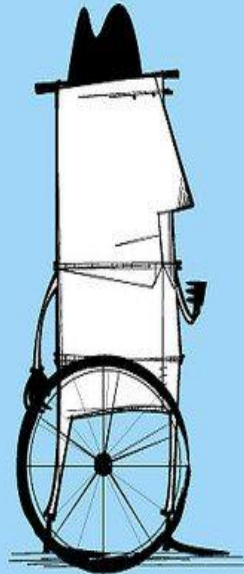
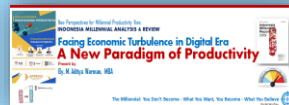


ERRR...

CAN'T STOP.
TOO BUSY!!



Productivity Anecdote



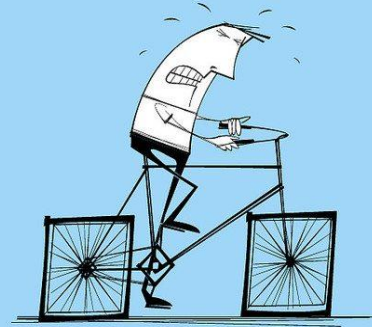
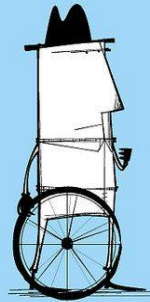


Millennials



ERRR...

CAN'T STOP.
TOO BUSY!!



Productivity Anecdote



New Perspectives for Millennial Productivity View.
INDONESIA MILLENNIAL ANALYSIS & REVIEW

Facing Economic Turbulence in Digital Era A New Paradigm of Productivity

Present by
By. M. Aditya Warman, MBA



SOSIALISASI APPRODI & DISKUSI NASIONAL PRDODUKTIVITAS

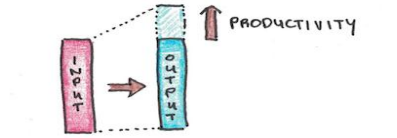
Productivity and Economic Trubulence in Digital Era

Moderator: [Name], [Title]

Narasumber: [Name], [Title]; [Name], [Title]; [Name], [Title]; [Name], [Title]

17:00 - 9:00 AM - Selesai

APPRODI
Perkumpulan Asosiasi Profesi Produktivitas Indonesia



The Millennial: You Don't Become - What You Want, You Become - What You Believe

_Oprah Winfrey

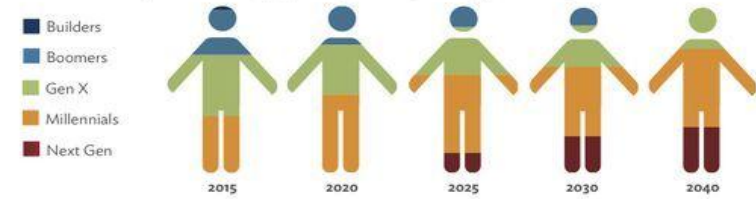


The Millennial TAKEOVER

Millennials (twenty-somethings) are starting to have a major impact in the workplace. By the year 2020, they could make up nearly half of the workforce - even with many Baby Boomers delaying retirement.

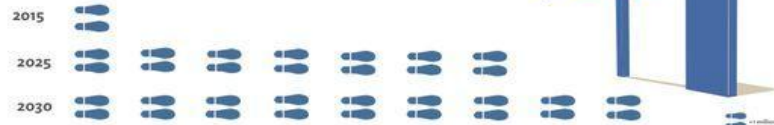
World Population by Generation

Worldwide and in the U.S., Millennials are the largest generation yet - some 2.3 billion strong. (U.S. Census Bureau)



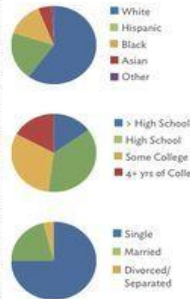
Filling Boomer's Shoes

Even though many Baby Boomers have delayed retirement, many are beginning to leave the workforce and are taking their knowledge and expertise with them - leaving a gap that can only be filled by Millennials.



Millennial Demographics

Millennials are more ethnically diverse and better educated than previous generations. They are the first generation that doesn't need an authority figure (like a manager or teacher) to gain access to information.



Millennial Attrition Costs

Replacement costs of Millennials due to turnover

Millennials are more likely to job-hop than previous generations. Some estimates show turnover rates for Millennials at nearly 2 times that of older workers. For an organization with 1,000 employees, the additional cost of replacing Millennials is over \$300,000 on average annually. These costs add up and can quickly grow to millions of dollars for larger organizations who don't improve employee retention among younger workers.

