

The Future of Work:

Strategi untuk Menyiapkan Kaum Muda dalam Masa Depan Kerja

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1 | The Future of Work

INDONESIA adalah bagian dari
Masyarakat DUNIA



Masyarakat dunia:
DINAMIS, INTENS, BERUBAH SANGAT CEPAT, dan
SANGAT KOMPETITIF

Masa depan dunia kerja digambarkan dengan istilah "VUCA"

Volatility

Kecepatan perubahan pada industri, pasar, dan dunia pada umumnya

Uncertainty

Ketidakpastian dunia kerja

Complexity

Banyaknya faktor yang perlu diperhitungkan dalam menganalisa keragaman / menemukan hubungan

Ambiguity

Situasi ambigu, kurangnya kejelasan, informasi yang didapatkan seringkali tidak lengkap/tidak akurat

(Nathan Bennett & G. James Lemoine, 2014, HBR)

Global Competitiveness Index 4.0

(World Economic Forum Report, 2018)

Mengukur **daya saing** suatu negara, yaitu kumpulan faktor, kebijakan, dan regulasi yang menentukan tingkat produktivitas suatu negara.

The 12 Pillars Competitiveness



Institutions



Infrastructure



ICT adoption



Macroeconomic
Stability



Health



Skills



Product
Market



Labour
Market



Financial
System



Market Size



Business
Dynamism



Innovation
Capability

Global Competitiveness Index 4.0

(World Economic Forum Report, 2018)

TOP 10
WORLD

Note:

- Scale ranges from 0 to 100
- Covering 140 countries
- Rank and score differences with 2017 index, calculated using the GCI 4.0 methodology

Rank	Economy	Score ¹	Diff. from 2017 ²	
			Rank	Score
1	United States	85.6	—	+0.8
2	Singapore	83.5	—	+0.5
3	Germany	82.8	—	+0.2
4	Switzerland	82.6	—	+0.2
5	Japan	82.5	+3	+0.9
6	Netherlands	82.4	-1	+0.2
7	Hong Kong SAR	82.3	—	+0.3
8	United Kingdom	82.0	-2	-0.1
9	Sweden	81.7	—	+0.1
10	Denmark	80.6	+1	+0.7

Global Competitiveness Index 4.0

(World Economic Forum Report, 2018)

INDONESIA



PERINGKAT

47

PERINGKAT

45

TOP 5 ASEAN

- 2 Singapore
- 25 Malaysia
- 38 Thailand
- 45 Indonesia
- 62 Brunei Darussalam

Mempersiapkan generasi muda Indonesia sebagai *The Future Workforce* agar mampu memenangkan persaingan global



Sumber Daya Manusia UNGGUL



Sumber Daya Manusia yang UNGGUL

Kompeten

Kompetitif

Bisa diandalkan

Etos kerja baik

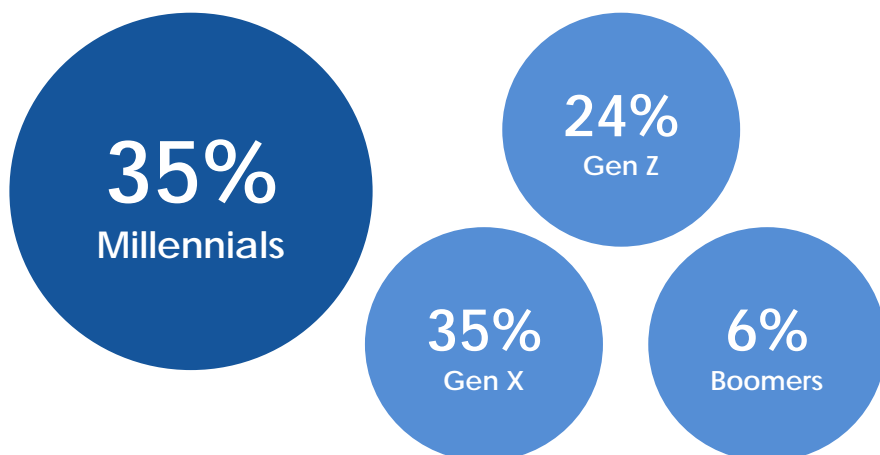
Mencintai Indonesia



(Ratih Ibrahim)

2 | All about Millennials: The Future Workforce

By 2020, millennials will make up over a **third** of the global workforce



(Millennial Career: 2020 vision; ManpowerGroup, 2016)

Siapa itu *Millennials*?

