APPRODI

ASOSIASI PROFESI PRODUKTIVITAS INDONESIA

PRODUCTIVITY & ECONOMIC TURBULENCE IN DIGITAL ERA

SDM UNGGUL MENGHADAPI *PRODUCTIVITY PARADOX IN DIGITAL ERA*

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HOTEL DAFAM TERAS KITA, 17 FEBRUARI 2021

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DAFTAR ISI

I. LATAR BELAKANG

PRODUCTIVITY PARADOX
(Klaus Scwhwab)

DI ERA 6D's *EXPONENTIAL GROWTH* DISAMPING KESUKSESAN, TERJADI *PRODUKTIVITY PARADOX* YAITU KEGAGALAN MENANGKAP INOVASI & ADAPTASI UNTUK MELIPATGANDAKAN PRODUKTIVITAS TERMASUK PRODUKTIVITAS TOTAL (TFP) YANG JUSTRU MEROSOT.

KITA HARUS BERJUANG PENUH DI ERA *PELUANG EMAS BONUS DEMOGRAFI / WINDOW OPPORTUNITY & LEDAKAN EXPONENTIAL GROWTH* AGAR KITA TIDAK TERJEBAK DALAM PERANGKAP *PRODUCTIVITY PARADOX*

SEKALIGUS UNTUK BANGKIT DARI *DEINDUSTRIALISASI DINI* & PERANGKAP PENDAPATAN MENENGAH (*LOWER MIDDLE INCOME TRAP*)

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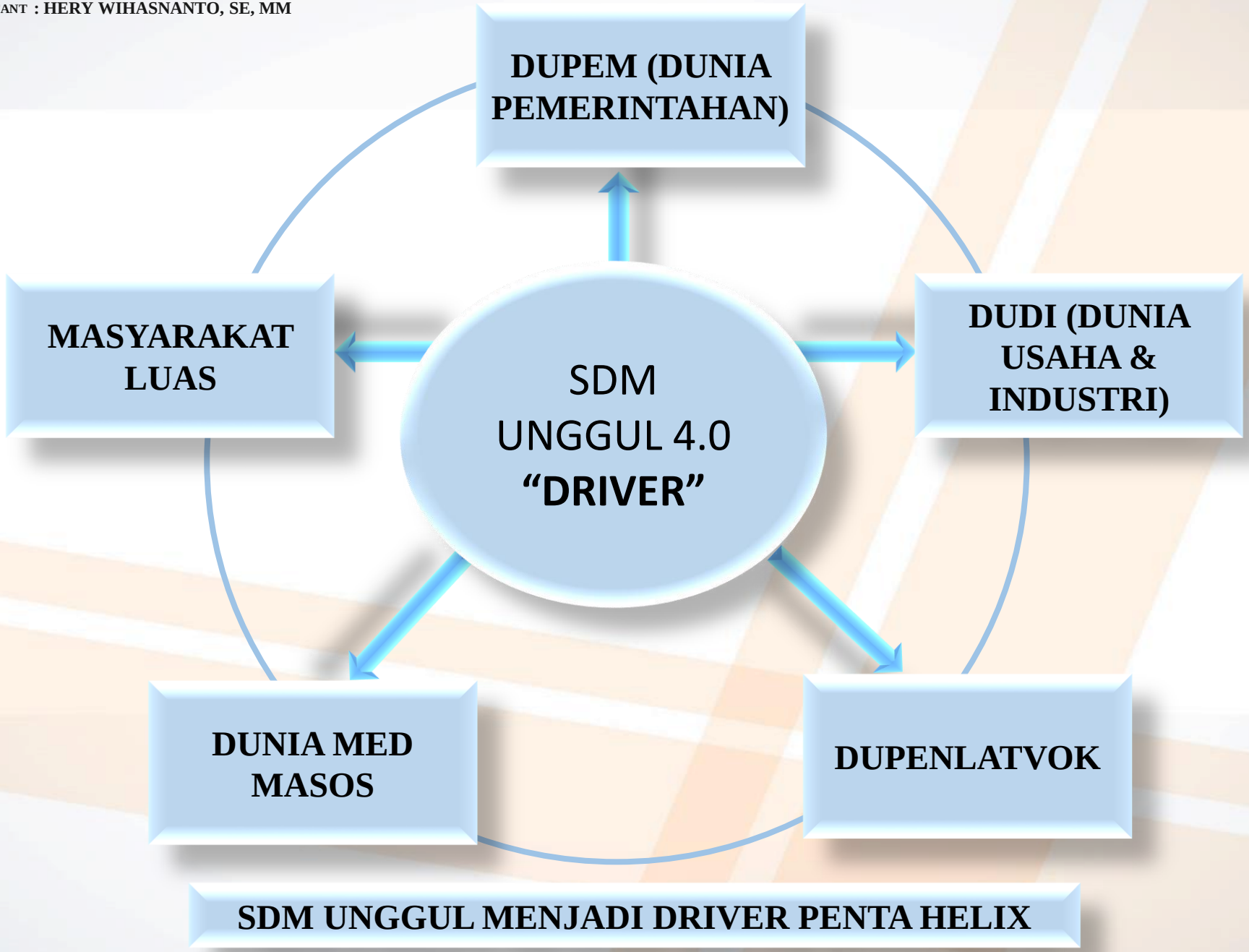
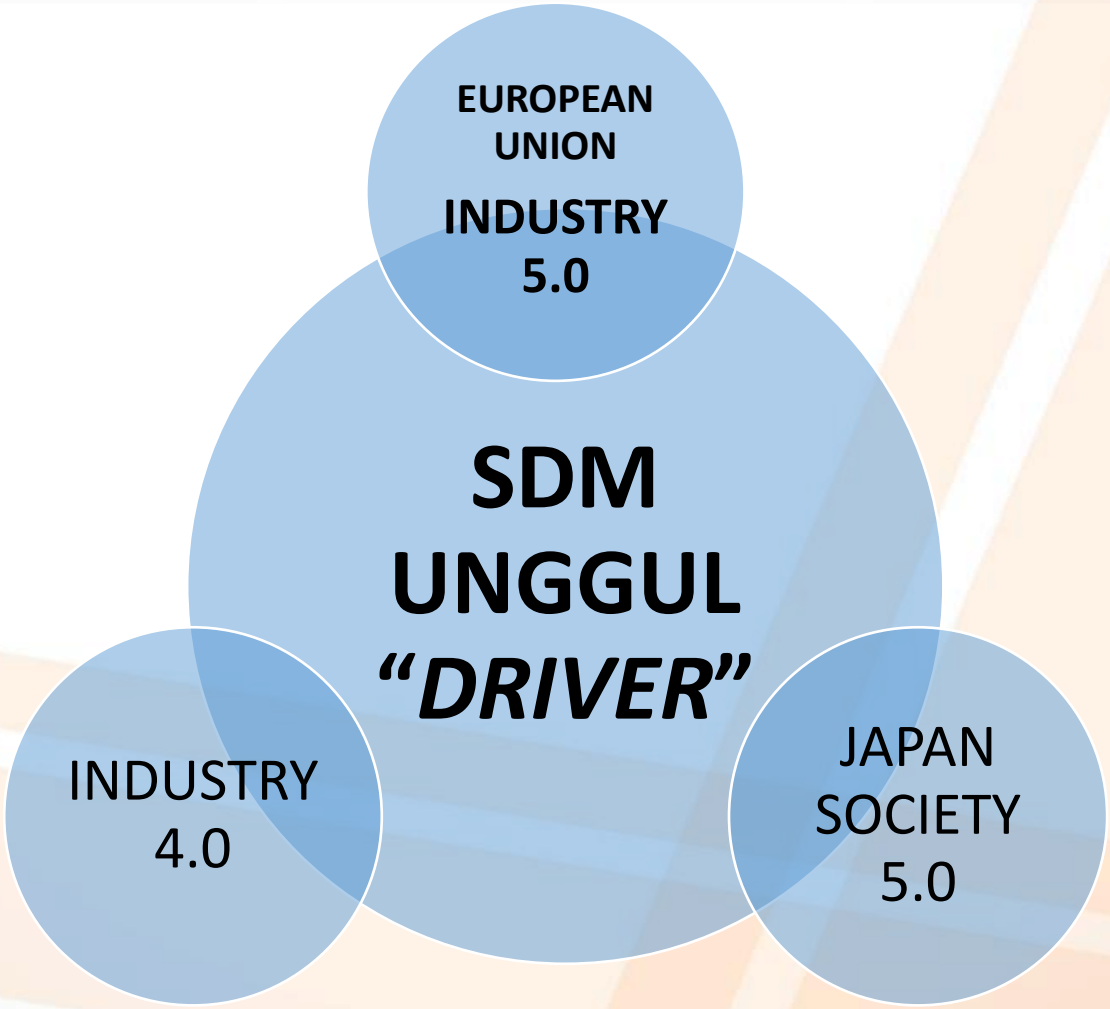


LESSON LEARNED : SDM UNGGUL SEBAGAI DRIVER



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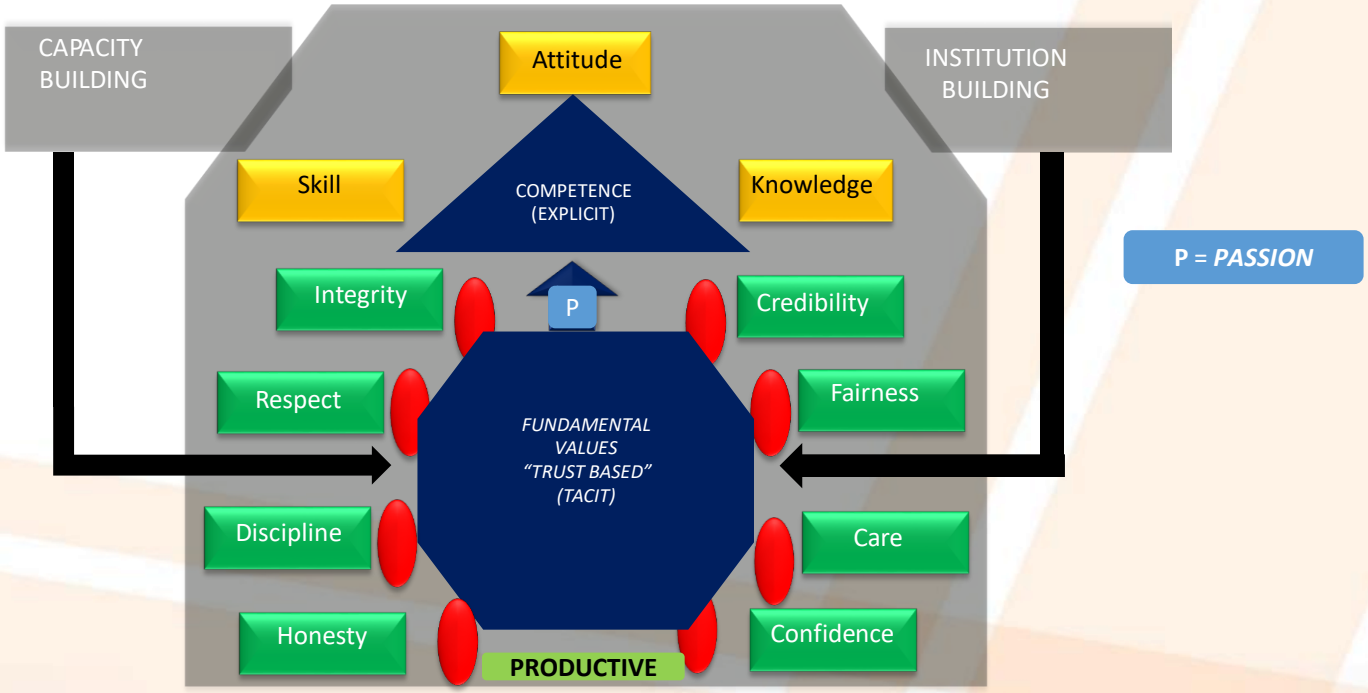
PEMBANGUNAN SISTEM & KELEMBAGAAN:
BERBASIS SDM UNGGUL & TRUST BASED

LIFE LONG LEARNING (L3) → LIFE LONG DEVELOPMENT (L2D) → GNH (*GROSS NATIONAL HAPPINESS*)



LESSON LEARNED SKANDINAVIAN WELFARE STATE MODEL DENMARK

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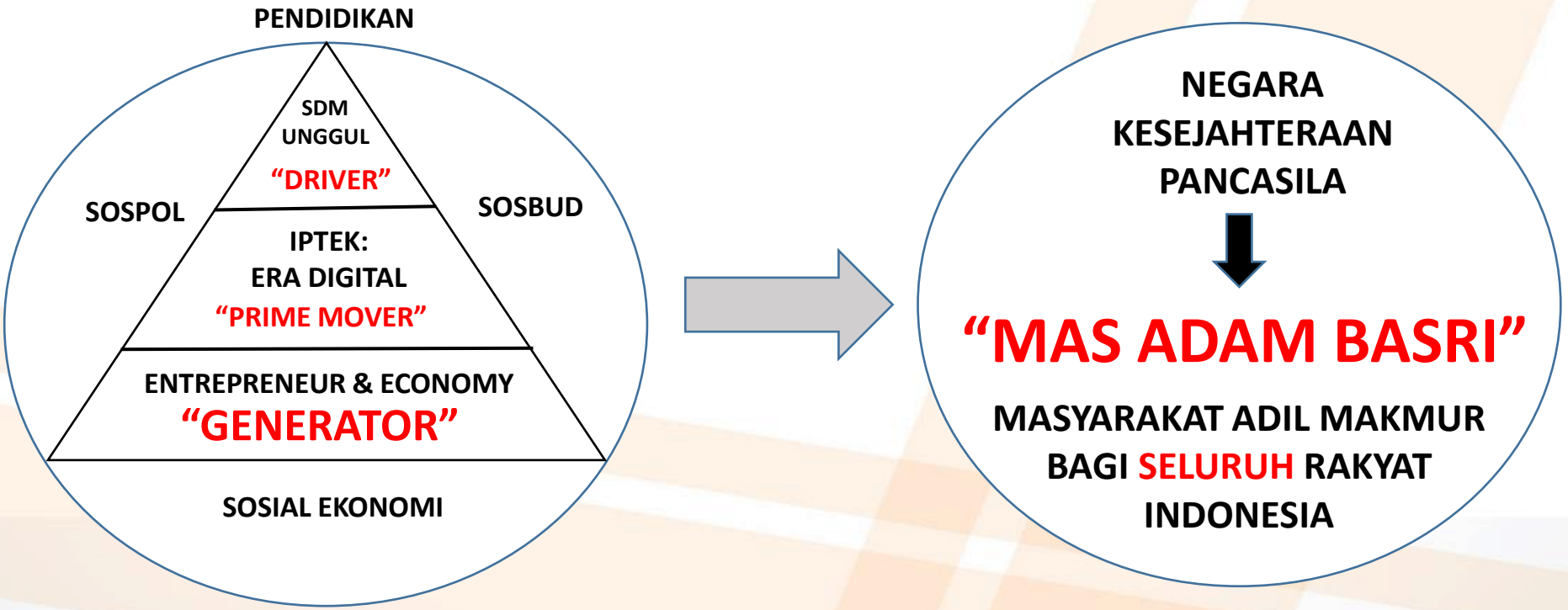
GRAND DESIGN ULANG : PEMBANGUNAN SEBAGAI PENGAMALAN PANCASILA



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II. URGENSI ADAPTASI REVOLUSI INDUSTRY KE DALAM *THE WORLD OF WORK* 4.0 : INDUSTRY 4.0 & SOCIETY 5.0 *LESSON LEARNED : JAPAN*

APA ITU *"SOCIETY* 5.0" ?