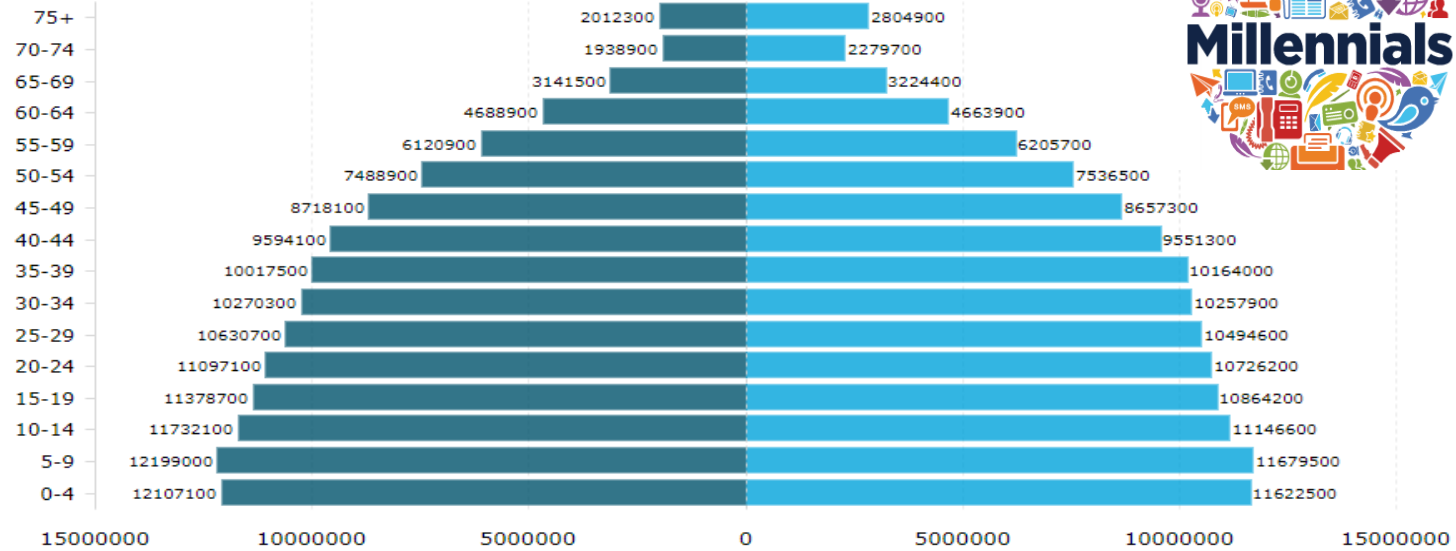


Millennials at Work

Younger employees have different expectations and opinions about their work.



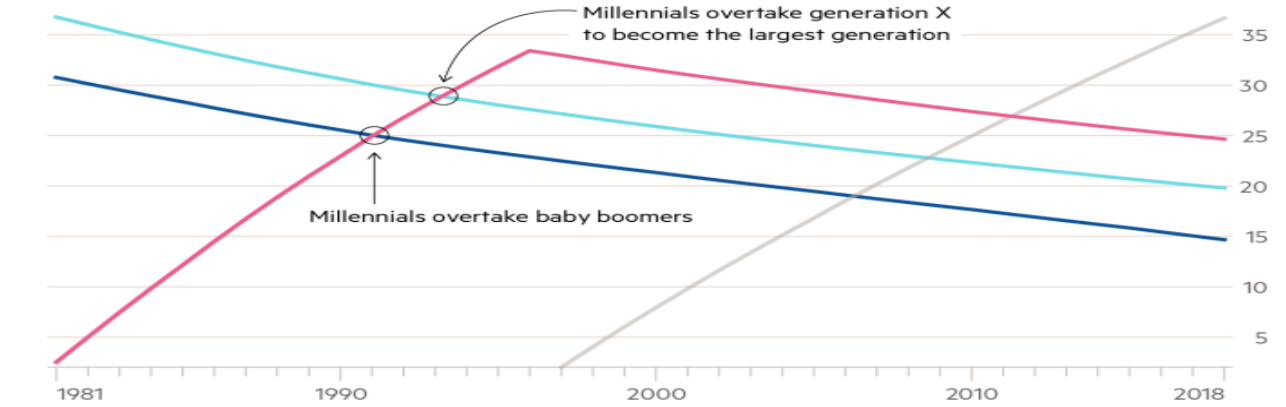
Jumlah Penduduk Indonesia Menurut Kelompok Umur (2018)



Globally, millennials have outnumbered baby boomers for more than a quarter of a century

Generation by proportion of global population (%)

Boomers, Millennials, Gen X, Post-millennials



Source: UN Population Division © FT



Yuk Kenalan dengan Milenial Indonesia

Di tahun 2020, **34%** penduduk Indonesia merupakan kelompok **milenial**

akan terus mendominasi hingga tahun **2035**

9 Perilaku Milenial Indonesia

1

Kecanduan Internet

Pengguna internet di Indonesia didominasi milenial Rata-rata mengonsumsi internet lebih dari **7 jam sehari**