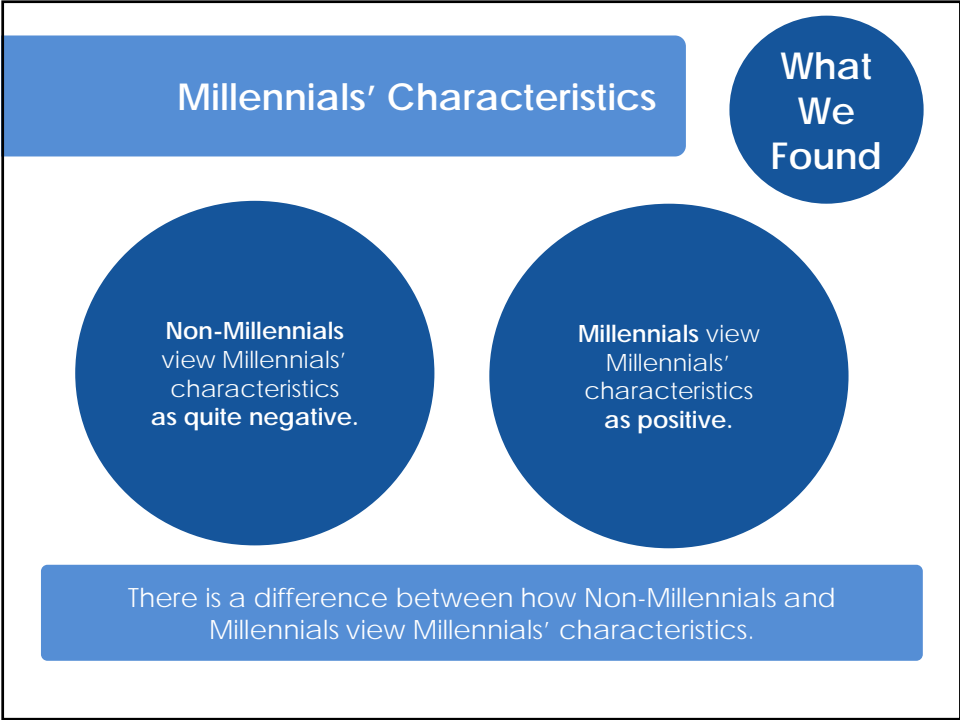
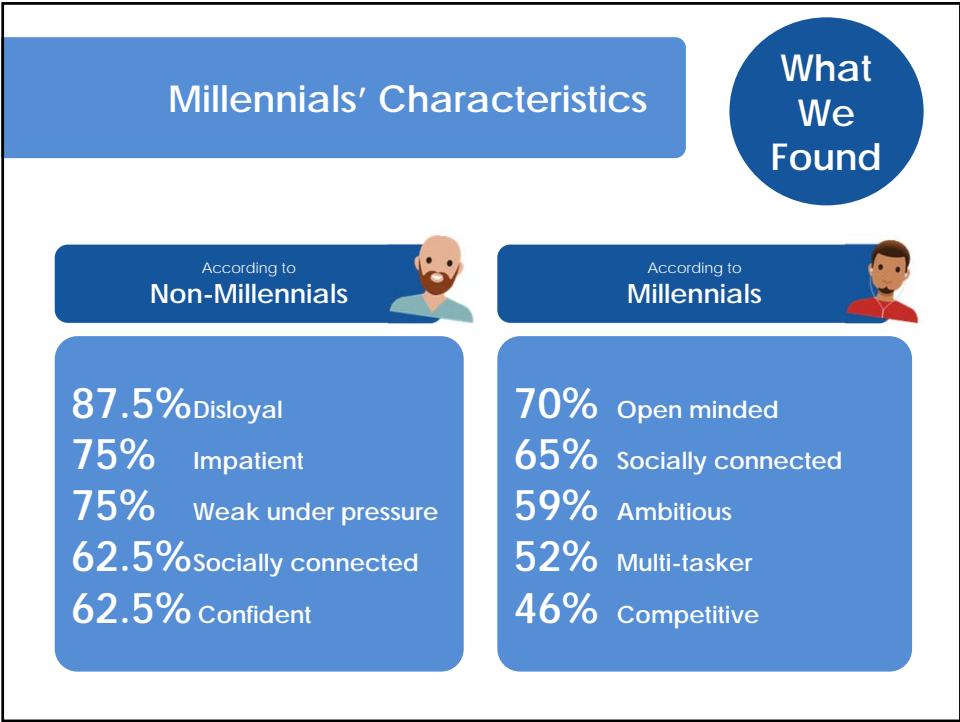