1. ***HUNTING SOCIETY* : "*SOCIETY* 1.0"**
2. ***AGRARIAN SOCIETY* : "*SOCIETY* 2.0"**
3. ***INDUSTRIAL SOCIETY* : "*SOCIETY* 3.0"**
4. ***KNOWLEDGE AND INFORMATION BASED SOCIETY* : "*SOCIETY* 4.0"**
5. ***INNOVATION, CREATIVITY & IMAGINATION SOCIETY* : "*SOCIETY* 5.0"**

LESSON LEARNED :
"JAPAN SUPER SMART SOCIETY 5.0"

DARI PENDEKATAN REVOLUSI INDUSTRI, PERIODE INI DISEBUT

REVOLUSI INDUSTRI 4.0

DICANANGKAN PADA *HANNOVER FAIR*, JERMAN PADA AKHIR 2011. ISTILAH REVOLUSI INDUSTRI 4.0 SEMAKIN TERKENAL SETELAH "*WORLD ECONOMIC FORUM*" (WEF) DENGAN CEO KLAUS SCHWAB MENGGUNAKANNYA.

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LESSON LEARNED SOCIETY 5.0 : *JAPAN SUPER SMART SOCIETY* 5.0

PADA HAKEKATNYA ADALAH PENDEKATAN REVOLUSI INDUSTRI 4.0 BERBASIS SDM UNGGUL & MASYARAKAT SECARA APIKK ADAPTIF, PRODUKTIF, INOVATIF, KREATIF & KOMPETITIF MENGEDEPANKAN ***HUMAN CENTERED DEVELOPMENT & TECHNOLOGY BASED***

PENYUSUNAN "*JAPAN SUPER SMART SOCEITY 5.0*" : *GRAND DESIGN* OLEH DEWAN SAINS, TEKNOLOGI DAN INOVASI JEPANG, & KEIDANREN JANUARI 2016, KEMUDIAN DILUNCURKAN *ROADMAP* NYA PADA 21 JANUARI 2019 OLEH PERDANA MENTERI JEPANG, SHINZO ABE

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LESSON LEARNED

EUROPEAN UNION (EU) : TRANSISI MEMASUKI INDUSTRI : 5.0

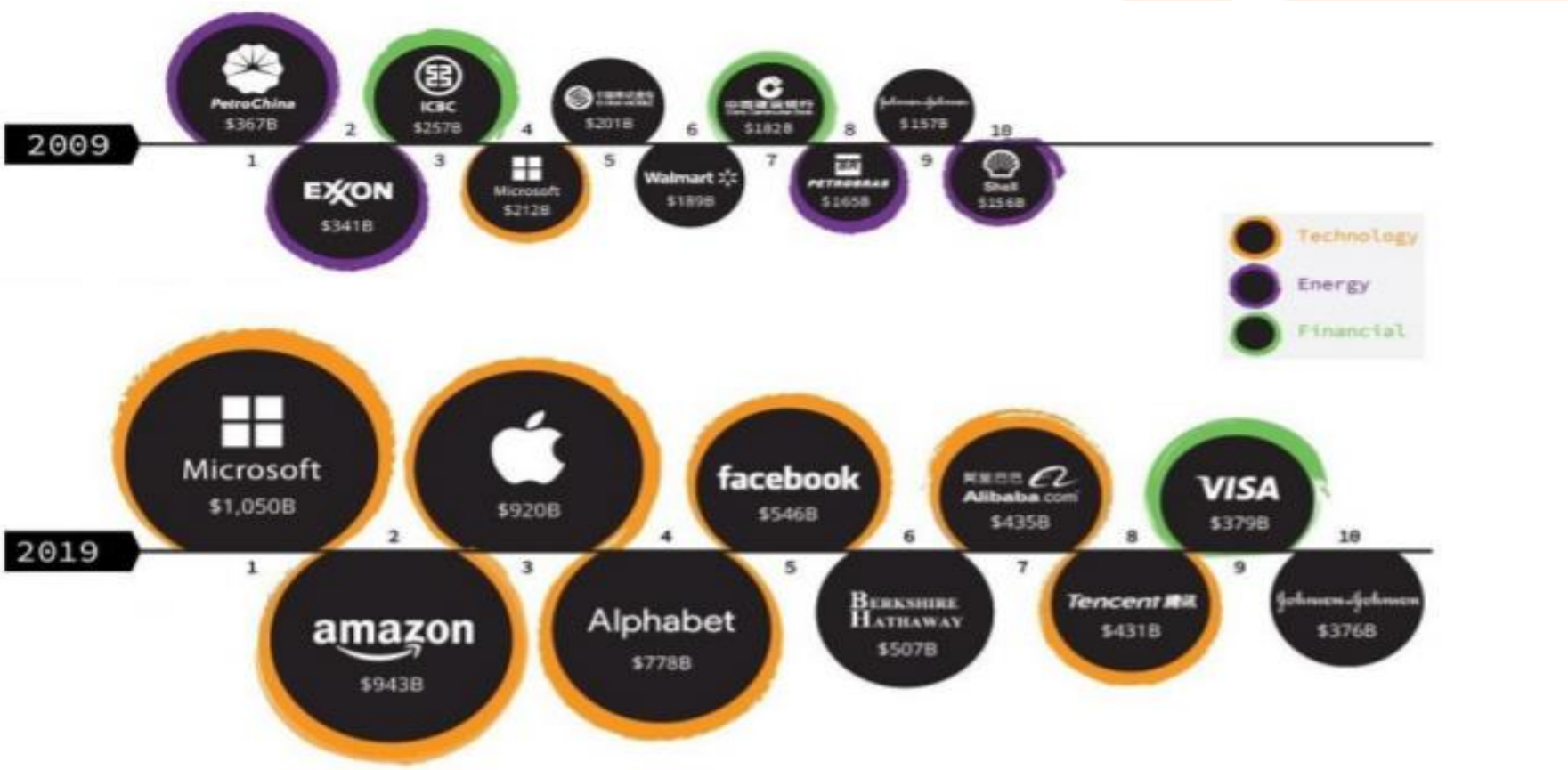

Figure 1. Largest companies by market cap (21/7/2019)
© visualcapitalist.com

EUROPAN JUNION (EU) MEMASUKI *INDUSTRY* 5.0 BERBASIS *HUMAN CENTRIC*

Figure 2. Industry 5.0.

3 CORE ELEMENTS :

1. HUMAN CENTERICITY
2. SUSTAINABILITY
3. RESILIENT

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EUROPAN JUNION (EU) : *TEN SKILLS FOR THE FUTURE*

1. DIGITAL LITERACY
2. AI and DATA ANALYTICS
3. CREATIVE PROBLEM SOLVING
4. ENTREPRENEURIAL MINDSET
5. PHYSICALLY and PSYCHOLOGICALLY SOFELY and EFFECTIVELY
6. INTER-CULTURAL and – DISCIPLINARY, INCLUSIVE, and DIVERSITY-ORIENTED MINDSET
7. PRIVACY, and DATA/INFORMATION MINDFULNESS
8. HANDLE INCREASING COMPLEXITY
9. COMMUNICATION SKILLS
10. OPEN-MINDEDNESS TO WORDS CONSTANT CHANGE

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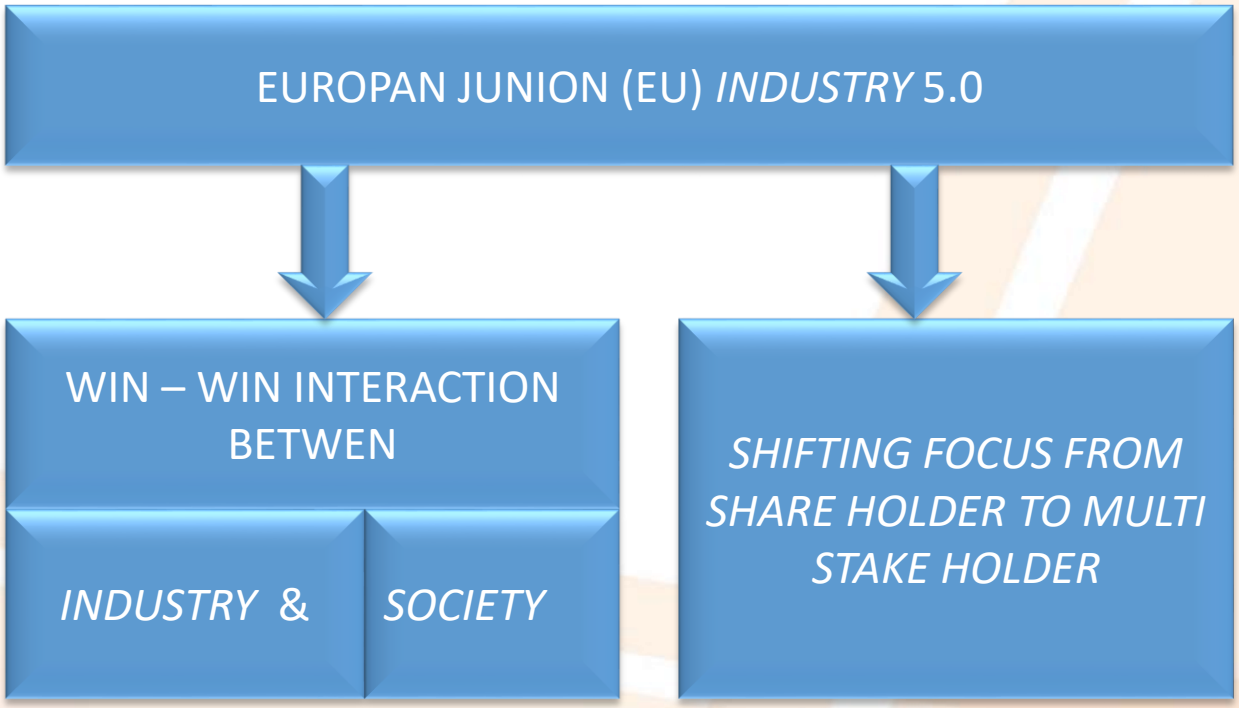
EUROPAN JUNION (EU) : *MAKING INDUSTRY* 5.0

As we have shown, the transition towards Industry 5.0 has already started. A number of on-going projects in Horizon 2020 are already contributing to the development of this concept. The following major actions, foreseen as next steps, are part of our growing toolbox for making Industry 5.0 happen:

- Increasing awareness in industry, but also with European social partners. This will allow for consolidation and promotion of the concept of Industry 5.0. For this purpose, we are preparing an infographic and a dedicated webpage pitching the main elements of the concept.
- Implementation of the technologies necessary for Industry 5.0. We have organised two (virtual) workshops on emerging technologies for Industry 5.0. Its main outcomes are being taken into account in the preparation of the first Horizon Europe programme, in particular within Cluster 4.
- Identify existing actions and opportunities for the development of Industry 5.0 across Europe, including actions for encouraging inclusive technology diffusion across Europe.
- Following the Innovation Principle, checking regulatory barriers to innovation relevant for Industry 5.0. Where appropriate, propose Innovation Deals/regulatory sandboxes to help overcome such obstacles.
- Exploring open innovation and testing new forms of sharing research and innovation results (for example, see the European Commission's Manifesto for EU Covid-19 Research[xxxv]).
- Promoting the hallmark features of Industry 5.0 as guiding principles for the development of common technology roadmaps under the Strategic Innovation Agendas, as mentioned in the new European Research Area Communication[xxxvi].
- Outreach to other policy areas. The transition into Industry 5.0 will require a number of policy actions in areas such as social policy, education, taxation, energy, industrial policy, etc. These areas are outside the remit of the Directorate-General for Research and Innovation. Bilateral contacts with the responsible DGs will be initiated to discuss possible actions in these policy areas.

EUROPAN JUNION (EU) : *MAKING INDUSTRY 5.0*

MAPPING OF PAST ON – GOING PROJECTS :
32 PROJECTS - 2023



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PRODUCTIVITY PARADOX

1. TFP INDONESIA – 1,7 SEDANGKAN SELURUH NEGARA-NEGARA ASEAN TFP POSITIF
2. DEINDUSTRIALISASI DINI
3. PRODUCTIVITY RI TERMASUK KELOMPOK RENDAH DI ASEAN
4. ICOR RI ; 6,8 TERENDAH DI ASEAN
5. PRODUCTIVITY MANUFACTUR RI HANYA 74,4 (DARI SKALA 100, DIBAWAH RATA-RATA ASEAN 78,2 , URUTAN KE-8, / KE-3 TERBAWAH ASEAN.

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III. TANTANGAN & PELUANG

"BERBAGAI PROBLEM PEMBANGUNAN INDONESIA"

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Figure 7: Digital competitiveness ranking 2018, 2019 and 2020

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TANTANGAN KETIMPANGAN & KETIDAKADILAN

ERA REVOLUSI INDUSTRI 4.0

TANTANGAN TERBESAR INTERNAL & EXTERNAL:

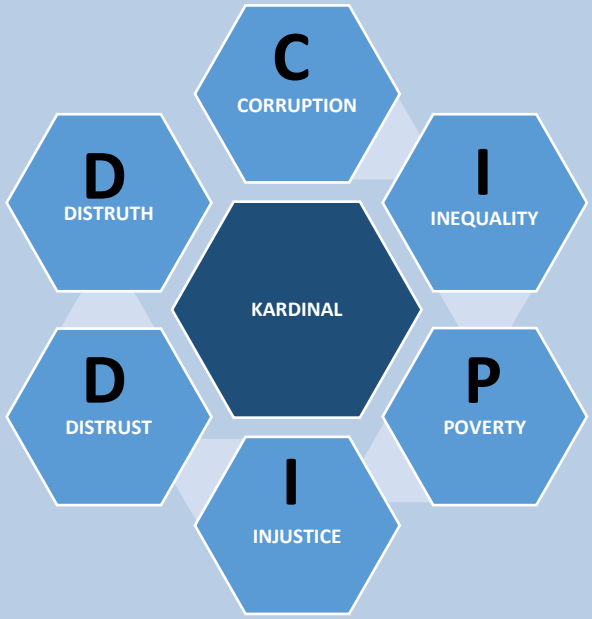
"INEQUALITY" (Ketimpangan)

(KLAUS SCHWAB,2017)

DALAM BERBAGAI ASPEK

TANTANGAN KARDINAL NASIONAL

VICIOUS CIRCLE OF CIPIDD (CORRUPTION, INEQUALITY, POVERTY, INJUSTICE, DISTRUST, & DISTRUTH CRISIS) (PASARIBU, 2018)