Mudah Beralih ke Lain Hati

Tingkat **loyalitas** milenial sangat rendah

2

Dompot Tipes

Bukan tak punya uang, **59% milenial** lebih menyukai transaksi **non tunai**

3

Kerja Cerdas dan Cepat

Mudah **beradaptasi** dan bekerja **lebih efektif**

4

5

Bisa Apa Saja

Terbiasa **multitasking** dan mampu melakukan 2-3 pekerjaan sekaligus

6

Liburan Kapan Saja, Dimana Saja

1 dari 3 milenial di Indonesia liburan minimal **1 kali** dalam setahun

Cuek dengan Politik

Milenial cenderung **acuh tak acuh dengan politik** dan lebih menyukai film, olahraga, dan IT

7

Suka Berbagi

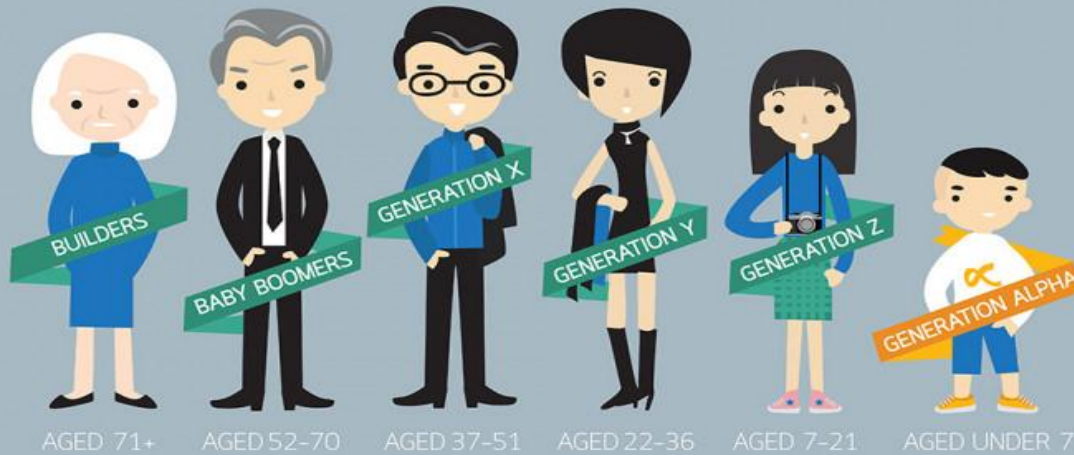
Milenial lebih peduli pada **masalah sosial**, senang berbagi, dan memiliki solidaritas tinggi

8

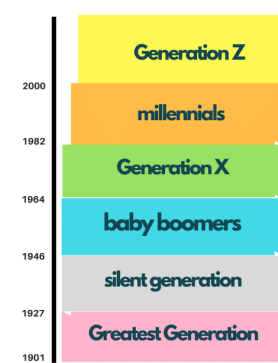
Tidak Harus Memiliki

Bagi milenial, **akses** lebih penting dari **kepemilikan**

9



A Rough Guide to Generation Names



Indonesia Millennial Report 2019

IDN Research Institute

IDN MEDIA

Memahami Perilaku Milenial Indonesia dan cara terbaik untuk menggali potensi mereka untuk membangun bangsa kita

I feel like we all just need a good ole generation refresher

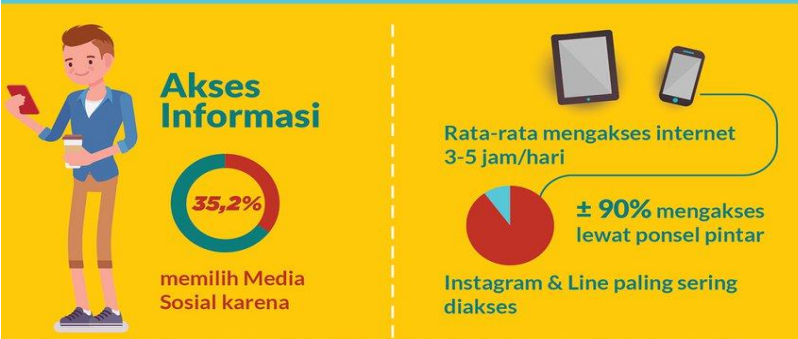
The Millennial: You Don't Become - What You Want, You Become - What You Believe