Individu yang lahir
di kisaran tahun
1981-1997

Millennials at The Workplace Survey

Pada tahun 2017, Personal Growth melakukan survei mengenai **perspektif Millennials dan Non-Millennials terhadap Millennials** di tempat kerja.

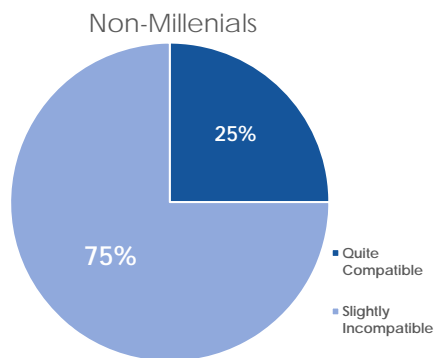




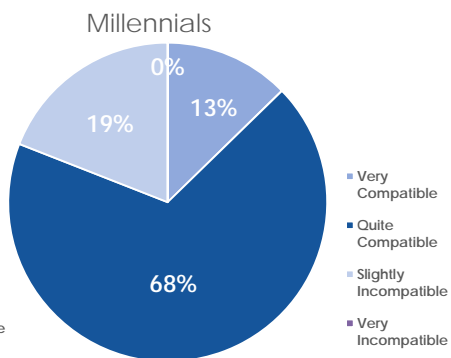
Millennials' Compatibility with Company Demands

What We Found

According to
Non-Millennials



According to
Millennials



According to Non-Millennials

What We Found

Millennials are **not compatible** with the company's demands because:

1. They tend to **prefer instant promotions** to higher-ranking jobs, even though they are **not yet well-equipped to deal with pressure**.
2. They tend to **jump from one job to another** without much consideration regarding the company.



According to Millennials

What We Found

Who view themselves **compatible** with the company's demands, their reasons are:



They view themselves as an **open-minded, creative, ambitious and adventurous** generation capable of creating innovations that **help their companies** keep up with current trends and developments.

According to Millennials

What We Found

Who view themselves **slightly incompatible** with the company's demands, their reasons are:

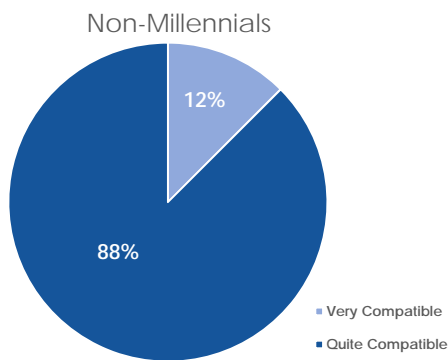


1. They feel the companies **do not have the willingness to keep up with current trends** and developments.
2. They feel the companies **do not suit** their character.