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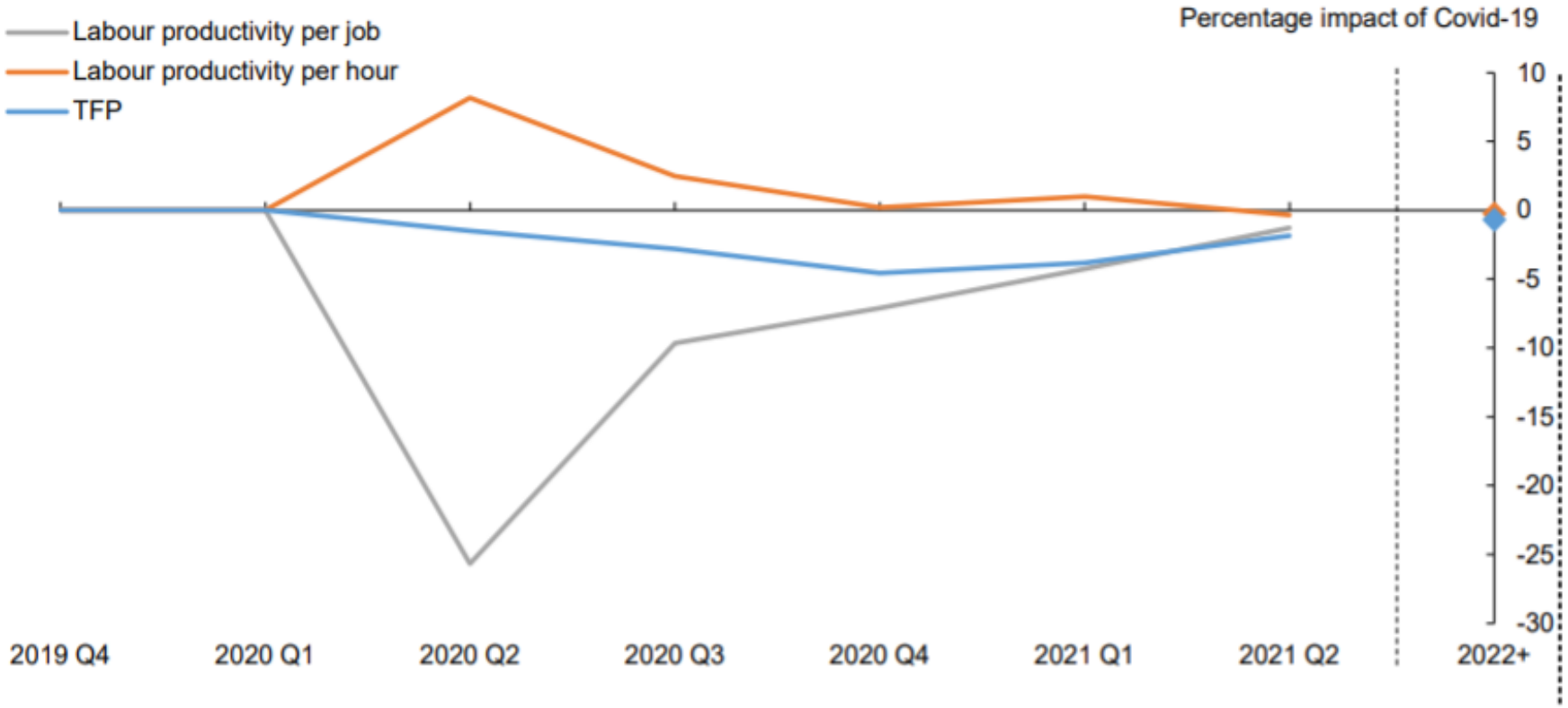
PENGALAMAN BERBAGAI NEGARA EROPA
IMPACT OF COVID-19 ON MEASURES OF PRODUCTIVITY



Notes: Impacts on productivity are estimated as $\Delta\Pi_t = \sum_{i\in Surv}\varphi_i\Delta\pi_{i,t} + \sum_{i\in Surv}\Delta\varphi_{i,t}\left(\pi_i - \Pi\right)$ where $\pi_{i,t}$ is productivity in firm i at time t, Π_t is productivity at time t, $\varphi_{i,t}$ is the labour input share of firm i at time t and a bar over a variable indicates the average of the variables across times t-1 and t. Changes between t and t-1 are changes due to Covid-19 only. The impact of Covid-19 on labour productivity for each firm is calculated as $\frac{dLP}{LP} = \frac{dY}{Y} - \frac{dP}{P} - \frac{dL}{L}$ $\frac{dM}{M}$ $where\ \frac{dM}{M} = \frac{M}{Y-M}\frac{dM^U}{M^U}$. The impact of Covid-19 on labour productivity for each firm is calculated as $\frac{dTFP}{TFP} = \frac{dY}{Y} - \frac{dP}{P} - \beta\frac{dL}{L} - \alpha\frac{dK}{K} - \frac{dM}{M}$. LP is labour productivity, TFP is total factor productivity, Y is nominal sales, P is the price level, L is labour input, M are non-labour intermediate costs, M^U are intermediate unit costs and K is capital input.

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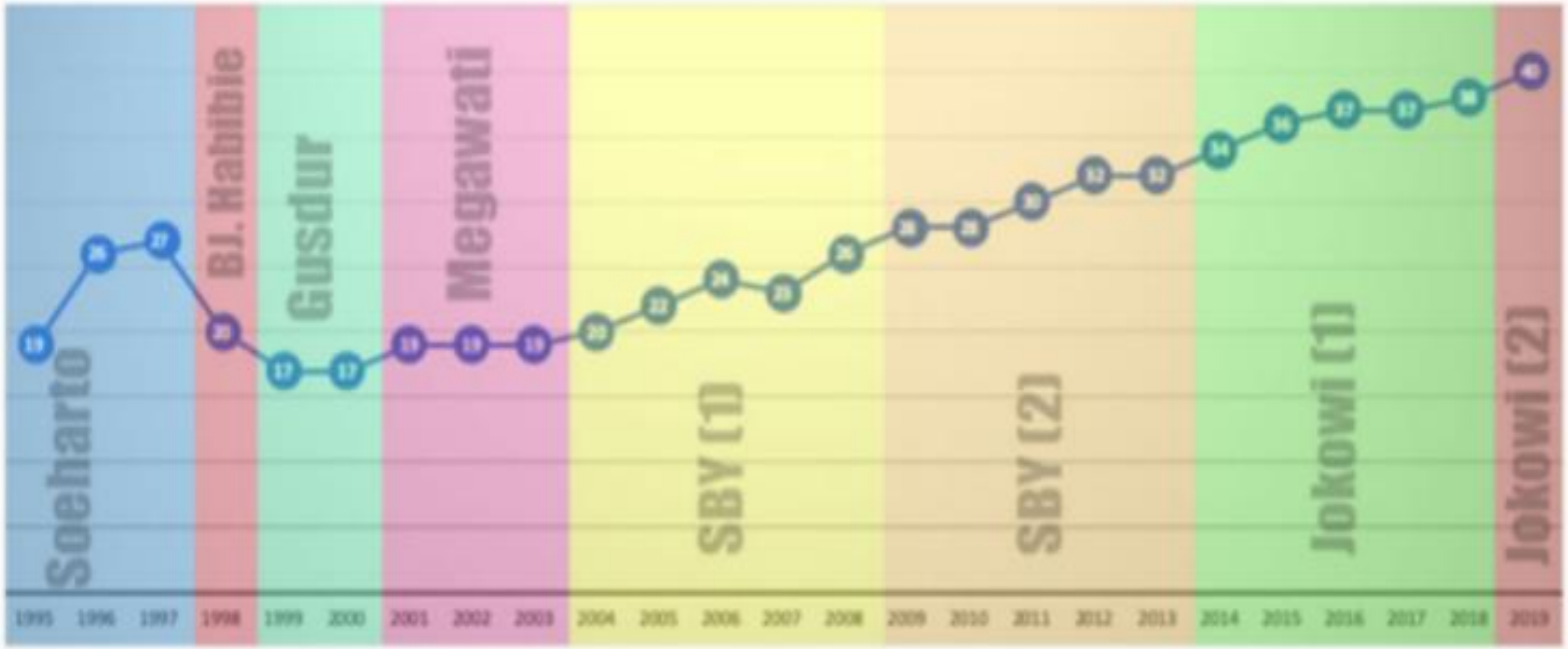
TWO DECADES OF CORRUPTION

Corruption Perceptions Index, Indonesia 1995-2019



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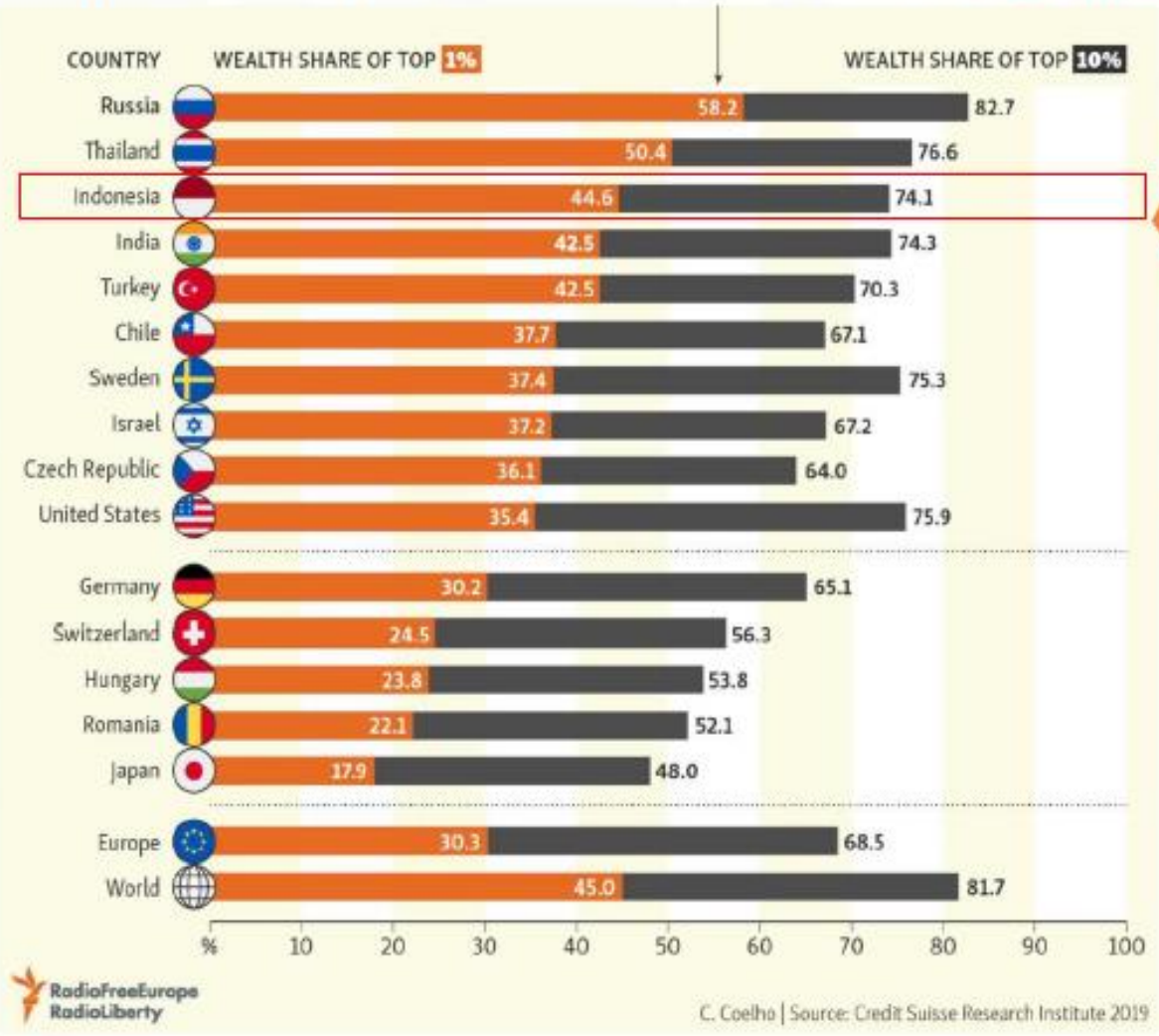
Indonesia menduduki peringkat ke-3 sebagai negara dengan tingkat kesenjangan ekonomi tertinggi (terburuk) di dunia



Menurut laporan *Credit Suisse's Global Wealth Report 2019*, 1% orang terkaya di Indonesia menguasai 44,6% kue kemakmuran secara nasional, sementara 10% orang terkaya menguasai 74,1%

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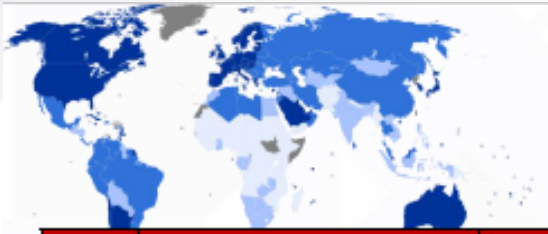
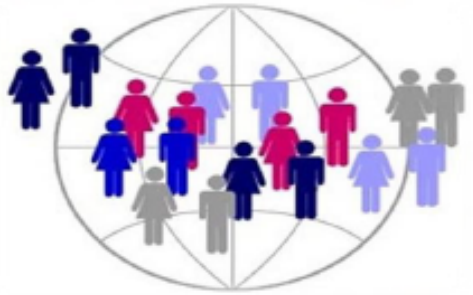


INDEKS DAYA SAING GLOBAL

No	Negara	Ranking				
		2015	2016	2017	2018	2019
1	Singapura	2	2	3	2	1
2	Amerika Serikat	3	3	2	1	2
3	Hong Kong	7	9	6	7	3
4	Belanda	5	4	4	6	4
5	Malaysia	18	25	23	25	27
6	Thailand	32	34	32	38	40
7	**Indonesia**	**37**	**41**	**36**	**45**	**50**
8	Brunei Darussalam	na	58	46	50	56
9	Filipina	47	57	56	56	64
10	Vietnam	56	60	55	77	67
11	Kamboja	90	89	94	112	108
12	Laos	83	93	98	112	113
13	Chad	139	136	135	140	141

Sumber: The Global Competitiveness Report-WEF 2015-2019



Pada 2017-2019, indeks daya saing Indonesia semakin menurun, hingga 2019 diurutan ke-50 dari 141 negara, atau peringkat ke-4 di ASEAN

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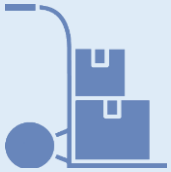
Lampiran Penyiapan SDM Menghadapi Industri 4.0 (3)
Statistik Risiko Otomatisasi Pekerjaan Di Indonesia Akibat Perkembangan Teknologi (Industri 4.0)

Top 3 Sectors With High Risk Automation

Perdagangan Ritel dan Grosir

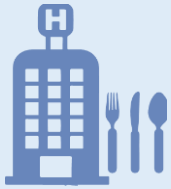


91,1%
Pekerjaan di sektor ini memiliki resiko tinggi terkena otomatisasi

Buruh Konstruksi

80,8%
Pekerjaan di sektor ini memiliki resiko tinggi terkena otomatisasi

Hotel dan Restoran



77,9%
Pekerjaan di sektor ini memiliki resiko tinggi terkena otomatisasi

Top 3 Sectors With Medium Risk Automation

Pertambangan

83,4%
Pekerjaan di sektor ini memiliki resiko menengah terkena otomatisasi

Transportasi dan Penyimpanan

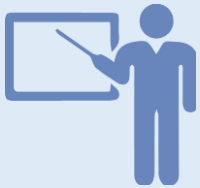
73,0%
Pekerjaan di sektor ini memiliki resiko menengah terkena otomatisasi

Aktivitas rumah tangga

68,7%
Pekerjaan di sektor ini memiliki resiko menengah terkena otomatisasi

Top 3 Sectors With Low Risk Automation

Edukasi dan Pengembangan



88,3%
Pekerjaan di sektor ini memiliki resiko rendah terkena otomatisasi

Kesehatan dan kegiatan sosial

67,1%
Pekerjaan di sektor ini memiliki resiko rendah terkena otomatisasi

Kesenian, hiburan dan rekreasi

46,7%
Pekerjaan di sektor ini memiliki resiko rendah terkena otomatisasi

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UNTUK MENANGGULANGI "3 SI" (KORUPSI, LEGISLASI, DAN BIROKRASI BERLEBIHAN DISIAPKAN OMNIBUS LAW SEKALIGUS UNTUK MENINGKATKAN PRODUKTIVITAS & DAYA SAING ERA INDUSTRI 4.0 & BONUS DEMOGRAFI :

Kementerian Koordinator Bidang Perekonomian

Undang-Undang dan Pasal Terdampak*

Omnibus Law Cipta Lapangan Kerja

11 Klaster pembahasan:

1. Penyederhanaan Perizinan
2. Persyaratan Investasi
3. Ketenagakerjaan
4. Kemudahan, Pemberdayaan, dan Perlindungan UMK-M
5. Kemudahan Berusaha
6. Dukungan Riset & Inovasi
7. Administrasi Pemerintahan
8. Pengenaan Sanksi
9. Pengadaan Lahan
10. Investasi dan Proyek Pemerintah
11. Kawasan Ekonomi