_Oprah Winfrey



Kenali Generasi Z Indonesia* 1995-2010

tirto.id



*Riset Tirto terhadap 1.201 responden (7-21 tahun) di Jakarta, Bandung, Surabaya, Yogyakarta, Tangerang, & Denpasar - 9 Maret 2017 - 16 Juni 2017

tirto.id

Sumber: Dihimpun Tim Riset Tirto.ID

Infografik: Fuad

Mobile Evolution: Millennials vs. Generation X

Millennials
18-34 years old

Generation X
35+ years old

Smartphone
89%

Tablet
92%



WATCH VIDEO

Smartphone
68%

Tablet
83%

Millennials
18-34 years old

Generation X
35+ years old

87%



SOCIAL

70%

Use SOCIAL NETWORKS on your smart phone

When using your SMARTPHONE/TABLET, do you use ANOTHER DEVICE / SCREEN at the same time?

USE SMARTPHONE / TABLET to PURCHASE products or services

YES!
Smartphone
65%



MULTISCREEN

YES!
Smartphone
54%

Tablet
60%

Smartphone
63%

Tablet
65%



SHOPPING

Smartphone
51%

Tablet
66%

Your SMARTPHONE REPLACED the following: Magazines, Newspapers, Laptop Computers, Desktop Computers, and Television

SEEK | SHOP | SPEND

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The Millennial: You Don't Become - What You Want, You Become - What You Believe

_Oprah Winfrey





“THE MILLENNIAL PRODUCTIVITY; **FIND YOUR FUTURE LEADER**”



Tentang 10 *Skill* atau kemampuan yang harus dimiliki oleh Millennial dalam menghadapi tahun 2025 menurut *Future of Jobs Report, World Economic Forum 2016*, yaitu:

