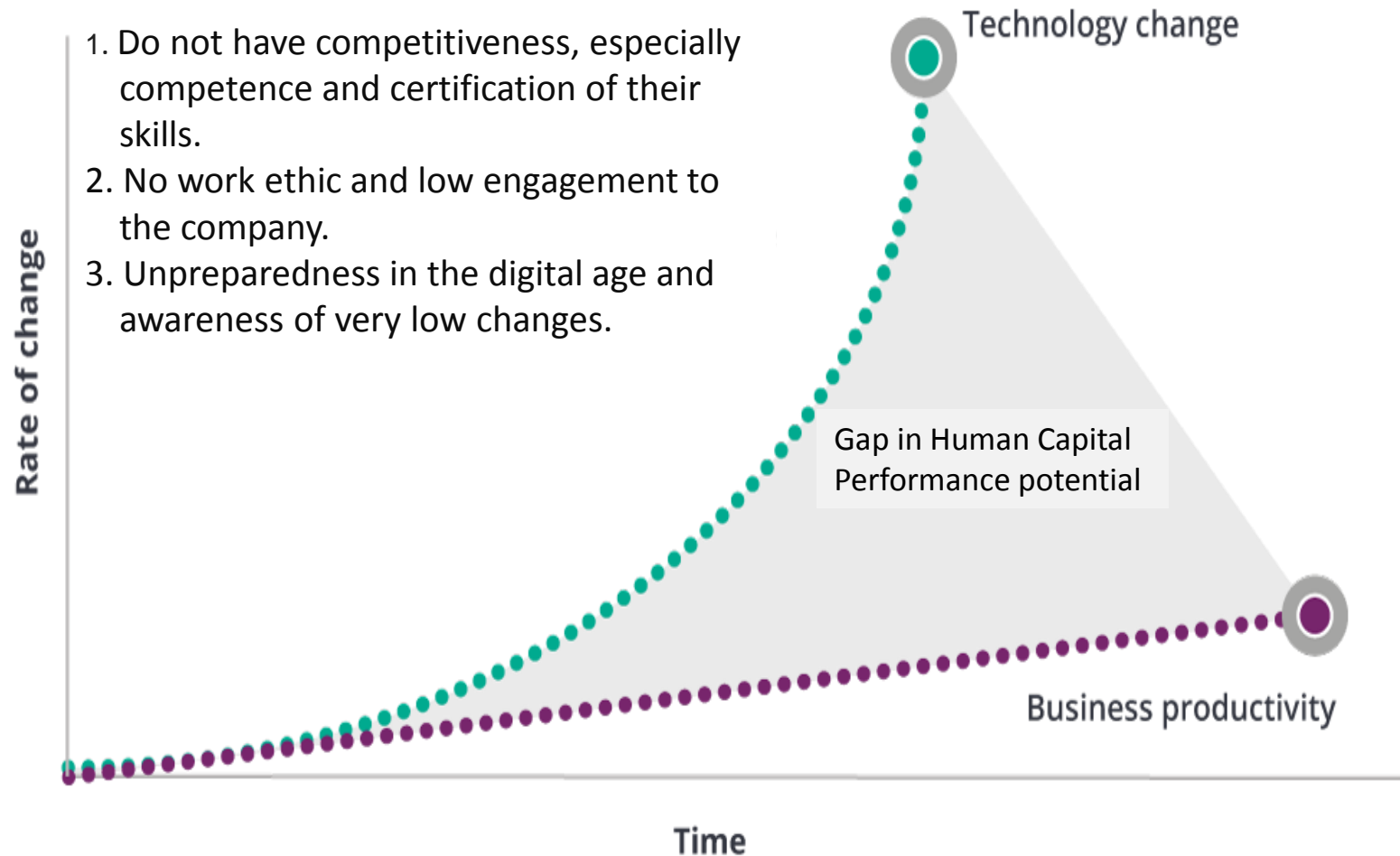
# 2017 Human Capital Forum: Employee Experience in the Digital Era