1. PENYEDERHANAAN PERIZINAN BERUSAHA

- Izin Lokasi & Tata Ruang
- Izin Lingkungan
- IMB & SLF
- Penerapan RBA pada 18 sektor

52 UU (770 Pasal)

2. PERSYARATAN INVESTASI

- Kegiatan Usaha Tertutup
- Bidang Usaha Terbuka (Priority List)
- Pelaksanaan Investasi

13 UU (24 Pasal)

3. KETENAGAKERJAAN

- Upah Minimum
- Outsourcing
- TKA
- Pesangon PHK
- Sweetener
- Jam kerja

3 UU (55 Pasal)

4. KEMUDAHAN & PERLINDUNGAN UMKM

Kriteria UMK-M
Basis Data
Collaborative Processing
Kemitraan, Insentif, Pembiayaan
Perizinan Tunggal

3 UU (6 Pasal)

5. KEMUDAHAN BERUSAHA

- Keimigrasian
- Paten
- Pendirian PT untuk UMK
- Hilirisasi Minerba
- Pengusahaan Migas
- Badan Usaha Milik Desa

9 UU (23 Pasal)

6. DUKUNGAN RISET & INOVASI

- Pengembangan ekspor
- Penugasan BUMN/Swasta,

2 UU (2 Pasal)

7. ADMINISTRASI PEMERINTAHAN

- Penataan kewenangan
- NSPK (Standar)
- Diskresi
- Sistem & Dokumen Elektronik

2 UU (14 Pasal)

8. PENGENAAN SANKSI

- Menghapus sanksi pidana atas kesalahan administrasi
- Sanksi berupa administrasi dan/atau perdata

49 UU (295 Pasal)

9. PENGADAAN LAHAN

- Pengadaan Tanah
- Pemanfaatan Kawasan Hutan

2 UU (11 Pasal)

10. INVESTASI & PROYEK PEMERINTAH

- Pembentukan Lembaga SWF
- Pemerintah menyediakan lahan dan perizinan

2 UU (3 Pasal)

11. KAWASAN EKONOMI

- KEK: One Stop Service, kelembagaan (Administrator)
- KI: Infrastruktur pendukung
- KPBPB: Fasilitas KEK untuk FTZ enclave, kelembagaan

5 UU (38 Pasal)

OMNIBUS LAW
CIPTA LAPANGAN KERJA

TOTAL 79 UU (1.244 Pasal)

* Jumlah UU dan Pasal dapat berubah sesuai hasil pembahasan

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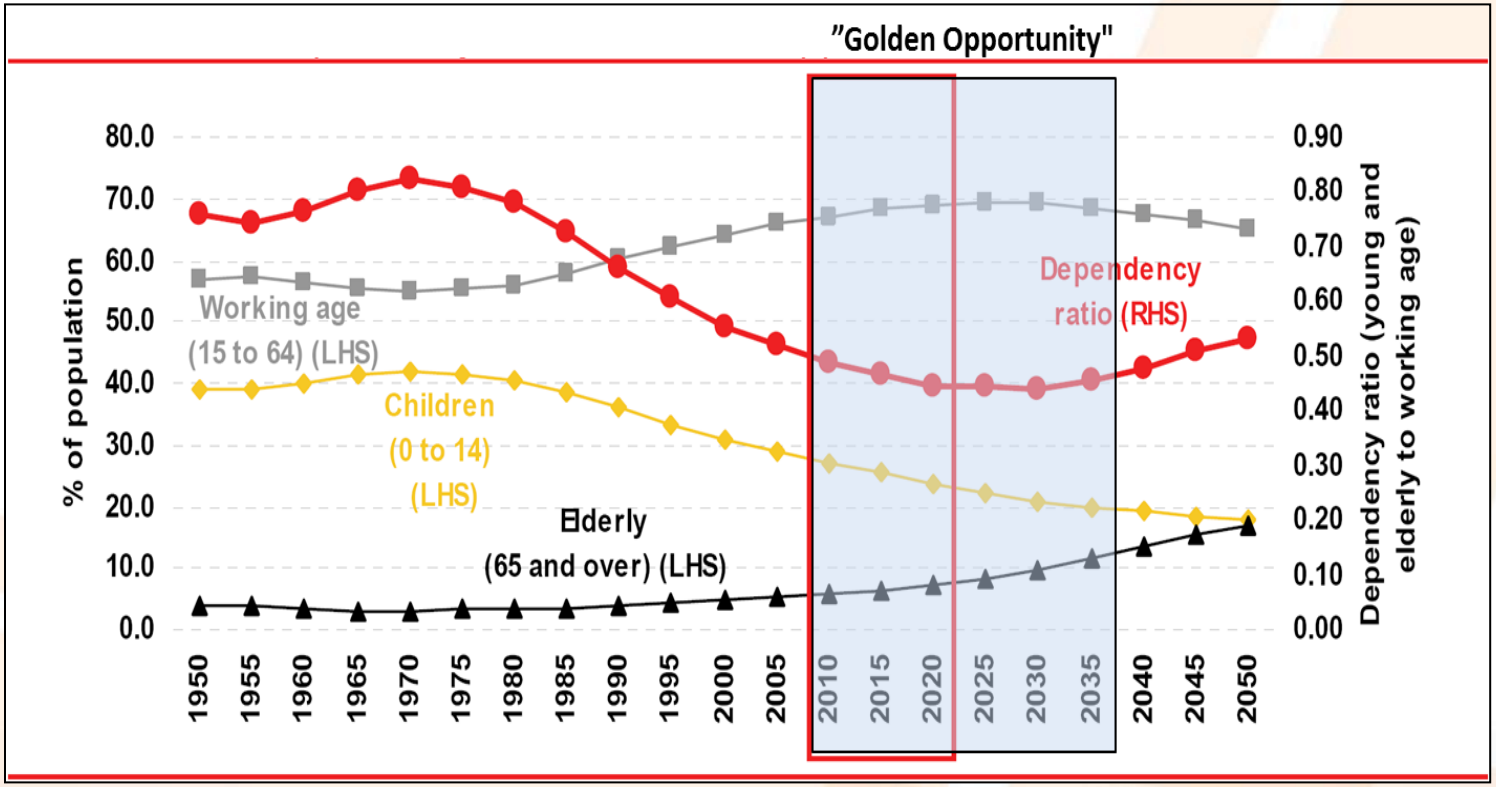
BONUS DEMOGRAFI

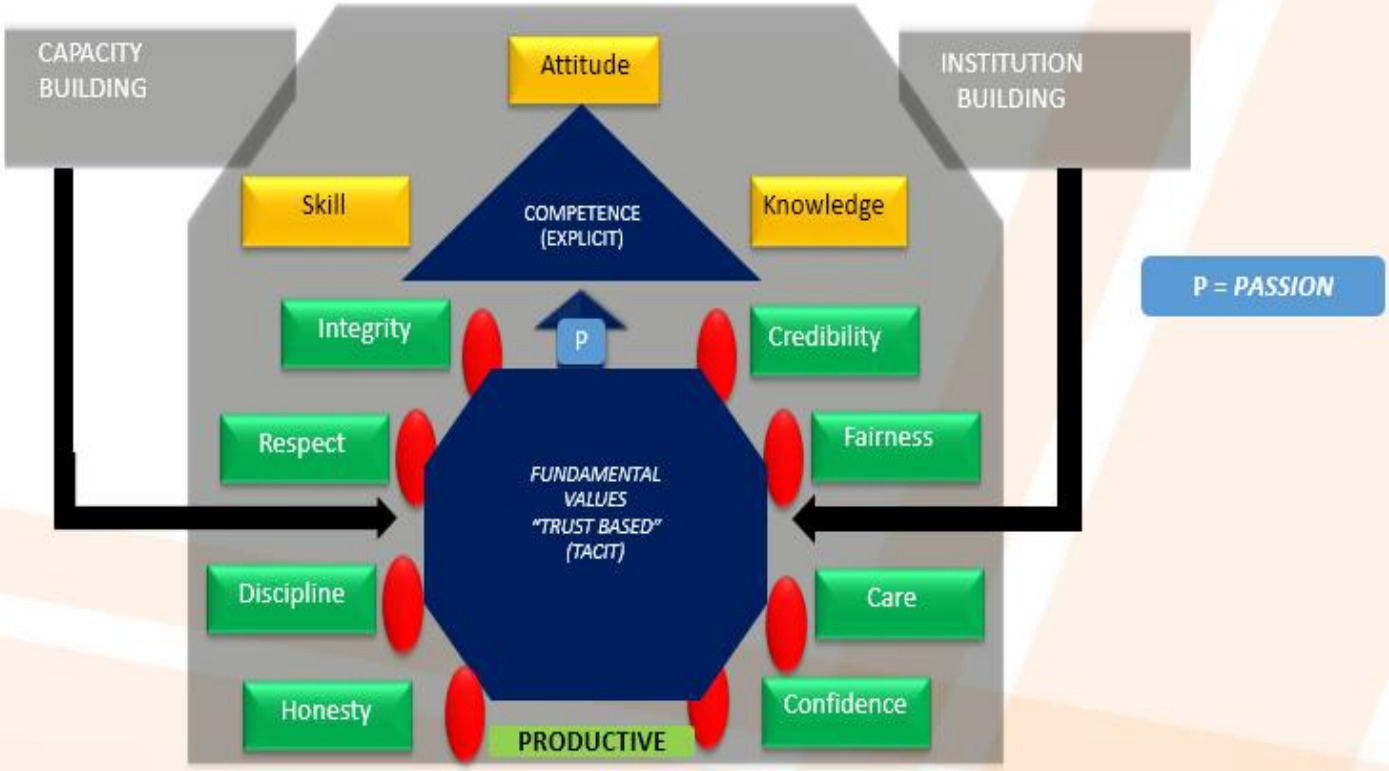
Kependudukan dan Ketenagakerjaan
(Bonus Kependudukan – Berkah atau Musibah?)



Secara konseptual, bonus demografi adalah proporsi penduduk usia produktif yang sangat besar atau sekitar 69% dari jumlah penduduk. Sedangkan rasio angka ketergantungan (dependency ratio) mencapai titik terendah. Artinya, pada saat itu jumlah angkatan kerja sangat besar, namun menanggung beban kelompok usia anak dan lansia yang sangat kecil. Bonus demografi akan menjadi jendela kesempatan (*windows of opportunity*) apabila tenga kerja usia produktif dapat didayagunakan secara optimal dalam lapangan kerja yang produktif dan remuneratif.

BAB IV. METODE PEMBELAJARAN SDM UNGGUL

DEFINISI INSAN PANCASILA : SDM UNGGUL



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IV. METODOLOGI PEMBELAJARAN: *BLENDED LEARNING (LANJ)*

***THE IRON LAW OF DEVELOPMENT: HUMAN RESOURCE FOR DEVELOPMENT CUM DEVELOPMENT FOR HUMANKIND* (PASARIBU 2012)**

DISRUPTIVE INNOVATION: (Clayton Christensen)

A. INTI METODE LEARNING PROCESS: BERTUMPU KEPADA:

1. *LIFE LONG LARNING* (L3), SCANDINAVIAN WELFARE STATE MODEL DENMARK
2. *METODE BLOOMS TAXONOMY*
3. *UNESCO MODEL*
4. *NEW MASLOW'S NEED*
5. ALEKS (*ASSESMENT & LEARNING IN KNOWLEDGE SPACE*)
6. HTCS (*HIGHER THINKING CREATIVE SKILL'S*)
7. *DIGITAL EDUCATION* → *DIGITAL LITERACY*

B. PEMBUDAYAAN PRODUKTIVITAS & INOVASI

1. ENTREPRENEURSHIP / INCUBATOR
2. INTRAPRENEURSHIP / PENGEMBANGAN
3. INTERNSHIP / MAGANG

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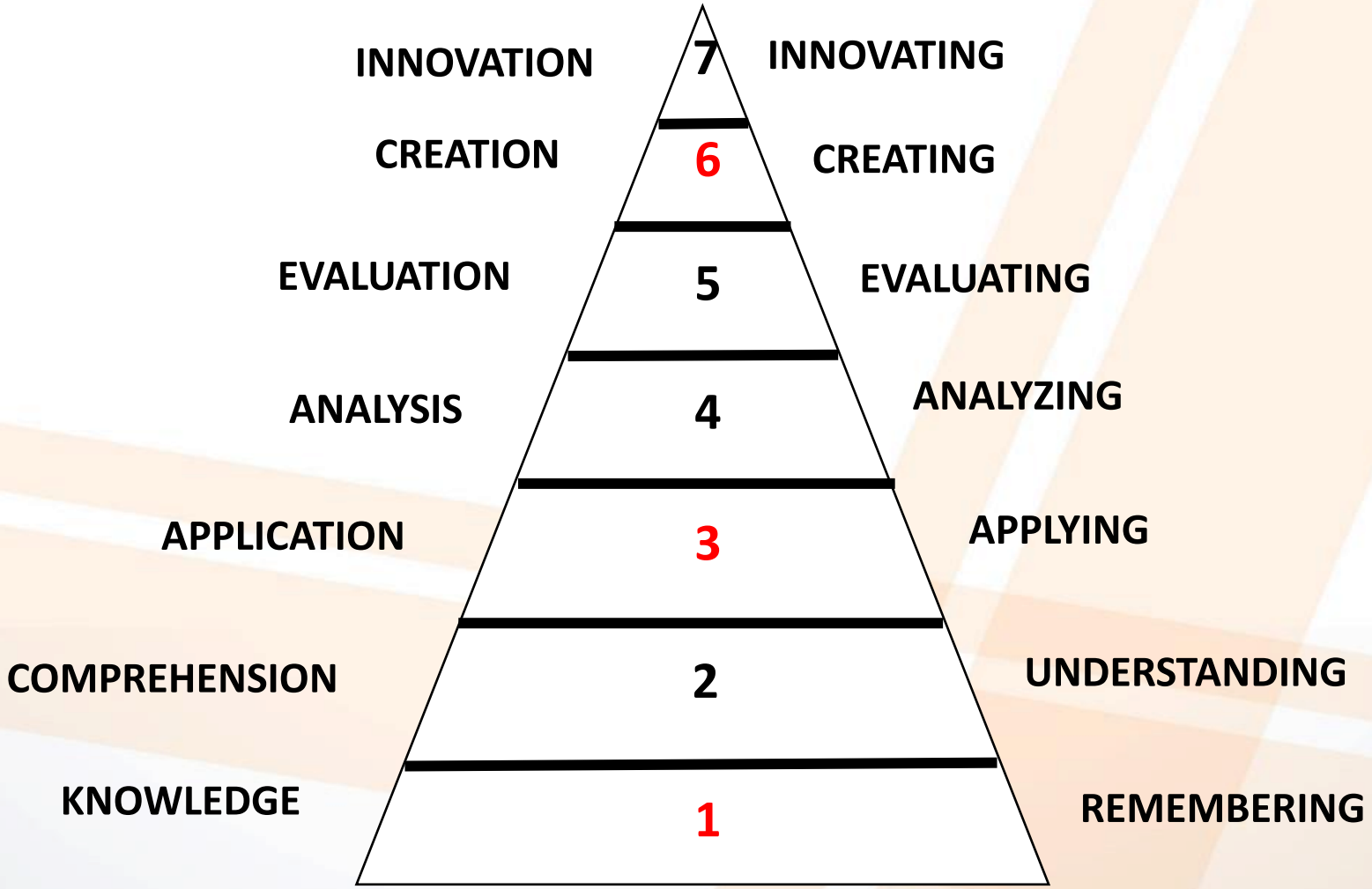
BP: MEMBANGUN SDM UNGGUL:
BLOOM'S TAXONOMY