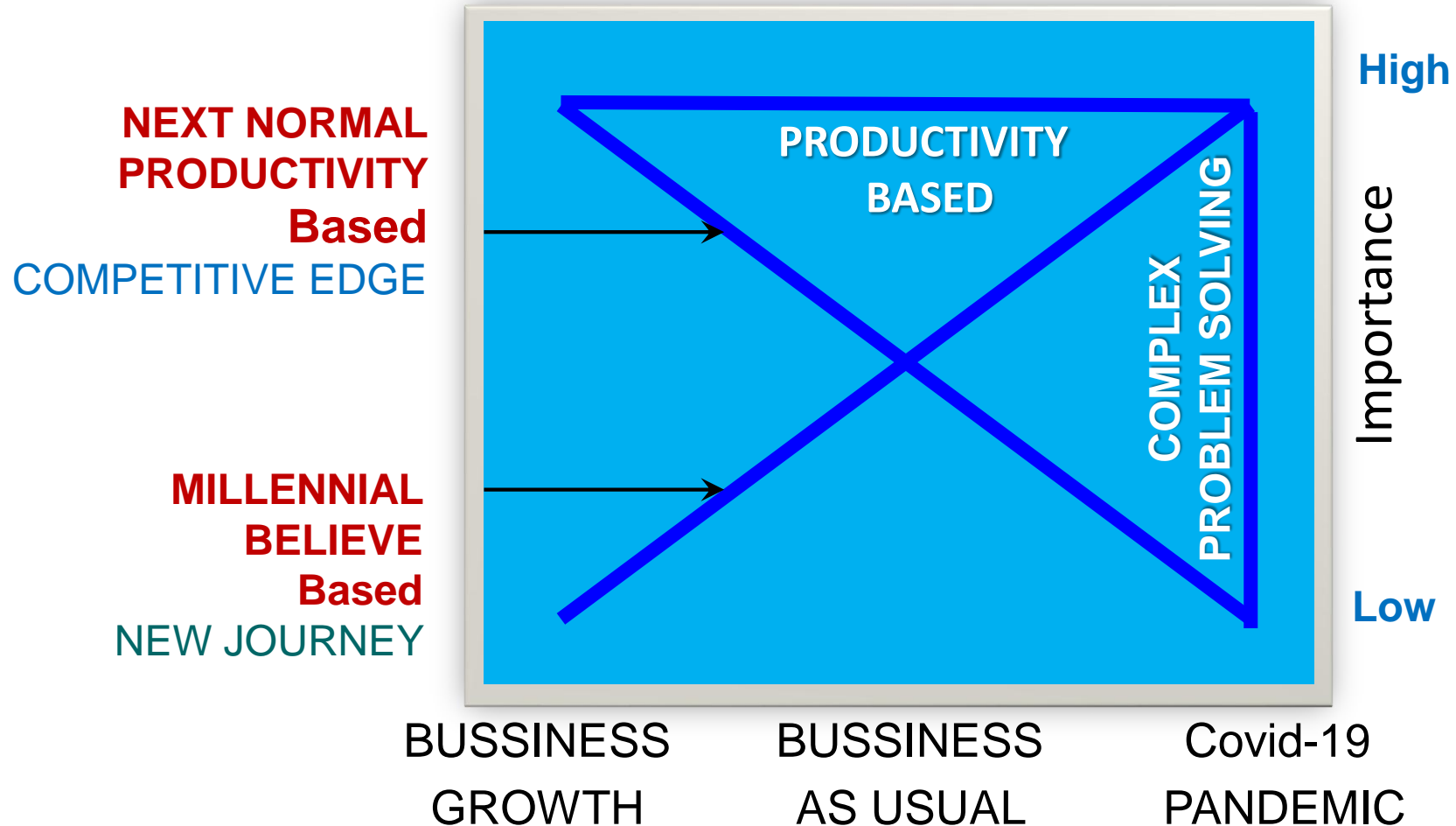


- ***Complex Problem Solving***
- ***Critical Thinking***
- ***Creativity***
- ***People Management***
- ***Coordinating with Others***
- ***Emotional Intelligence***
- ***Judgments and Decision Making***
- ***Service Orientation***
- ***Negotiation***
- ***Cognitive Flexibility***



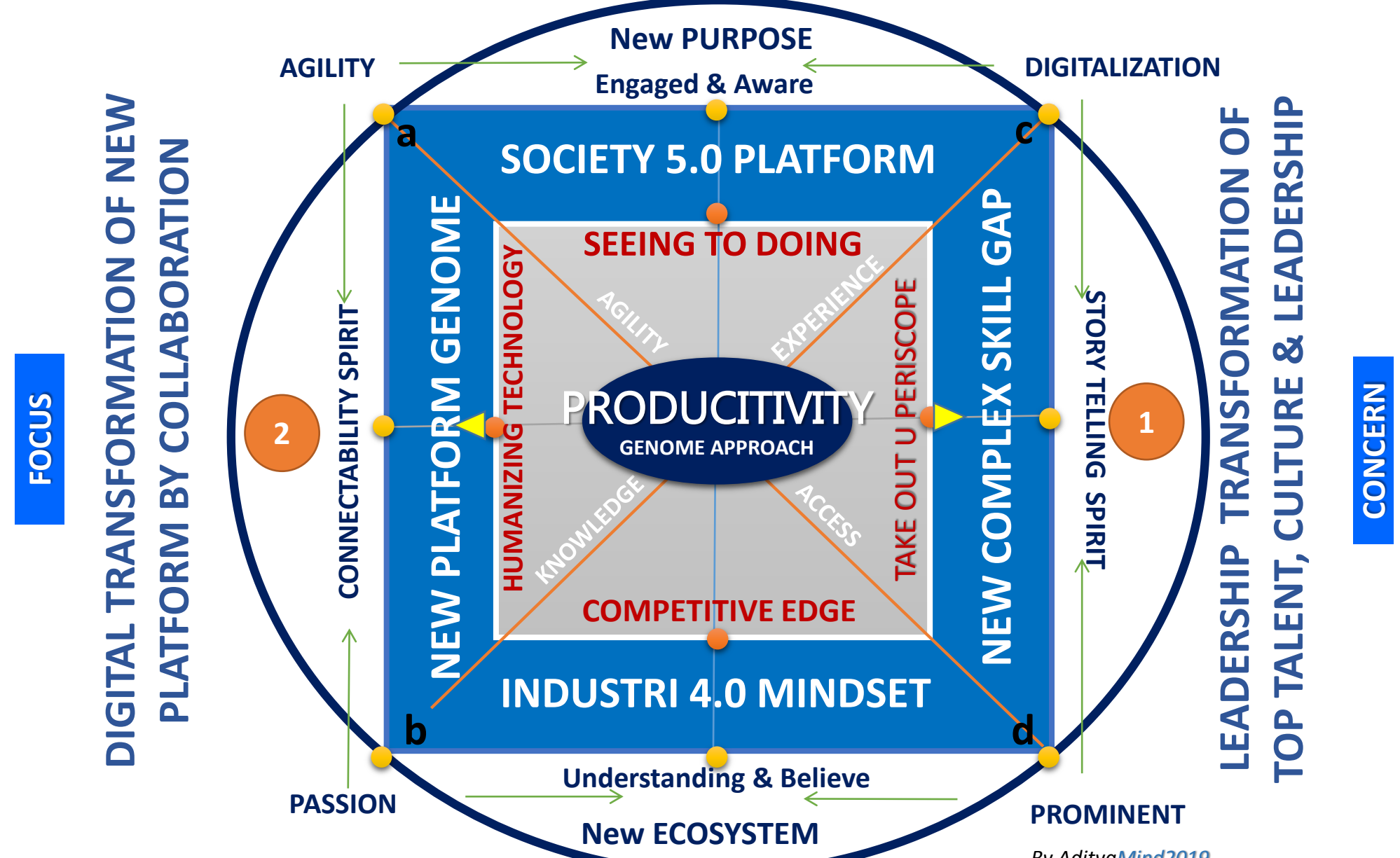
A New Millennial Paradigm of PRODUCTIVITY