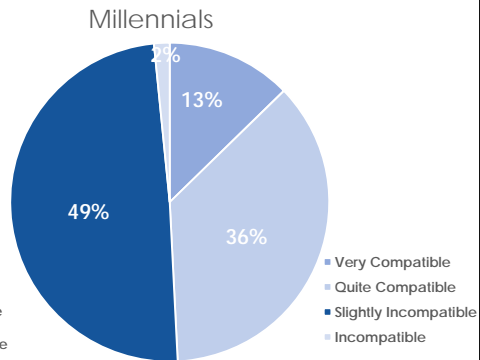
What We Found

Compatibility of Jobs with Expectations

According to
Non-Millennials



According to
Millennials



What We Found

Compatibility of Jobs with Expectations were evaluated by:

According to
Non-Millennials



Whether or not the job is **in line** with their **skills and aspirations**.

According to
Millennials



Whether or not the job is **in line** with their **majors/fields** of study and interests.

Whether or not the job **provides opportunities** for self-development.



What We Found

Main Problems of the Workplace

According to
Non-Millennials



37.5% Poor communication

37.5% Lack of discipline

25% Job burnout

25% Low productivity

25% Lack of work ethic

25% High turnover

According to
Millennials



35% High turnover

32% Ineffective leadership

30% Job burnout

27% Lack of discipline

22% Interpersonal conflict

Things that are Considered Important in the Workplace

What We Found

According to
Non-Millennials



1. Similar VMV (Vision, Mission, Value) with the company

2. Comfortable work environment

3. Good salary

4. Work-life balance

5. Good Colleagues

According to
Millennials



1. Passion for your job

2. Learning and development opportunities

3. Good salary

4. Career opportunities

5. Work-life balance

Things that are Considered Important in the Workplace

What We Found

There is a difference between what **Millennials** and **Non-Millennials** consider important. This difference points to the fact that there is a need to differentiate between how to manage Millennials and Non-Millennials, especially in terms of offering benefits, implementing recruitment and retaining policies, etc.



What We Found

Most Effective Leadership Style in Managing Millennials

According to
Non-Millennials



62.5%

Visionary

A leader who is committed to creating a clear vision and encouraging everyone to pursue it in their own way.

According to
Millennials



43%

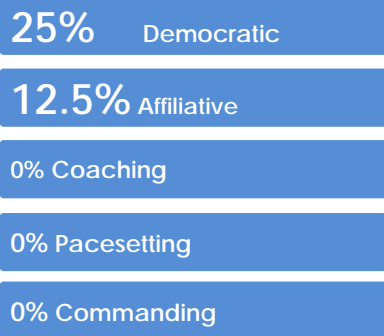
Coaching

A leader who focuses on developing employees and aligning the goals of the employee with that of the organization.

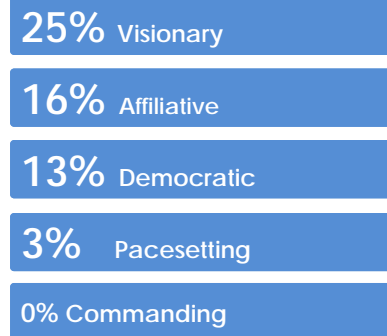
What We Found

Most Effective Leadership Style in Managing Millennials

According to Non-Millennials



According to Millennials



What We Found

Most Effective Leadership Style in Managing Millennials



These data shows that:

Millennials and Non-Millennials have **different views** regarding which leadership style is the most effective in leading Millennials.

Not a single non-Millennial chose "Coaching" as the most effective leadership style.

What We Found

Most Effective Leadership Style in Managing Millennials



This difference **explains** why there are Millennials who feel like they are not compatible with their superiors, and vice versa; there are also **Non-Millennials** who feel like **Millennials do not** perform optimally under their leadership style.