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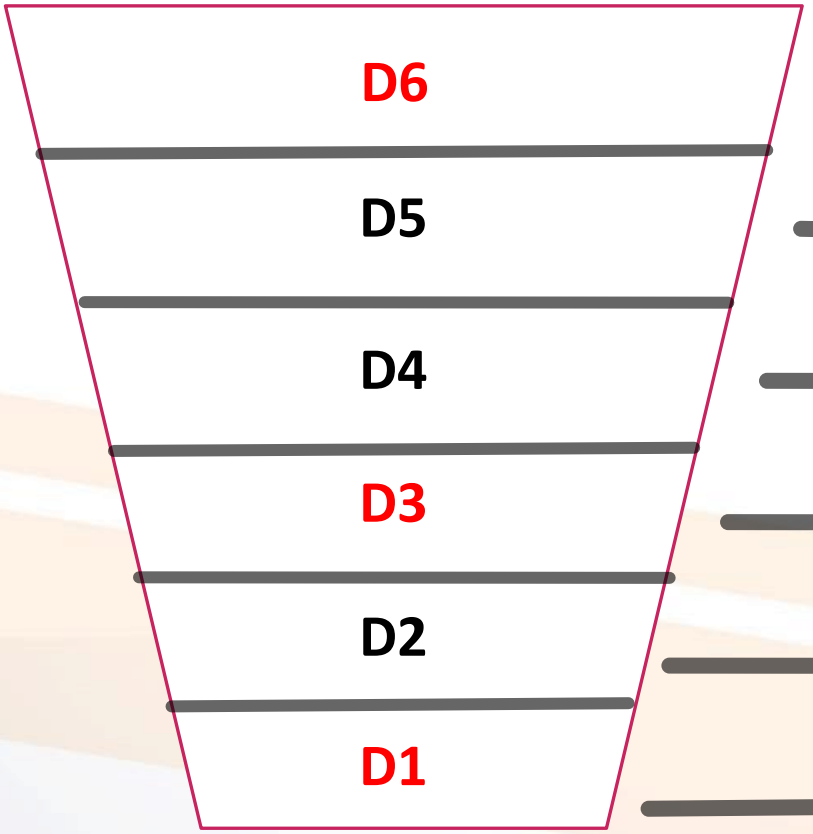
BP: MEMBANGUN SDM UNGGUL: 6D'S EXPONENTIAL GROWTH (PETER DIAMANDIS / 2012)



- D6: DEMOCRATIZATION
- D5: DEMATERIALIZATION
- D4: DEMONITIZATION
- D3: DISRUPTION
- D2: DECEPTION
- D1: DIGITALIZATION

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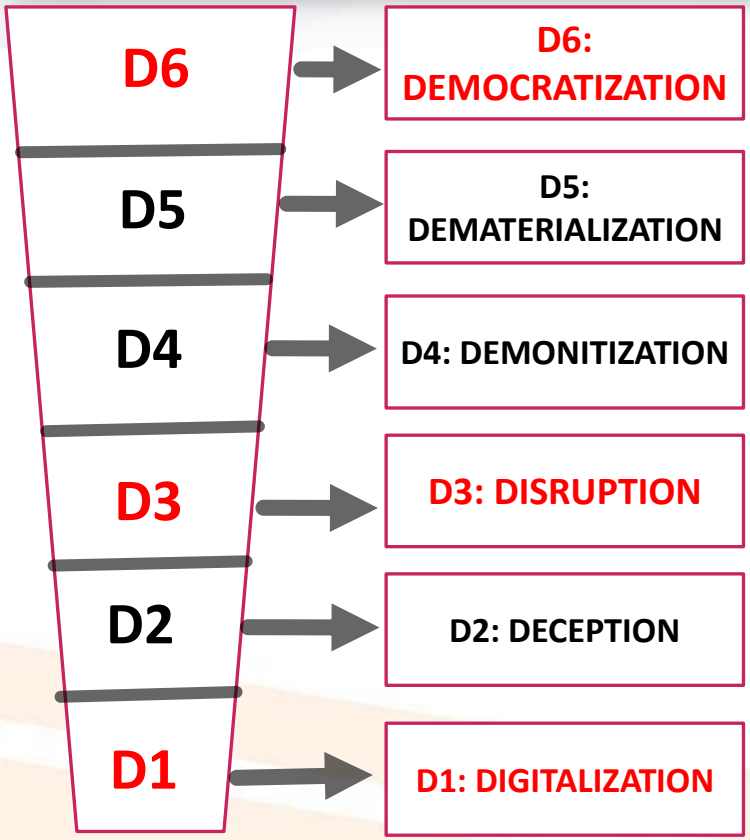
6D'S EXPONENTIAL GROWTH



6+1 C's GLOBAL COMPETENCIES

- Character
- Competence
- Creativity
- Collaboration
- Communication
- Critical Thinking
- Citizenship

HUMAN CENTERED DEVELOPMENT ,
TRUST, PRODUCTIVITY & COMPETITIVE – BASED

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PENANGGULANGAN "PRODUCTIVITY PARADOX" ERA INDUSTRI 4.0 & PANDEMIC COVID-19 : MELALUI PENDIDIKAN & PELATIHAN : 6+1 C's GLOBAL COMPETENCIES

Character
- Proactive stance toward life and learning to learn
- Grit, tenacity, perseverance and resilience
- Empathy, compassion and integrity in action

Competence
Skills : Soft Skills & Hard Skills
Knowledge
Attitude

Creativity
- Economic and social entrepreneurialism
- Asking the right inquiry questions
- Pursuing and expressing novel ideas and solution
- Leadership to turn ideas into action

Collaboration
- Working interdependently as a team
- Interpersonal and team-related skills
- Social, emotianal and interculturak skills
- Managing team dynamics and challenges

Communication
- Communication designed for audience and impact
- Messaage advocates a purpose and makes an impact
- Reflection to futher develop and improve communication
- Voice and identity expressed to advance humanity

Crical Thinking
- Evaluating information and arguments
- Making connections and identifying paterns
- Meaningfull knowledge construction
- Experimenting, relecting and taking action on ideas in the real wold

Citizenship
- A global perspective
- Commitment to human equity and well-being through empathy and compassion for drivers values and worl views
- Genuine interest in human and environmental sustainable
- Solving ambiguos and complex problem in the real world to benefit citizens

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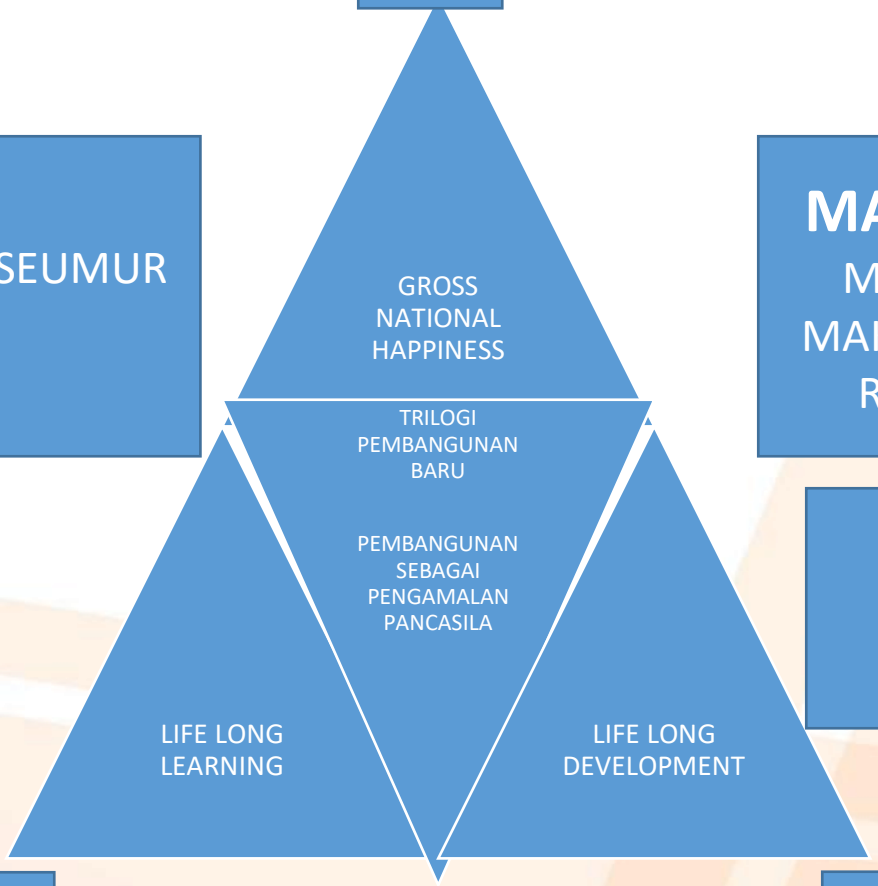
TRILOGI PEMBANGUNAN BARU: PENINGKATAN PRODUKTIVITAS & DAYA SAING

GNH

PEMBELAJARAN SEUMUR HIDUP

MAS ADAM BASRI
MASYARAKAT ADIL & MAKMUR BAGI SELURUH RAKYAT INDONESIA



PEMBANGUNAN SEPANJANG MASA

L3

L2D

(INSPIRASI DARI LESSON LEARN WELFARE STATE MODEL DENMARK)

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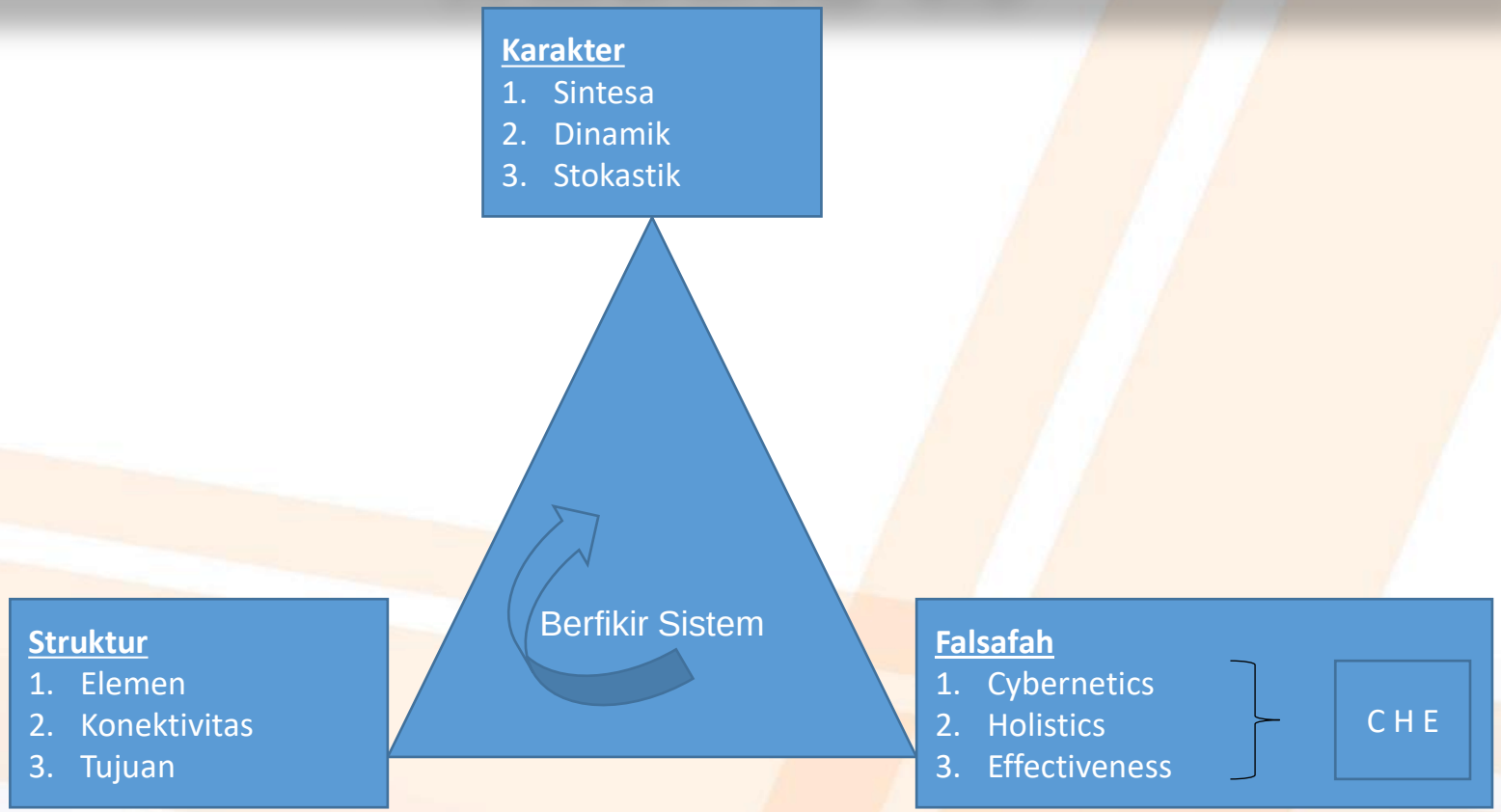
LINGKAR PROSES *SYSTEM THINKING 4.0*



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6 D's EXPONENTIAL GROWTH PETER DIAMANDIS. DIGITAL ECONOMY. DISRUPTION ERA DEMOCRATIZATION ABUNDANCE

D.1: *DIGITALIZATION* (REVOLUSI DIGITAL)

D.2: *DECEPTION* (MEMPERDAYAKAN)

D.3: *DISRUPTION* (MARAKNYA GANGGUAN)

D.4: *DEMATERIALIZATION* (WADAH MATERIAL SUDAH TIDAK TERALU DIPERLUKAN, KARENA SEMUA BISA DISIMPAN DIDALAM "CLOUD")

D.5: *DEMONETIZATION* (SEMAKIN MURAH, HAMPIR 0)

D.6: *DEMOCRATIZATION* (SEMUA PRODUK LEBIH MURAH DAN DAPAT DINIKMATI OLEH SEMUA

REVOLUSI TEKNOLOGI

1. A.I (ANI, AGI, ASI)
2. IoT ⟹ IoE ⟹ IoP
3. BIG DATA
4. QC (QUANTUM COMP)
5. 3D (PRINTING)
6. SDV (SELF-DRIVING V)
7. IIoT (INDUSTRIAL IoT)
8. ROBOTICS
9. NANO TECHNOLOGY
10. BIO TECHNOLOGY
11. 5G WIRELES
12. GENOMIC
13. NEUROTECHNOLOGY