Facing Economic Turbulence in Digital Era



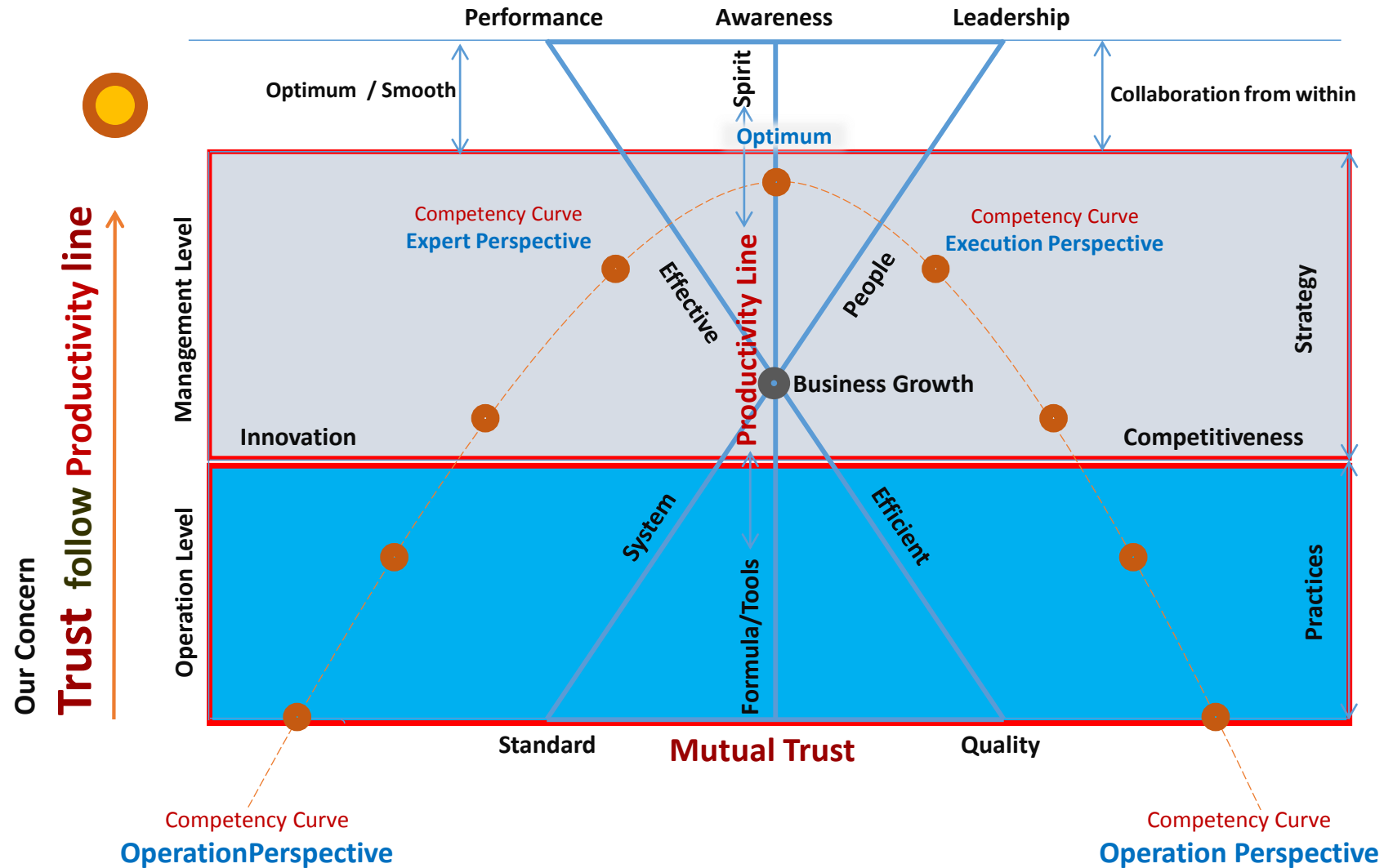
“THE MILLENNIAL PRODUCTIVITY PASSION; FIND YOUR **FUTURE LEADER**”

New PROPOSE – New ECOSYSTEM



Creating Productivity with **MANAGING PEOPLE** in company Level

@adityamind2016





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How to Build

The Millennial: You Don't Become - What You Want, You Become - What You Believe

_Oprah Winfrey



CONNECTABILITY to MILLENNIAL?