What We Found

Competencies required as leader

According to
Non-Millennials



100% Decision Making

100% Inspiring

88% Collaborative teamwork

75% Problem Solving

75% Fostering Open Communication

According to
Millennials



83% Decision making

81% Problem solving

73% Inspiring

67% Relationship building

59% Managing emotion

What We Found

Things that need to be **improved** regarding **superiors** in the workplace

According to
Non-Millennials



50% Open minded

50% Fostering open communication

28% Positive thinking

According to
Millennials



51% Fostering open communication

25% Nurturing

16% Decision making
Problem solving

16% Company system and
Discipline

(Note: This is an open-question)

Millennial's Value About Work

1 Material things only won't lead them to happiness



Top 3 rank factors that lead them to happiness:

1. Family



2. Friends



3. Hobby



Job is in the
10th rank



2 Values wealth as in **experience** over money itself.



78% choose to spend money on
events or experiences
(concert / traveling)



69% believe attending live experiences
helps them connect with other people

3 However, put "**To be rich**" & "**To be Famous**" as main life goal. Contrary to their understanding of happiness



What do Millennials prioritize in considering a new job?

Top 5 prioritize:

(n=11.000 working millennials in 18 countries)

1

Money (92%)



2

Security (87%)



3

Holidays / Time-off (86%)



4

Great People (80%)



5

Flexible Working (79%)



Work-Life Balance for Millennials



Millennials more interested in **finding a career path that will support their "lifestyle"**, which in the context means their life outside of work

It's the journey, not the job



See individual jobs as **stepping stones to self-improvement**, not a final destination

The need for **continuous skills development** to remain employable

Life-long learning and willing to spend their money and time for further training

Millennials Health Condition



Millennials could have **worse health** in middle age than their parents

Millennials have it tough with lower wages and concerns about job security and emotional pressure

The issues of employment, relationship, housing, and unhealthy food & drinks consumption could lead to a **higher risk of developing cancer, diabetes, and heart disease later in life**

More likely than other generations to experience **chronic loneliness, long-term stress, anxiety, depression, or lower quality of life**

3 | What Do You Need To Prepare?

10 Skills You'll Need to Thrive in 2020

1 Complex problem solving

2 Critical thinking

3 Creativity

4 People management

5 Coordinating with others

6 Emotional intelligence

7 Judgment & Decision making

8 Service orientation

9 Negotiation

10 Cognitive flexibility

*"To survive the change, be the change:
It starts with reframing your mindset"*

-Dr. Ali Hill

Mindsets (pola pikir) adalah **kepercayaan**
-sebuah sistem mengenai apa yang kita
yakini tentang diri dan kualitas dasar diri.

Carol Dweck, Mindset: The New Psychology of Success

Mengapa penting?

Pola pikir **sangat mempengaruhi perilaku**
seseorang, dan dapat menjadi **penentu**
kesuksesan mereka dalam konteks
personal dan profesional.

Fixed Mindset



Karakter, kecerdasan, kemampuan yang kita miliki bersifat **bawaan (given)**, TIDAK DAPAT KITA UBAH dengan cara apapun yang berarti.

Growth Mindset

Karakter, kecerdasan, dan kemampuan yang kita miliki **DAPAT DIKEMBANGKAN**

Berkembang dalam tantangan, melihat kegagalan sebagai **batu loncatan** untuk semakin tumbuh, belajar, dan mengembangkan diri



GRIT: bekal utama generasi muda

GRIT adalah perpaduan antara *passion* dan *perseverance* (kegigihan)



Jika seseorang hanya memiliki bakat, tetapi tidak berusaha, belum tentu ia dapat mencapai suatu hasil yang baik

GRIT: bekal utama generasi muda

*Talent matters,
but **effort**
counts twice*



Bakat = seberapa cepat keterampilan yang kamu miliki dapat berkembang ketika kamu meluangkan waktu dan upaya dalam mencapainya

4 Karakteristik GRIT

1 *Interest*

Memiliki minat & passion, menikmati pekerjaan yang dilakukan, berkomitmen pada passion mereka

2 *Practice*

Mampu untuk terus berlatih dan selalu berusaha untuk menjadi lebih baik daripada sebelumnya

3 *Purpose*

Memiliki tujuan, *life goals*, memahami alasan di setiap hal-hal yang dilakukan

4 *Hope*

Memiliki harapan. Elemen terpenting dalam ketekunan (*perseverance*)

Keempat karakteristik ini dapat dikembangkan



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