LITERASI

SDM UNGGUL TENAGAKERJA

DAYA SAING TINGGI

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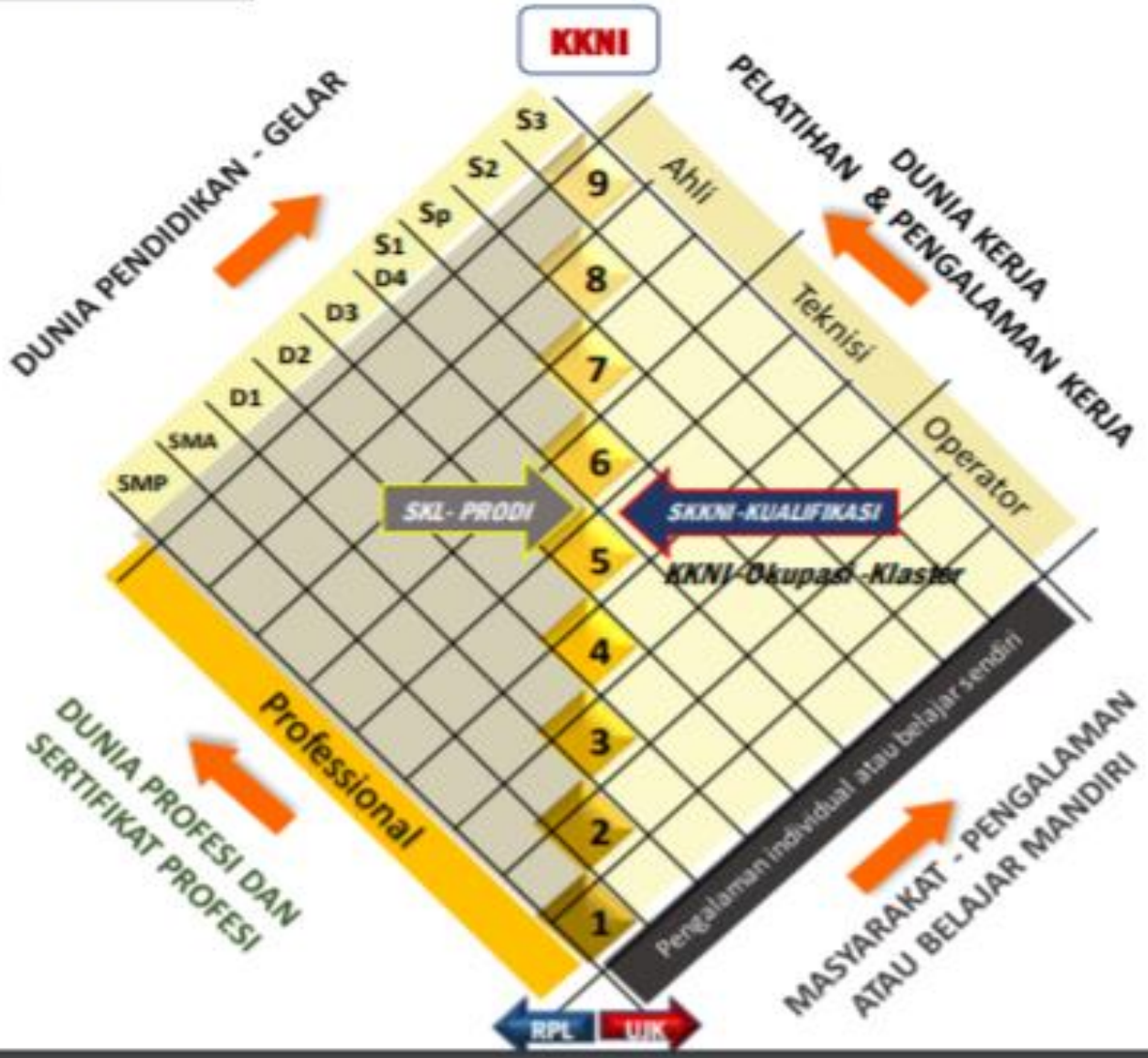
MULTI MODA PENINGKATAN KUALITAS SDM

Perpres. No. 8 Thn. 2012

- Peningkatan kualitas SDM dapat ditempuh melalui : Pendidikan; Pelatihan & Pengalaman Kerja; Dunia Profesi dan atau Belajar Sendiri
- Dengan KKNI, kualitas dan kompetensi tenaga kerja dari berbagai jalur akan mendapat pengakuan yang sama
- Rekognisi hasil pembelajaran dari Jalur pelatihan dan pengalaman kerja, profesi dan belajar sendiri ke Jalur pendidikan formal dilakukan melalui RPL dengan acuan SKL *(Permenristekdikti No.26/2016)*
- Rekognisi hasil pembelajaran dari pendidikan formal ke jalur pelatihan dan pengalaman kerja, profesi dan belajar sendiri, dilakukan melalui UJK dengan acuan SKKNI *(Pedoman BNSP No.04/2014)*



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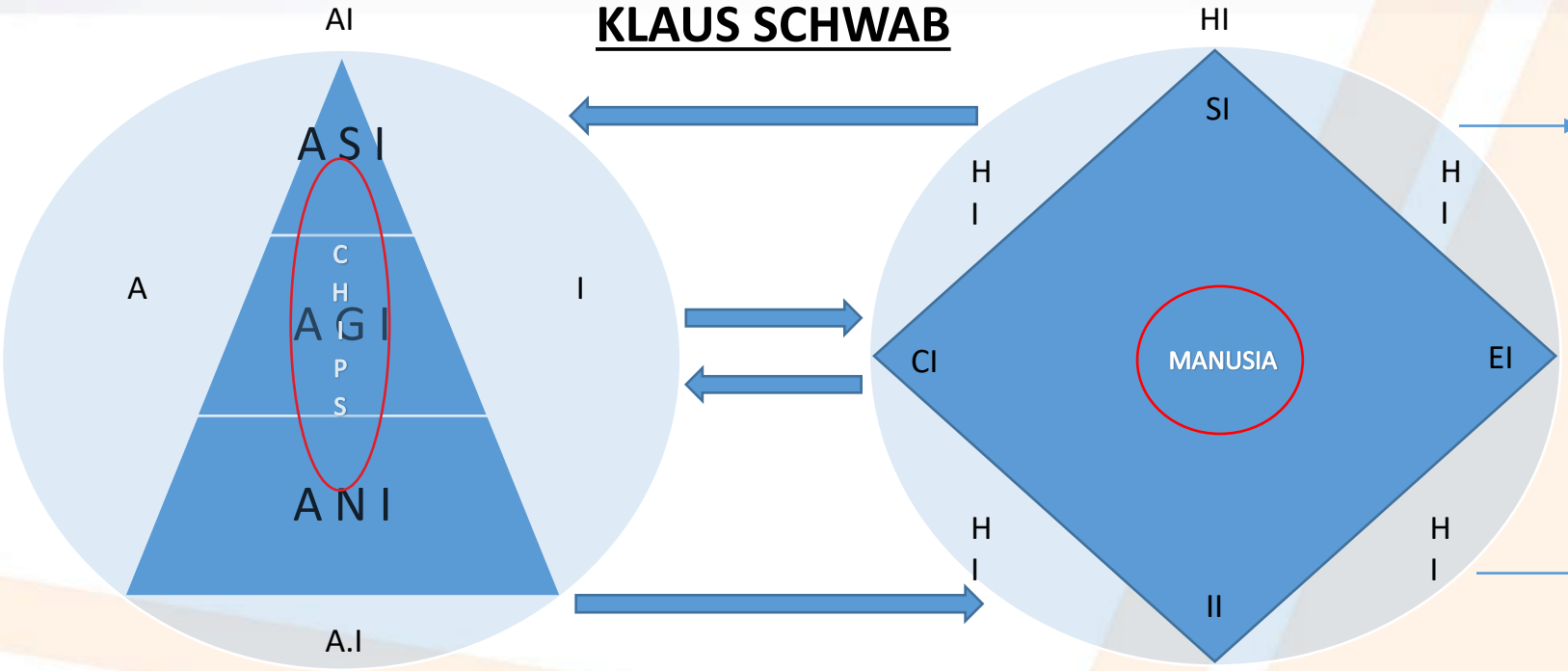
KLAUS SCHWAB



CI = CONTEXTUAL INTELLIGENCE

EI = EMOTIONAL INTELLIGENCE

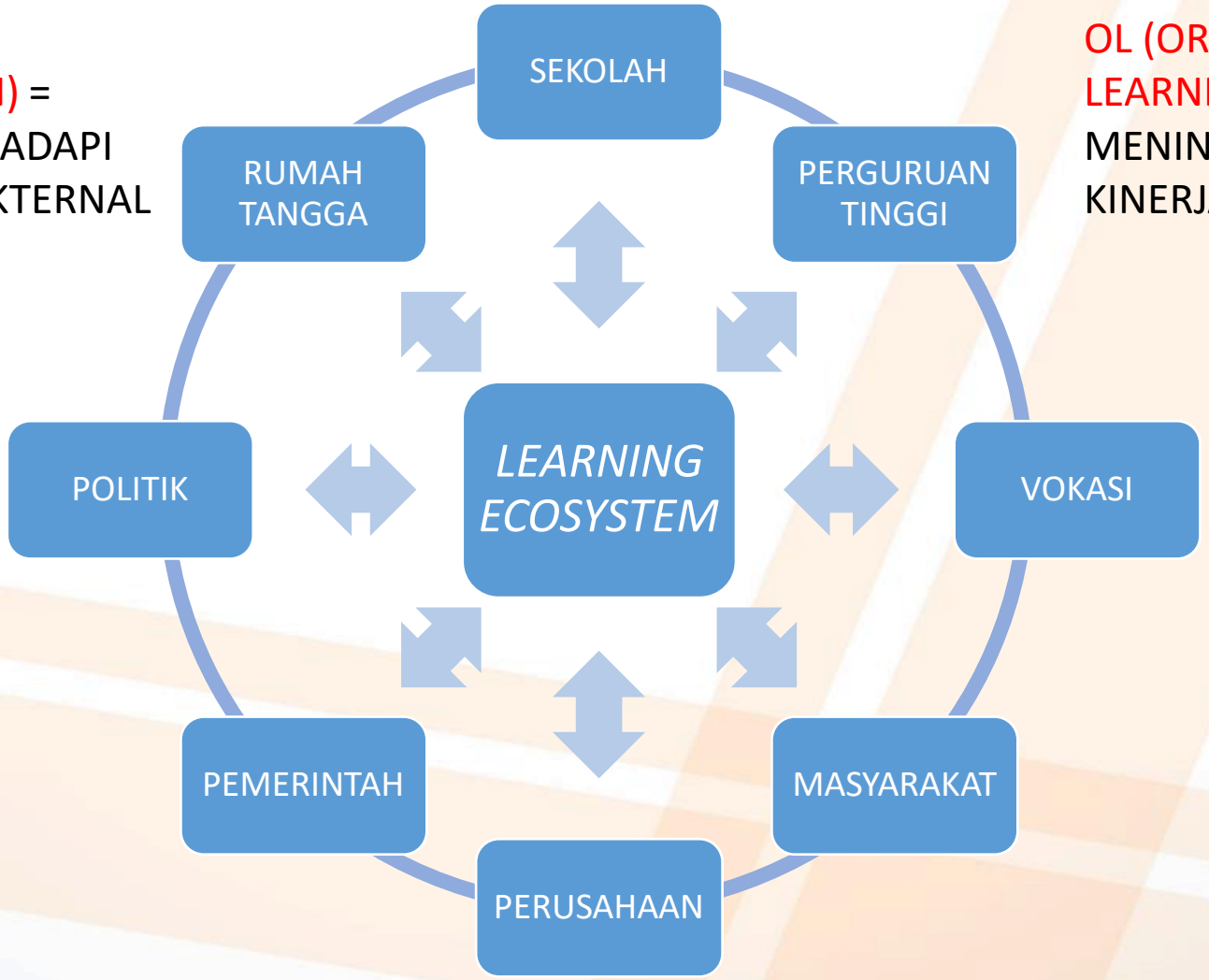
SI = SPIRITUAL INTELLIGENCE

II = INTELECTUAL INTELLIGENCE

SELURUH KEGIATAN KEHIDUPAN TIDAK LEPAS DARI *LEARNING ECOSYSTEM SOCIETY*

L.O (LEARNING ORGANIZATION) = FOKUS MENGHADAPI "ANCAMAN" EKTERNAL

OL (ORGANIZATION LEARNING)= FOKUS MENINGKATKAN KINERJA INTERNAL



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APO : MENERBITKAN BUKU APO MANUAL (385 HALAMAN), 2020

PUBLIC - SECTOR PRODUCTIVITY :

11 MODUL DENGAN TOTAL 47 UNIT

SETIAP MODEL DIAWALI DENGAN *"LEARNING OBJECTIVE"*

FIGURE 1.5

THEMES IDENTIFIED BY THE APO PUBLIC-SECTOR PRODUCTIVITY FRAMEWORK.

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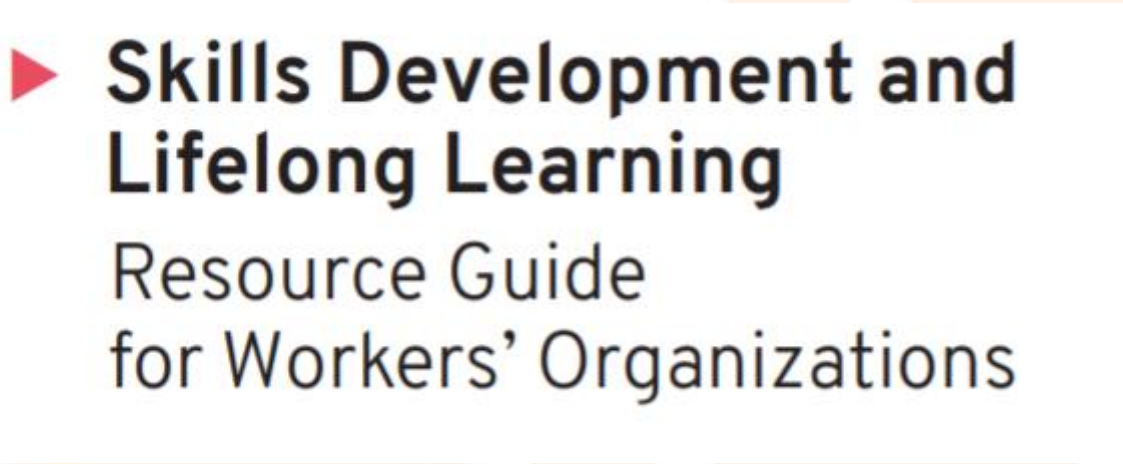
INTERNASIONAL LABOUR ORGANIZATION (ILO) :



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V. ADAPTASI INOVATIF INDUSTRI 4.0 KE DALAM PEMBANGUNAN SDM UNGGUL UNTUK KEBANGKITAN

1) *PARADIGM & MINDSET SHIFTING*

2) SETIDAKNYA 6 PILAR LITERASI :

1. LITERASI TEKNOLOGI & INOVASI
2. LITERASI DATA.
3. HUMAN INTELLEGENCE (HI) CUM ARTIFICIAL (AI)
4. GELOMBANG KE-5 PSYHOLOGY "*POST TRUTH*"
5. *L3* ⇒ *L2D* ⇒ *GNH*
6. *KNOWLEDGE MANAGEMENT*
7. *R & D* ⇒ *R & I*