Explore the next wave of  
human capital transformation

**MARCH 22, 2017 | SAN FRANCISCO**



**Figure 1. What appears to be happening**



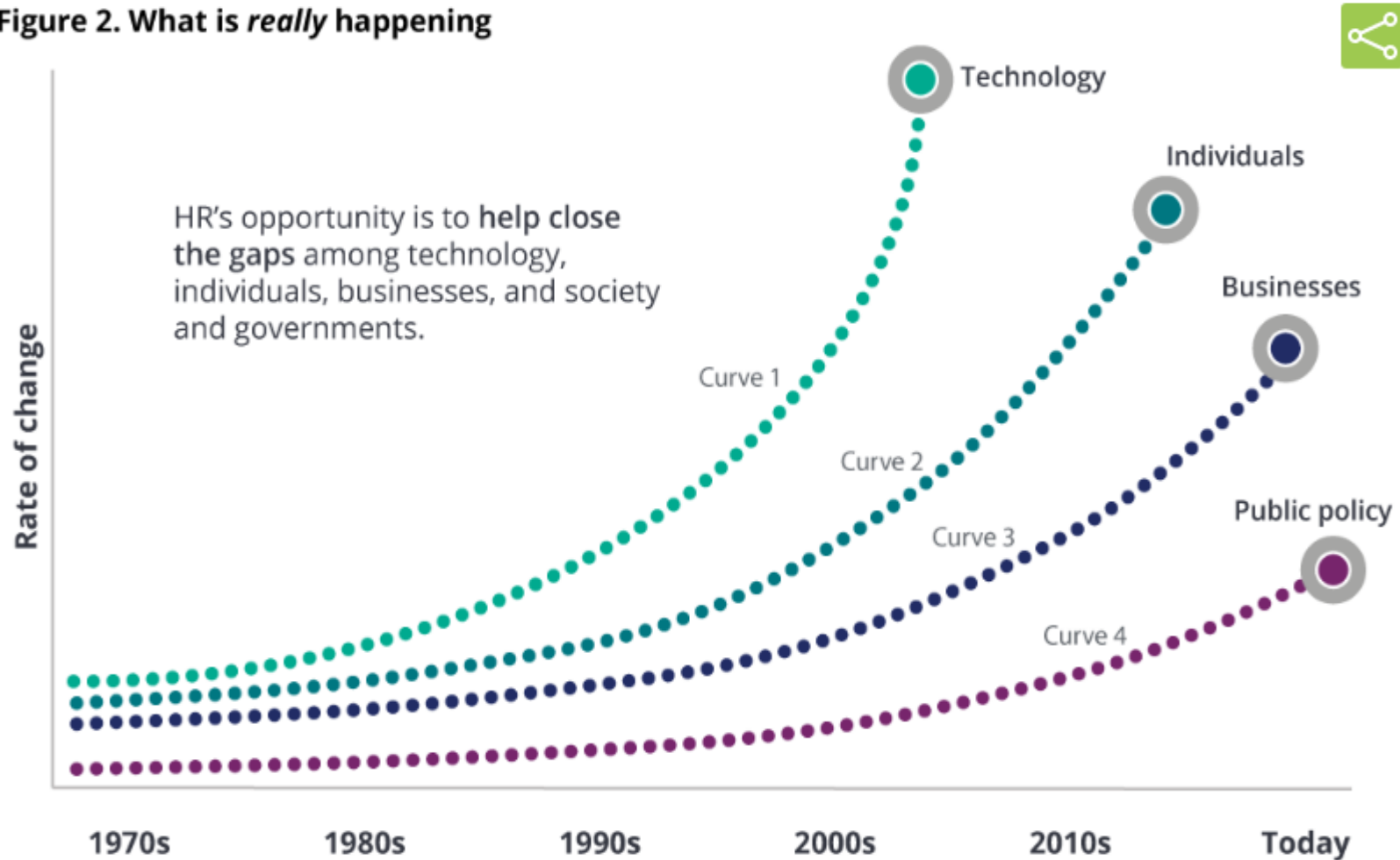
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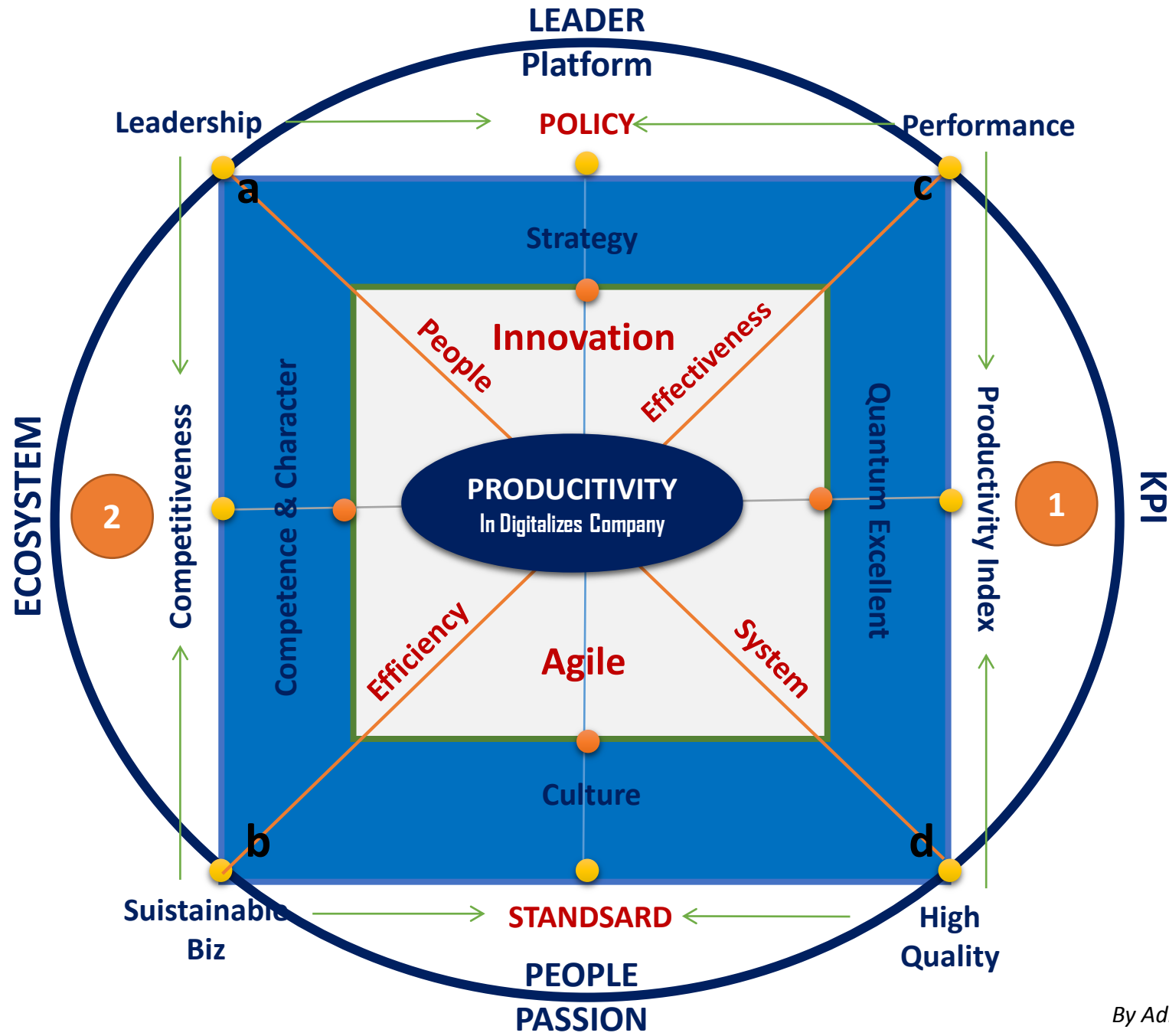