Concept by M. Aditya Warman 2017- Berkeley University Trending Topics &
David Ryback ; 8 Keys to Building Strong Partnership Handbook

1. Highly Respect
2. Maximum Influence
3. Authentic Emotion to display
4. Declaring our Concerns openly
5. Listening Skills

Key Point : Partnership, Productivity, Perspectives, Community & Access.



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MILLENNIAL TALK: Digital Economy Focus

Concept by M. Aditya Warman 2017 - Berkeley University Trending Topics &
David Ryback ; 8 Keys to Building Strong Partnership Handbook

1. More for Less
2. Commoditization
3. Functional Solution
4. Connect to everything
5. Technology War

Key Point : Scalability, Utility, Asset Light Model, Market Share
Exmp. Gojek, Bukalapak



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The Millennial: A New Set Of Connectability Spirit Involves in Digital Era :

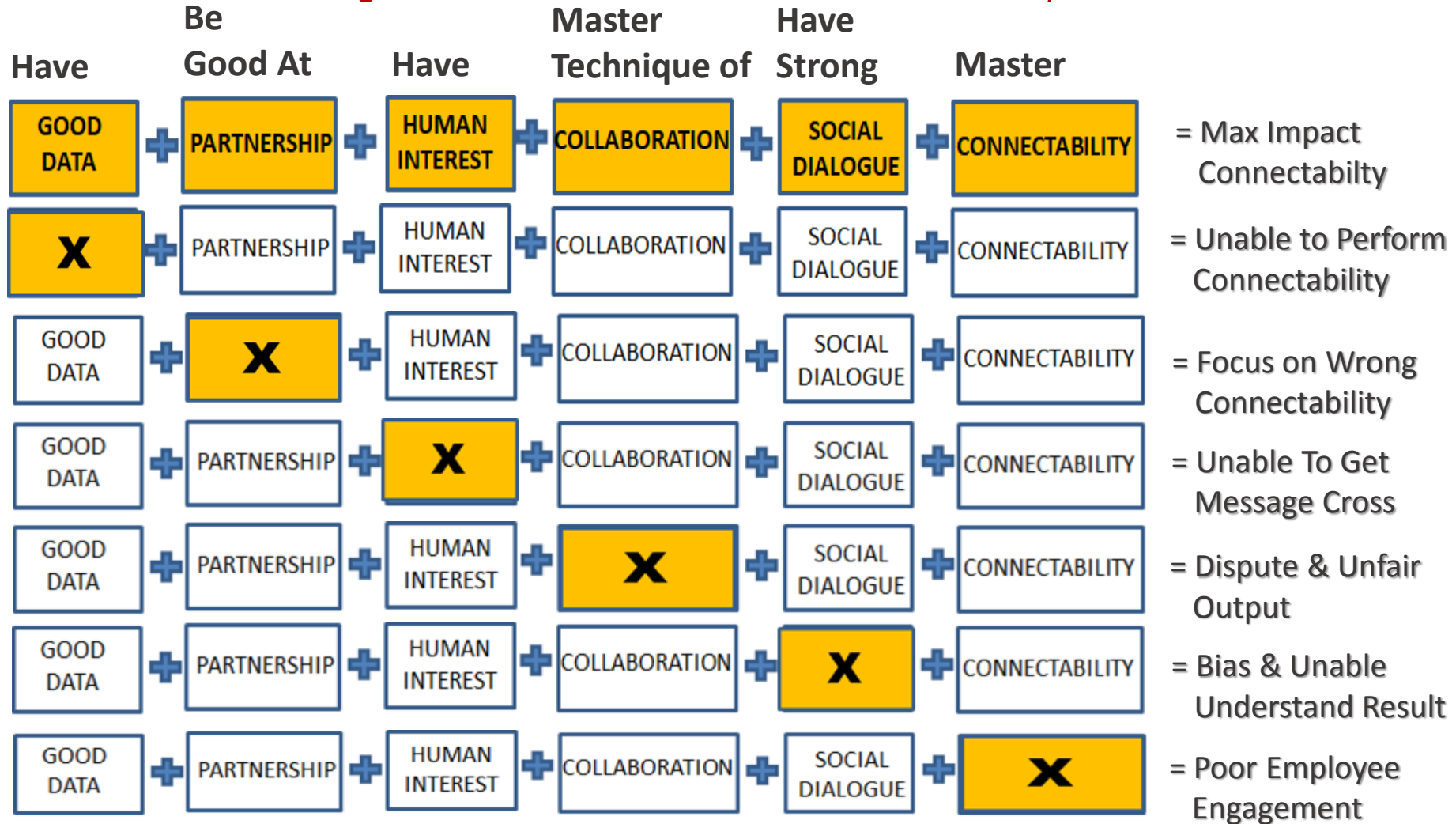
Personal Flexibility, adapting to the differences in people and the changes in Circumstances ; accepting any challenging reality rather than resisting it

Competitive Advantage, Allowing and embracing new priorities that work and changes of direction as the market Leader challenges

Accountability, Taking responsibility to "Do the Right thing" and to Face the consequences willingly as new challenges arise.