MEMBANGUN GOVERNANCE UNTUK MENINGKATKAN PRODUKTIVITAS & DAYA SAING BERKELANJUTAN

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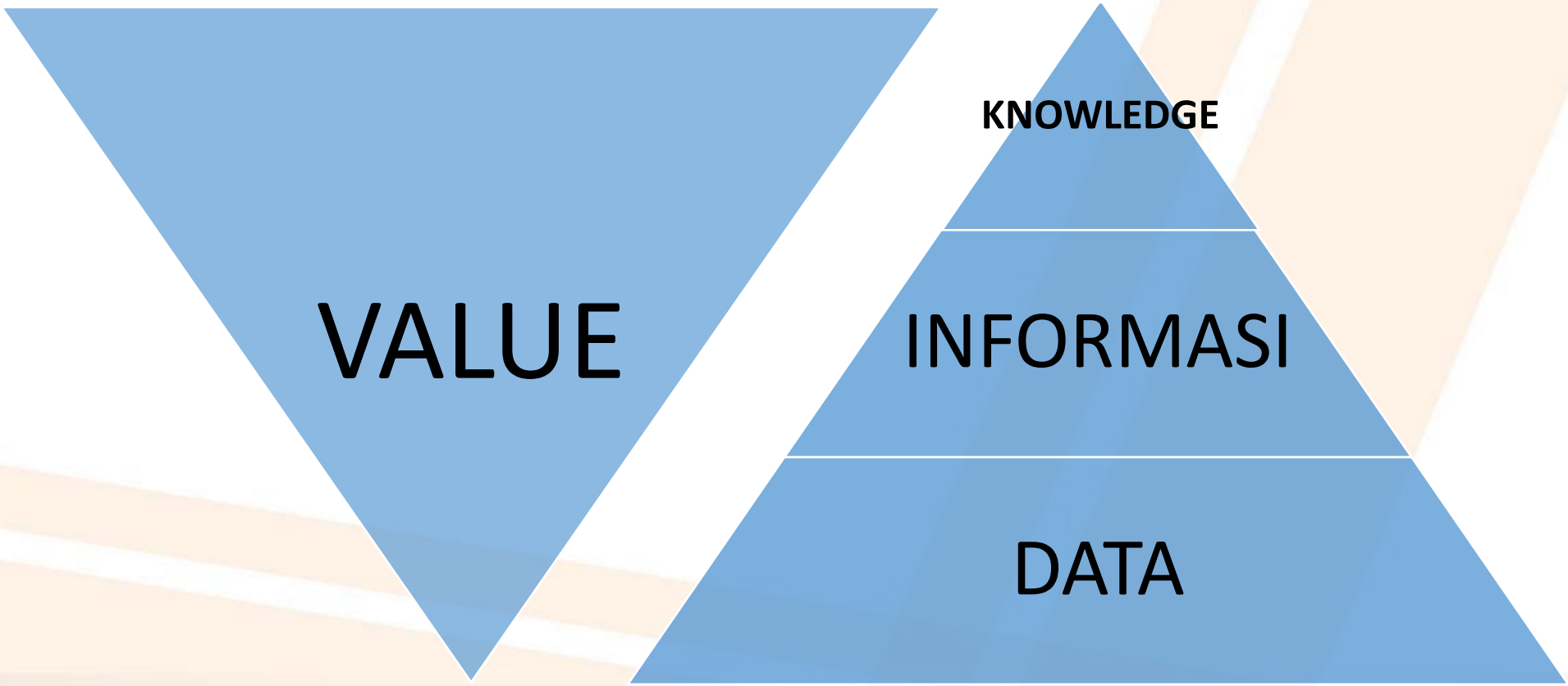
DATA ⟶ KNOWLEDGE



DATA = FAKTA / MEWAKILI KEJADIAN
INFORMASI HASIL PEMROSESAN DATA-DATA
KNOWLEDGE = HASIL OLAH INFORMASI SEHINGGA BERMANFAAT

KNOWLEDGE : TRANSFORMASI MENJADI POLICY / PROGRAM

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LABOUR MARKET REFORM

DALAM ERA BONUS DEMOGRAFI AKAN TERJADI PENINGKATAN SIGNIFIKAN SEBAGAI NEGARA *"LABOUR SUPLUS ECONOMY"*

RIGID LM VS FLEXI LM

FLEXECURITY LM

ACTIVE LM

UU CIPTA KERJA

HYBRID LM

LM = LABOUR MARKET

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BUDAYA UNGGUL 5.0

PEOPLE-CENTERED DEVELOPMET

TRUST, PRODUCTIVE, COMPETITIVE -BASED

SDM UNGGUL

↓

MASYARAKAT UNGGUL

↓

BUDAYA HIDUP/ETOS KERJA BARU

APIKK

SOCIETY 5.0

TRUST & COMPETENCE - BASED

APIKK = ADAFTIF, PRODUKTIF, INOVATIF, KREATIF, & KOMPETITIF

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ADAPTASI *DISRUPTIVE INNOVATION* MANAJEMEN SDM 4.0 & HUBUNGAN INDUSTRIAL (PANCASILA) 4.0

A. BERBAGAI KAJIAN & TEORI

1. BACAAN KAJIAN TEORI:

1) THE LAW OF ACCELERATING RETURN (PETER DIAMANDIS, RAY KURZWELL, 1999

2) 6 D's OF EXPONENTIAL GROWTH (PETER DIAMANDIS, 2012)

3) BUILDING TRUST IN CHANGING WORLD OF WORK, THE GLOBAL DEAL FOR DECENT WORK (ILO, 2018)

4) THE PRODUCTIVITY CRISIS AND THE ROLL OF TRADE UNIONS PATNERSHIP ON THE UK (CERC, 2018)

5) NEGOTIATING THE ALGORITHM AUTOMATION, ARTIFICIAL INTELLIGENT AND LABOR PROTECTION (V DE STEFANO, SSR, 2018)

6) TECHNOLOGICAL REVOLUTIONS AND SOCIETAL TRANSITIONS (QVALENDUE, ETUI, 2018)

7) TECHNOLOGY AND THE FUTURE OF WORK (IMF, BLOG, 2018)

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ADAPTASI *DISRUPTIVE INNOVATION* MANAJEMEN SDM 4.0 & HIP.

8) *THE NEED FOR LIFETIME LEARNING, DURING AN ERA OF ECONOMIC DISRUPTION* (DM WEST, BROOKING edu, 2018)

9) *SHAPING STRUCTURAL CHANGE IN ERA OF NEW TECHNOLOGY* (RATKINSON, POLICY NETWORK, 2018)

10) *FUTURE OF WORLD* (E EZENDI, FRSA, 2018)

11) *LABOR MARKET REFORM* (WEC, 2018)

12) *NO FUTURE OF WORK WITHOUT SOCIAL INNOVATION* (WEC, 2018)

13) *ONLINE TALENT PLATFORM, LABOR MARKET INTERNATIONAL AND CHANGING WORLD OF WORK* (CEPS, 2018)

14) *INDUSTRY 4.0 FOR THE FUTURE OF MANUFACTURING IN EUROPEAN UNION* (JOURNAL OF INTERNATIONAL COMPARATIVE LABOR STUDIES, 2018)

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ADAPTASI *DISRUPTIVE INNOVATION* MANAJEMEN SDM 4.0 & HIP

2. EXPONENTIAL GROWTH & INDUSTRY 4.0:

- EXPONENTIAL BUKAN LINEAR
- PERUBAHAN MINDSET
- DIGITAL ECONOMY
- FREE ECONOMY
- SHARING ECONOMY
- ON DEMAND ECONOMY

CHANGING:

1) INDUSTRIAL POLICY,
2)THE WORLD OF WORKS

↓

EMPLOYMENT POLICY 4.0

↓

INDUSTRIAL RELATION 4.0

3. DALAM ERA DISRUPTION DIBUTUHKAN "*DISRUPTIVE INNOVATION*" (DI)

1) **DI** REGULATION
2) **DI** LEGISLATION
3) **DI** MINDSET
4) **DI** CULTURE
5) **DI** MARKETING
6) **DI** PRODUCTIVITY
7) **DI** BUREUCRACY
8) **DI** COMPETITION

→

CHANGING THE WORLD OF WORKS

↓

LABOR MARKET

↓

INDUSTRIAL RELATION 4.0

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ADAPTASI *DISRUPTIVE INNOVATION* MANAJEMEN SDM 4.0 & HIP

4. REVOLUSI INDUSTRI 4.0:

- BIG DATA
- ARTIFICIAL INTELLIGENCE (AI)
- AUTOMATION
- INTERNET OF THINGS (IoT)

  3 GELOMBANG:

  1. 1985-1999: FROM ZERO TO ONE
  2. 2000-2015: APPLICATION & COMMERCIALIZATION
  3. 2016- DST: IoT → INTERNET OF "EVERYTHING"
- DIGITAL HUMAN
- DIGITAL ECONOMY
- FINANCIAL TECHNOLOGY
- SHARING ECONOMY
- GIG ECONOMY
- MACHINE LEARNING
- DIGITAL EDUCATION
- DIGITAL CULTURE
- UBIQUITECH

CHANGING THE WORLD OF WORKS

↓

INDUSTRIAL RELATION 4.0

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TIGA ALASAN BESAR LEDAKAN (6 D's EXPONENTIAL GROWTH)

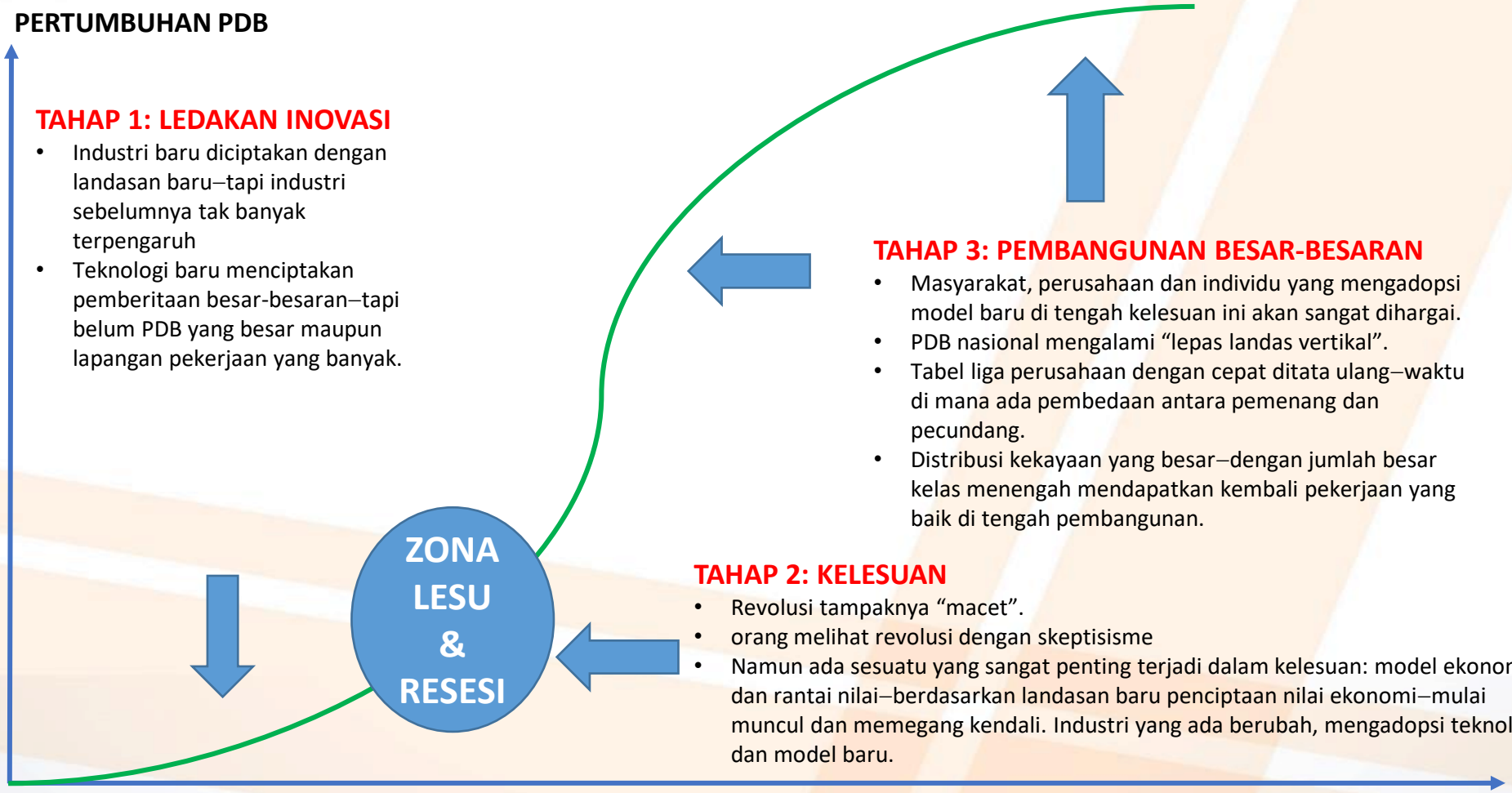
1. **"*Ubiquitech*" – teknologi tertanam dalam segala hal.** Terhubung *Internet of Things* (IoT) dalam teknologi yang tertanam, terhubung dan cerdas serta transformatif.

2. **Pada tahun 2030 :** Mesin baru dan proses baru. Permintaan pasar baru akan muncul era ledakan *DIGITAL ECONOMY & DIGITAL HUMAN*.

3. **ERA DIGITAL BERBASIS DATA–menguasai Tiga M (Material bahan baku, Mesin baru, dan Model bisnis)**

PANDEMI COVID-19

ERA INDUSTRI 4.0 & COVID-19
KURVA S : KELESUAN & KEBANGKITAN



PERSOALANNYA BAGAIMANA KAITAN DEINDUSTRIALISASI DINI INDONESIA V KURVA S :

TUNTUTAN URGENSI : ***GRAND DESIGN*** **ULANG PEMBANGUNAN SEBAGAI PENGAMALAN PANCASIALA ERA INDUSTRI 4.0 &**

PANDEMI COVID-19 : ***HUMAN CENTERED DEVELOPMENT , TRUST, PRODUCTIVITY & COMPETITIVE*** *– BASED*

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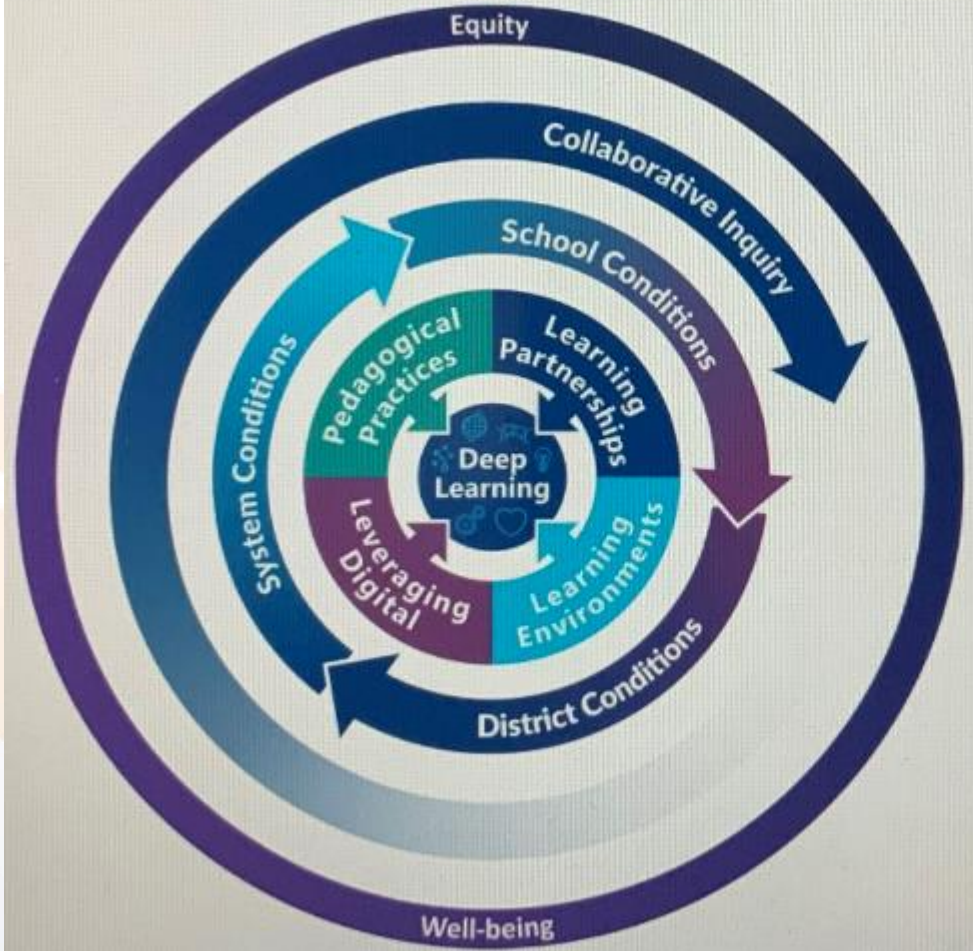
PENANGGULANGAN "PRODUCTIVITY PARADOX" ERA INDUSTRI 4.0 & PANDEMIC COVID-19 : MELALUI PENDIDIKAN & PELATIHAN

DEEP LEARNING FRAMEWORK



Layer 1
Global Competencies at the center provide clarity about what it means to be a Deep Learner.