Figure 2. What is *really* happening



Connect People with **“WHY”**

# The productivity Challenges in Digitalizes Companies





2<sup>nd</sup> Indonesia Industrial Relations Conference 2015  
Bali, 4 – 6 November 2015

# Productivity Research **Sharing**

Prepared by  
**Pusat Studi Apindo – DPN APINDO**

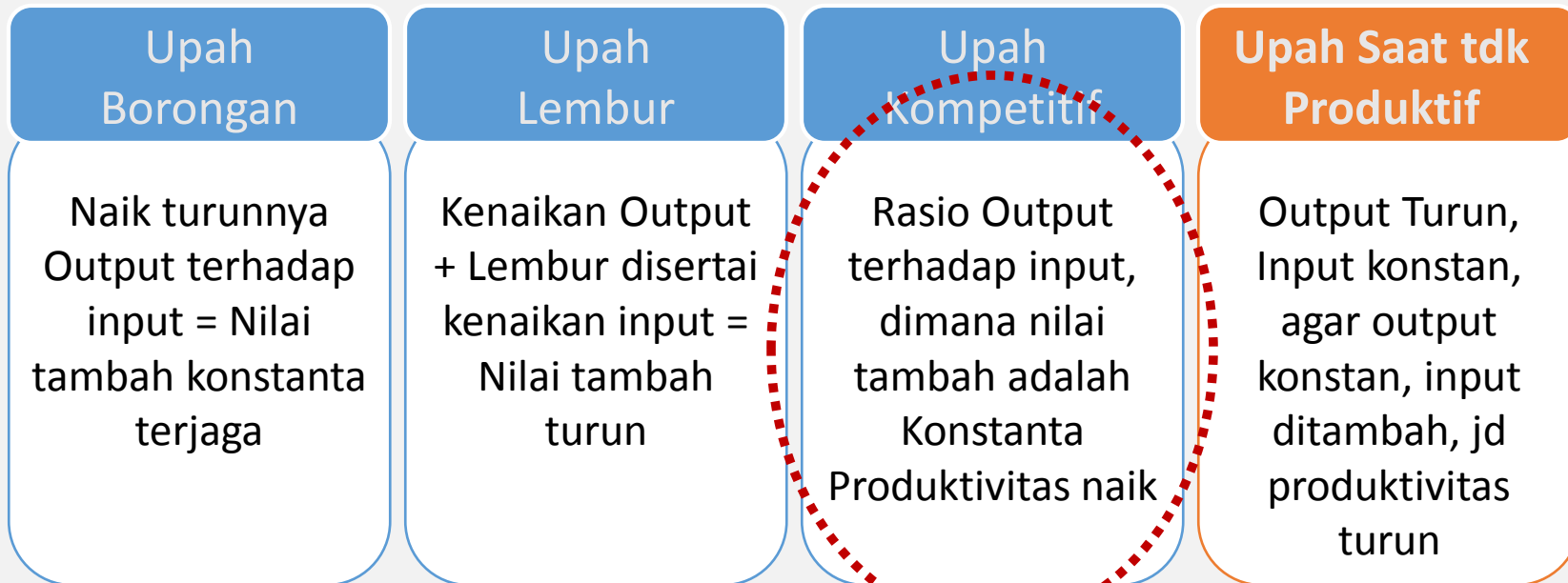
• @adityamind2015



Replacing old rules with **New Facts**

## Productivity is Add Values

Nilai tambah adalah hasil penjualan dikurangi biaya pembelian barang dan jasa. Besaran nilai tambah akan disistribusikan untuk biaya upah, modal, pajak. Deviden. Jika produktivitas tinggi alokasi upah bisa naik. Besarannya tergantung perubahan bunga dan pajak. Upah bagi pekerja serupa dengan dividen bagi pemegang saham.