SIX COMPETENCIES HR OF CONNECTABILITY MILLENNIAL

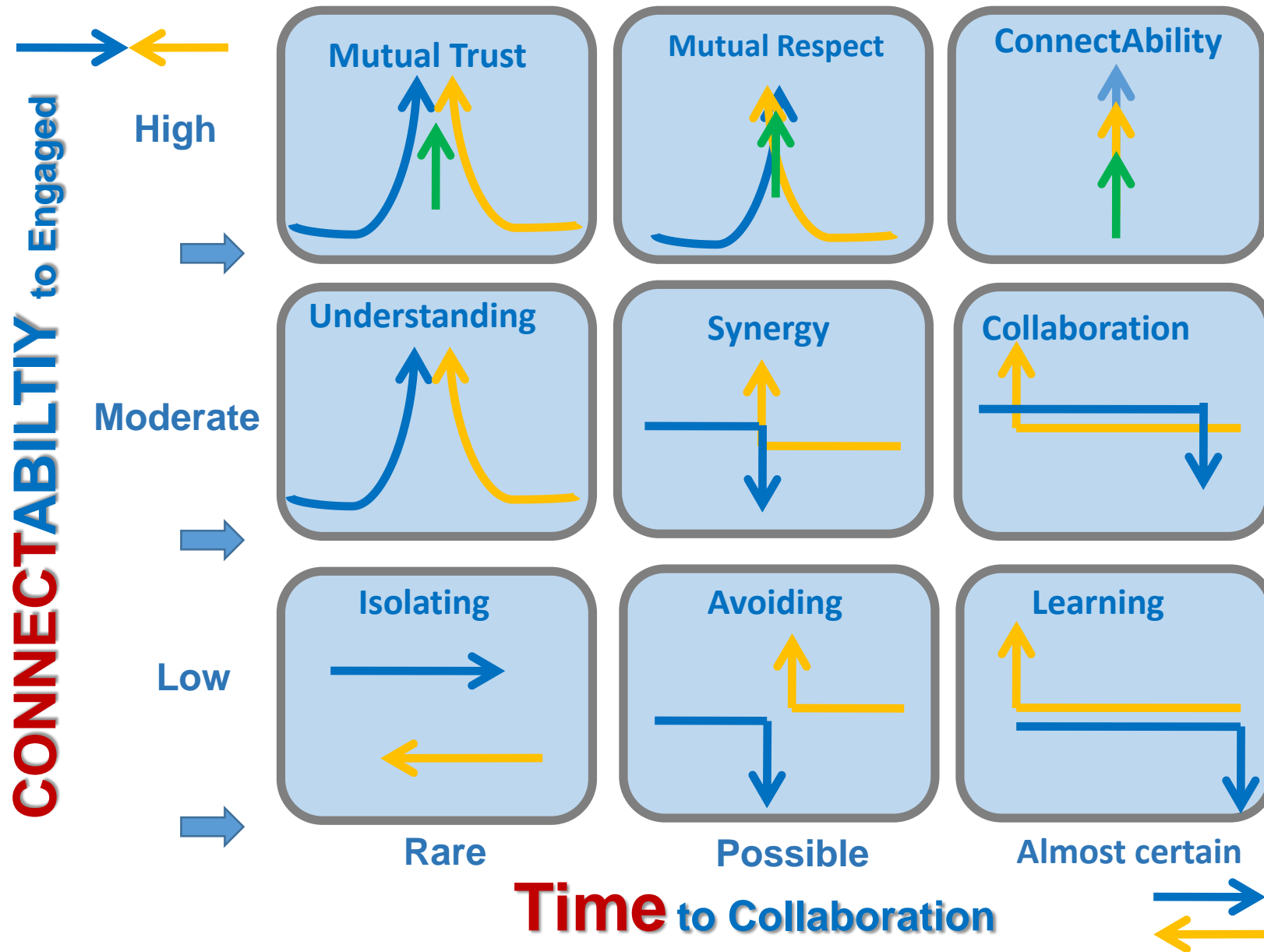
Facing MILLENNIAL GEN Toward Revolution Industry 4.0 Era





CONNECTABILITY WITH MILLENNIAL

in Turbulent Times



PARTNERSHIP APPROACH

Data : research aditya warman@2009 - 2019



Inspiration by
M. Aditya Warman, MBA
Mobile phone +62 815 88 44444

Thank You