Layer 2
Four Elements of Learning Design provide a process that makes it easy for teachers, students, leaders, and families to shift their thinking and practices.

Layer 3
Conditions for mobilizing Deep Learning describe the conditions needed at each level—school, district/municipality, and system—to foster innovation, growth, and a culture of learning.

Layer 4
Collaborative inquiry surrounds each layer—a process for continuous improvement.

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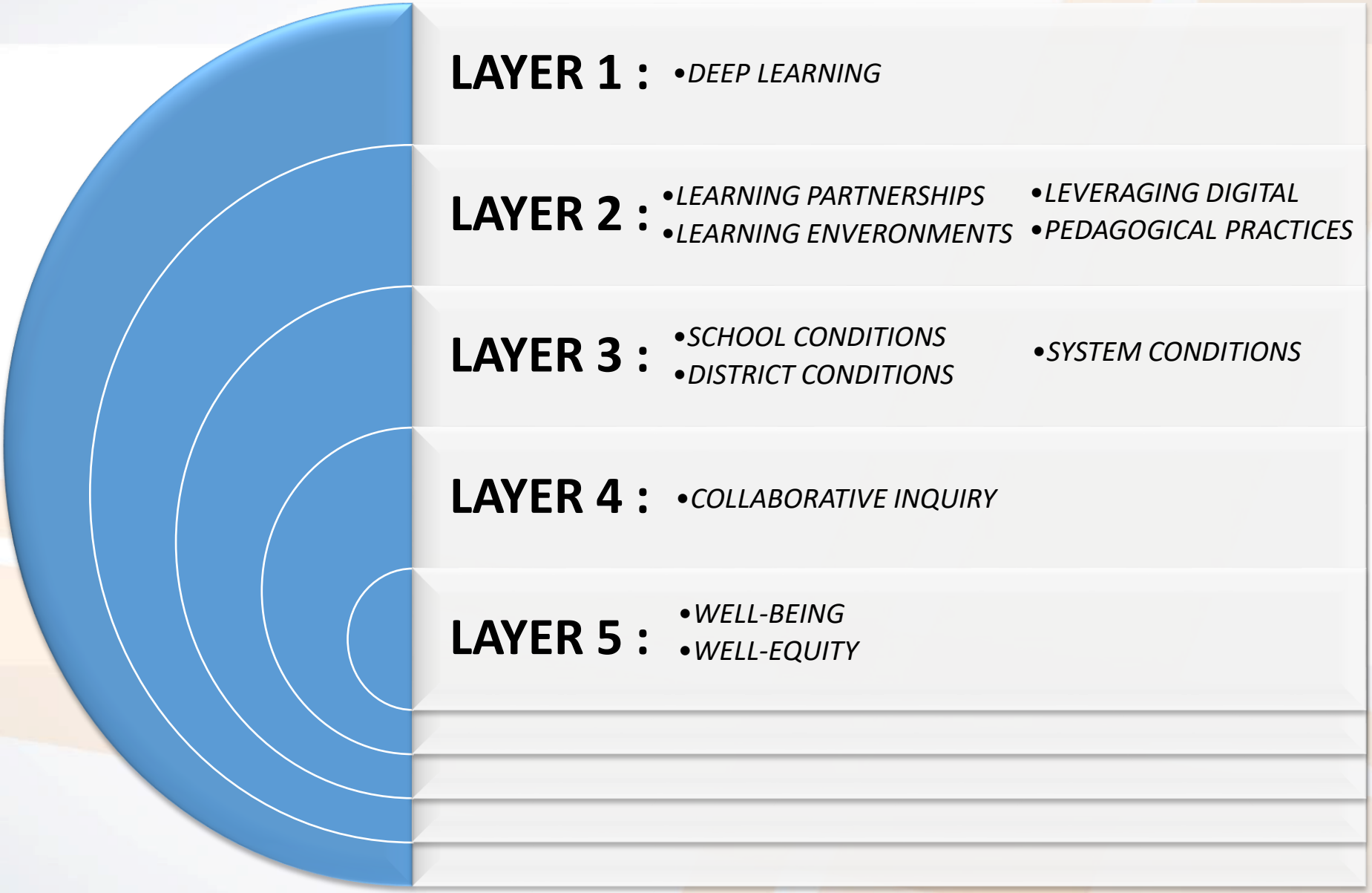

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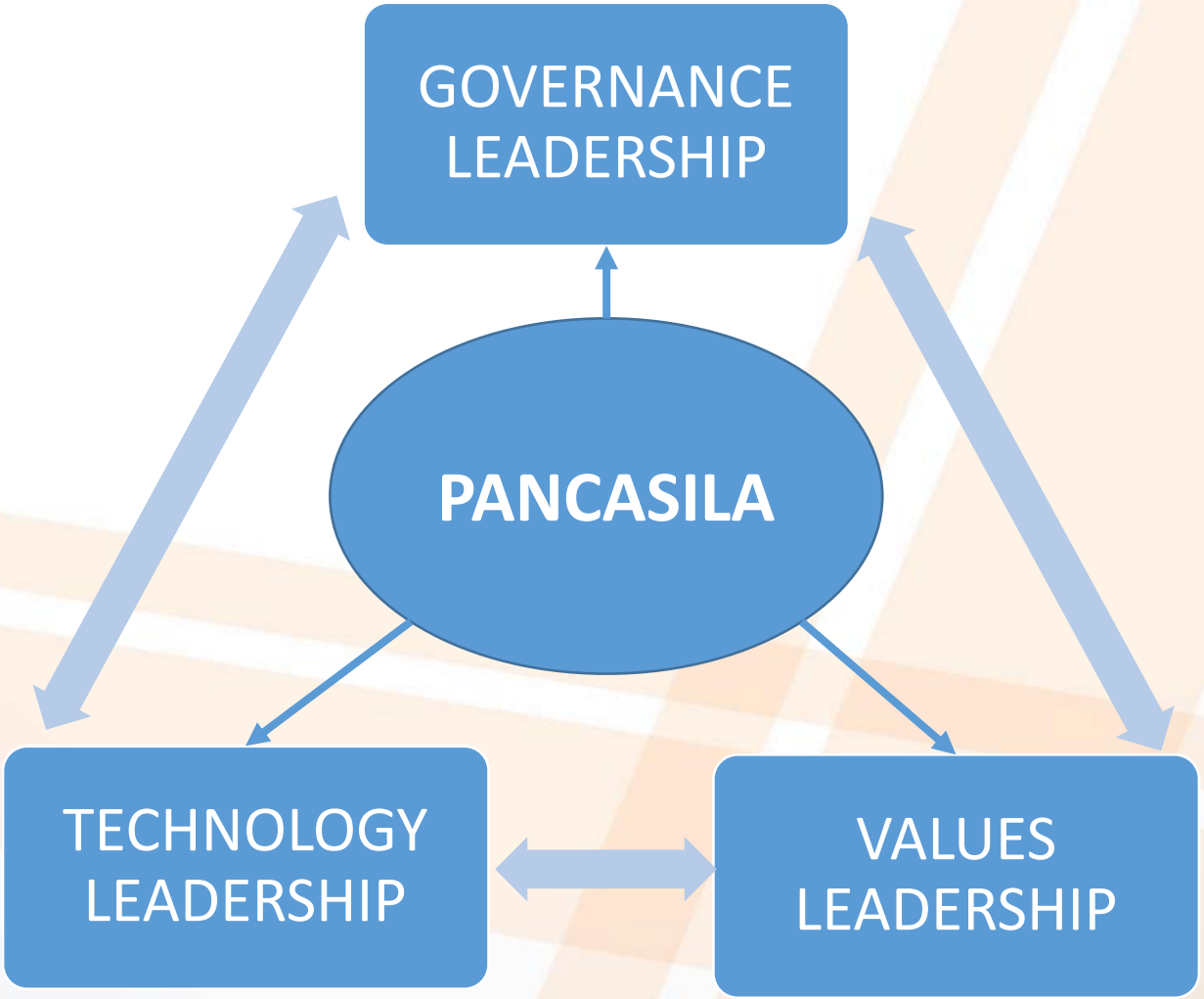
VI. KESIMPULAN

"SYSTEM LEADERSHIP"

NEW TYPE OF LEADERSHIP (NTL)



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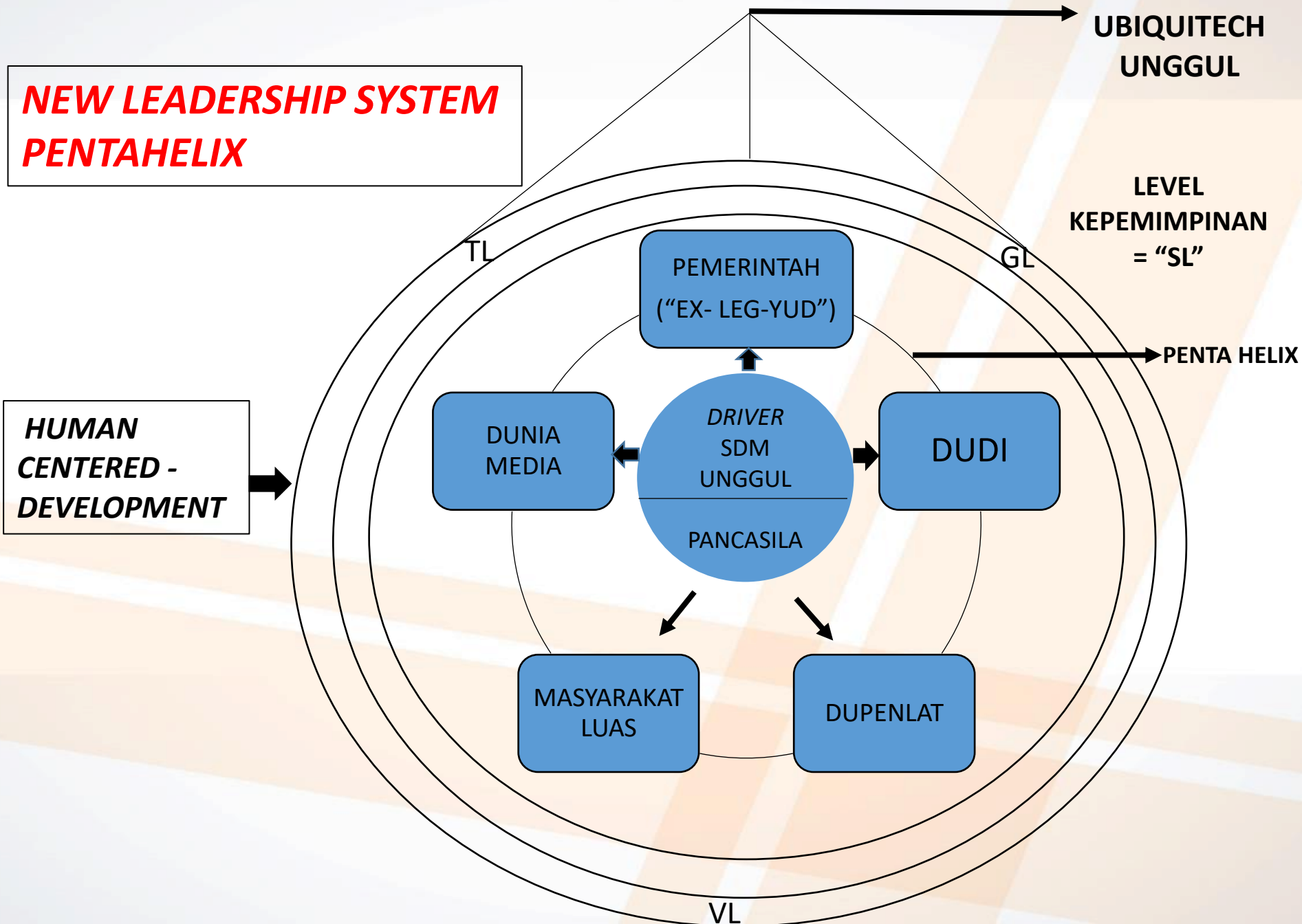
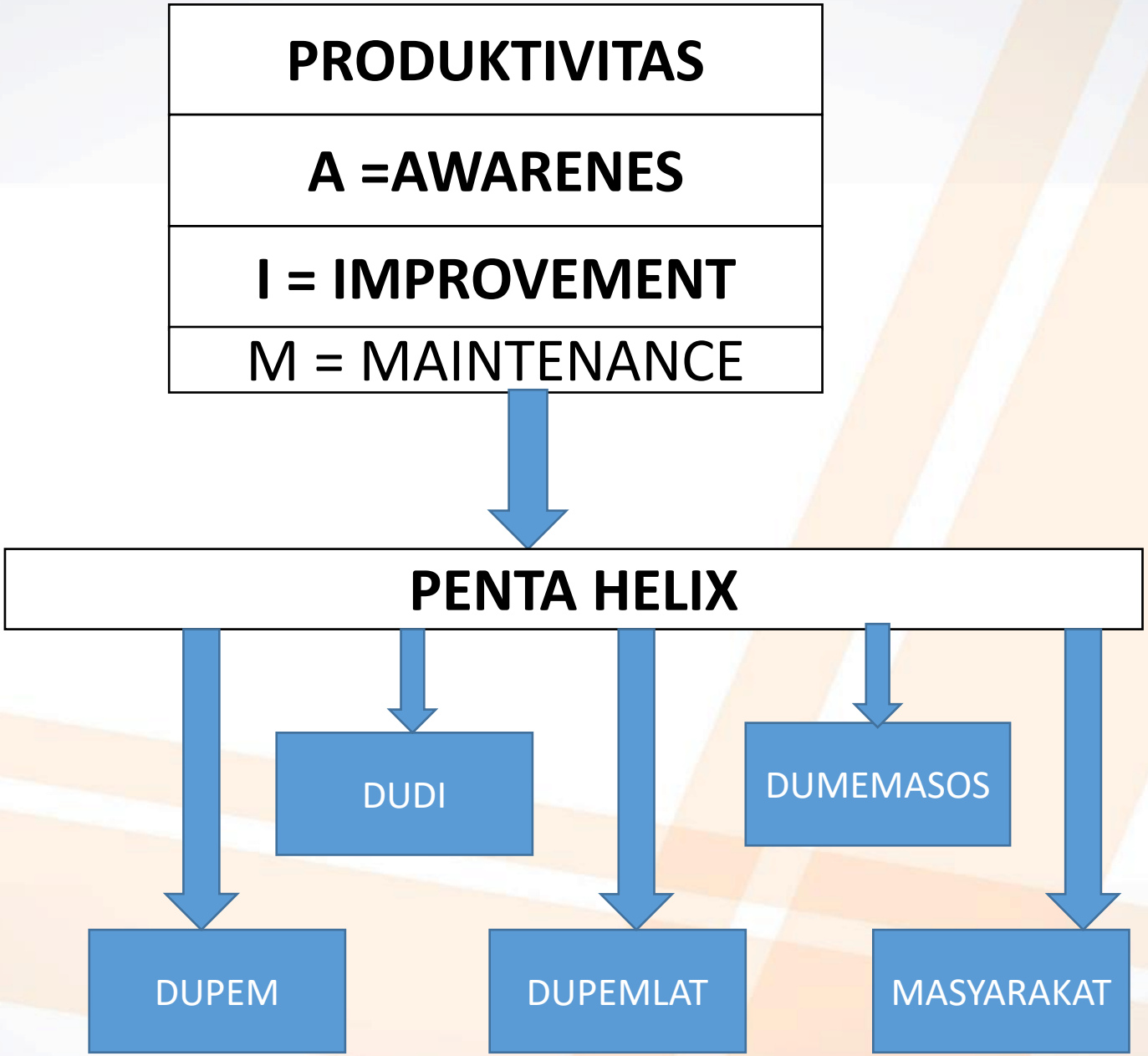
NEW LEADERSHIP SYSTEM PENTAHELIX





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