## Productivity is rasio output terhadap input (Decent Work)

Jika upah tinggi, akan mendapat pekerja kualitas tinggi, bisa mengoperate proses produksi dengan teknologi dan produktivitas yang tinggi. Jika output konstan, agar produktivitas tinggi, input dikurangi, sebaliknya input naik dan output konstan maka produktivitas turun

# Productivity is Decent Work

## Pemerintah

Regulasi perlindungan terhadap Upah layak (Proteksi upah layak atas Buruh)

### 3 Layak

- Layak Kerja
- Layak Upah
- Layak Hidup

## Pekerja

Tuntutan atas Upah tinggi terkait dengan daya beli buruh.

### 3 Daya Beli

- Layak Rumah
- Layak Pendidikan
- Layak Kesehatan

## Pengusaha

Menciptakan Nilai tambah untuk menciptakan hasil lebih optimum

### 3 Optimalisasi

- Layak Investasi
- Layak Berusaha
- Layak Hasil



## One Perception Welfare State

Competency up  
(next level)

Harmonize  
Synchronize  
Synergy

Law Enforcement  
(As Soon As Possible)

# Productivity : Success Factor "Indonesian Style"

## Simplifikasi

lebih efektif untuk menambah add values setiap proses guna mendorong output

### Key Point

- Perpendek waktu penyelesaian
- Mengurangi waktu tunggu

## Mekanisasi

Automasisasi dan inovasi atas setiap proses manual dan rendah kompetensi

### Key Point

- Mengurangi pekerjaan Manual
- Menaikkan standar output

## Sinergi

Menjadikan lebih engaged atas setiap proses menuju optimalisasi output

### Key Point

- Ergonomi atas tempat kerja
- Meniadakan proses yang tdk perlu/ menggabungkan proses kerja



## Hand in Hand

### Partnership

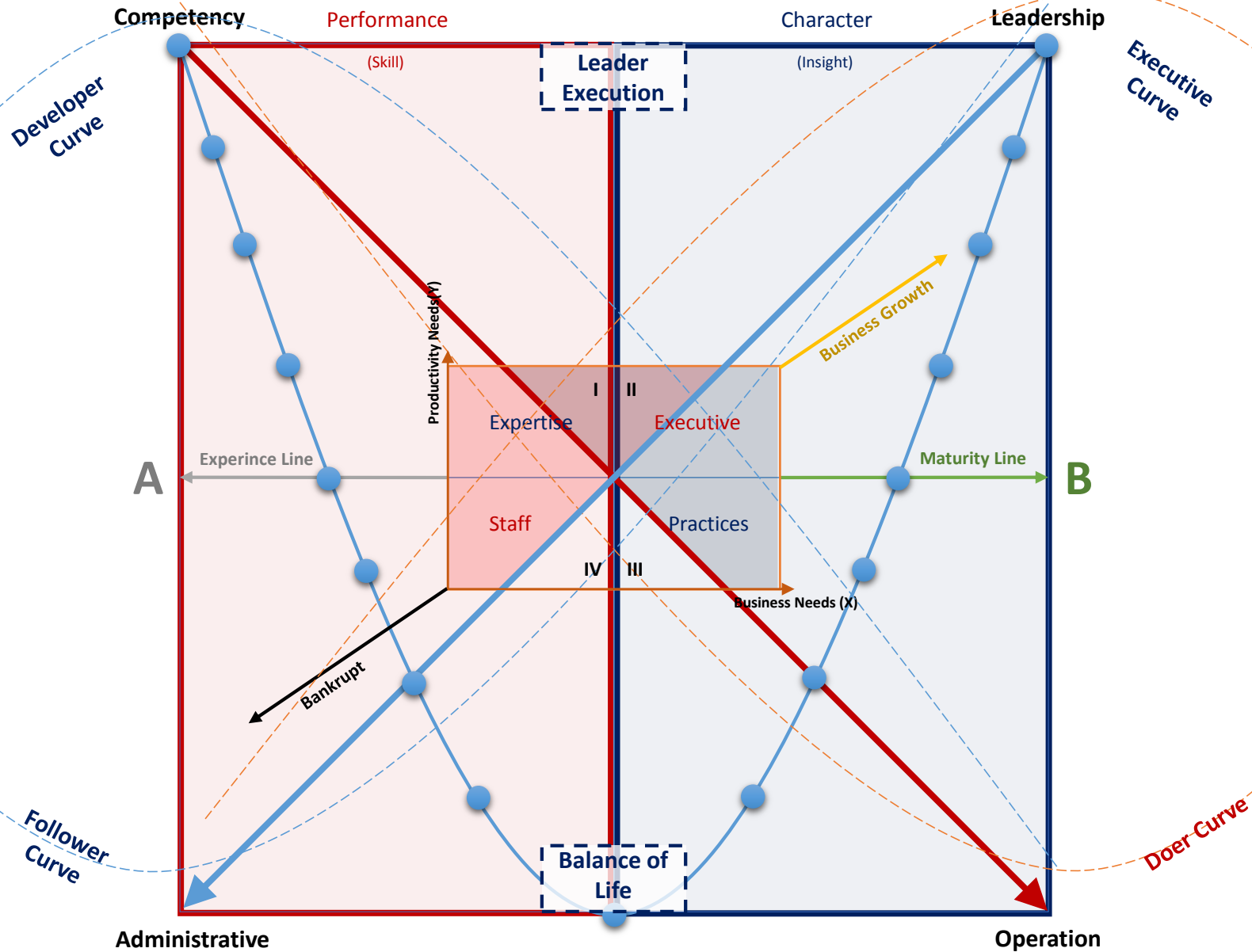
National Tripartite  
Social Dialogue  
(NTSD View)

Tripartite  
Perspective

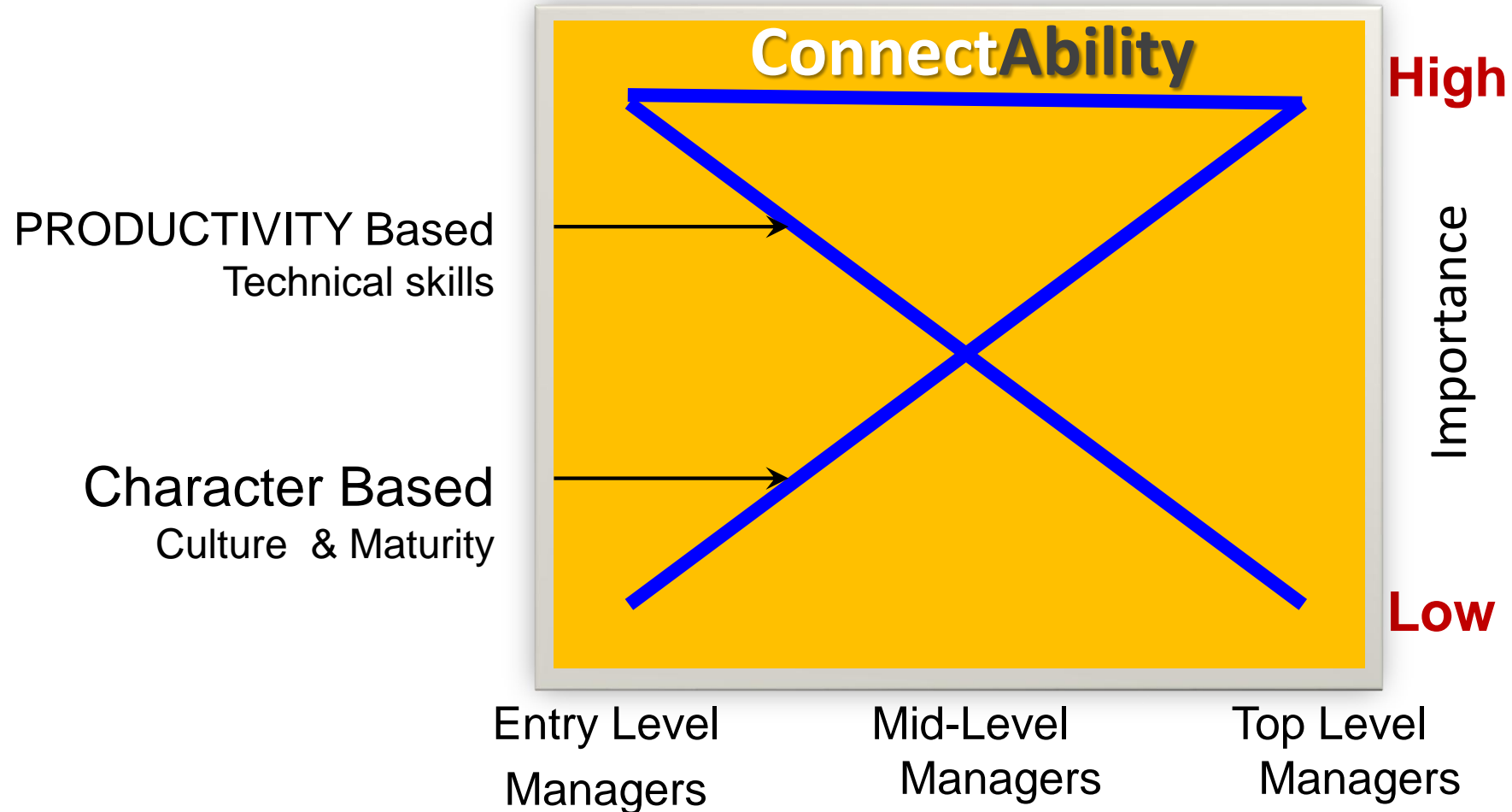
Bipartite  
Driven



# Transformational Productivity Framework<sup>1</sup>



# Importance of Future Leader Skills at VUCA WORLD



# PRODUCTIVITY LEADER MINDSET

## SIX COMPETENCIES OF A WORLD-CLASS PEOPLE ANALYTICS TEAM

HAVE	BE GOOD AT	HAVE	MASTER TECHNIQUES OF	HAVE STRONG	MASTER							
GOOD DATA	+	STORY-TELLING	+	BUSINESS ACUMEN	+	VISUALISATION	+	PSYCHOLOGY SKILLS	+	NUMBER & STATISTICS	=	MAXIMUM IMPACT
X	+	STORY-TELLING	+	BUSINESS ACUMEN	+	VISUALISATION	+	PSYCHOLOGY SKILLS	+	NUMBER & STATISTICS	=	Unable to perform analytics
GOOD DATA	+	X	+	BUSINESS ACUMEN	+	VISUALISATION	+	PSYCHOLOGY SKILLS	+	NUMBER & STATISTICS	=	Unable to get the message across
GOOD DATA	+	STORY-TELLING	+	X	+	VISUALISATION	+	PSYCHOLOGY SKILLS	+	NUMBER & STATISTICS	=	Focus on wrong problem
GOOD DATA	+	STORY TELLING	+	BUSINESS ACUMEN	+	X	+	PSYCHOLOGY SKILLS	+	NUMBER & STATISTICS	=	Boring and confusing output
GOOD DATA	+	STORY TELLING	+	BUSINESS ACUMEN	+	VISUALISATION	+	X	+	NUMBER & STATISTICS	=	Bias and unable to understand results
GOOD DATA	+	STORY TELLING	+	BUSINESS ACUMEN	+	VISUALISATION	+	PSYCHOLOGY SKILLS	+	X	=	Poor analysis

The **30** best People Analytics articles of **2016**

Source: Morten Kamp Andersen (<https://mortenkamp.com/2016/06/06/six-must-have-competencies-in-a-world-class-analytics-team/>)

THANK YOU



PRODUCTIVITY Facing Transformational Leadership Perspectives

**Even the shadow can't pursue**

Spirit of Transforming Leadership with Passion for Sustainable Growth







