

PENINGKATAN KUALITAS SDM MENYONGSONG ERA INDUSTRI 4.0

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ERA INDUSTRY 4.0., ERA DISRUPSI

- FAST AND CONTINUOUS CHANGES.
- UNPREDICTABLE & UNCONTROLLABLE SITUATION AND DIRECTION
- TWO KEY FACTORS: HUMAN RESOURCE AND TECHNOLOGY.

IMPACT DISRUPSI TERHADAP KEHIDUPAN

- HIGH COMPETITION: for you to win, you've got to make somebody lose)" (Michael Porter).
- THE DANGER OF COMFORT ZONE.
- ADAPTATTION FOR SURVIVAL.
- LAZY OR ZOMBI COMPANY OR INSTITUTION WILL COLLAPSE.
- NO LINEARITY IN JOB VACANCY.

EDUCATIONAL IMPACTS OF DISRUPTION

- THE GROWTH OF DIGITAL LEARNING FOR MORE CREATIVE, PARTICIPATORY, DIVERSE, AND COMPREHENSIVE LEARNING EXPERIENCES.
- TECHNOLOGY IS SMARTER AND FASTER THAN TEACHERS.
- TEACHERS ARE REQUIRED TO NURTURING ETHICS, CULTURE, CHARACTER, WISDOM, EMPHATTY.

- CONVENTIONAL CLASSROOMS ARE REPLACED BY VIRTUAL ONES.
- TEACHERS' ROLES ARE NO LONGER AS RESOURCE PERSONS, BUT MORE AS MENTORS, FACILITATORS, MOTIVATORS, AND INSPIRATORS.
- TEACHERS' MAIN JOB IS NOT TO TRANSFER KNOWLEDGE, BUT TO DEVELOP IMAGINATION, CREATIVITY, CHARACTER, AND TEAM WORKS.

WHY HUMAN RESOURCE DEVELOPMENT

- NEW VALUES, STANDARDS, HABITS, CULTURES, & LIFESTYLES.
- MASSIVE PRODUCTION AND DISTRIBUTION OF KNOWLEDGE.
- ORGANIZATIONAL CHANGES.
- NEW JOBS.
- NEW TARGETS.
- NEW IDEAS.

MAIN PROFILE OF HUMAN RESOURCE IN DISRUPTION ERA

- **TALENTED**: LOVING AND FASHIONABLE IN ACTIVITIES.
- **KNOWLEDGEABLE**: ABLE TO MAKE PRIORITY, ASSESSING SITUATION, AND CALCULATING RISKS.
- **SKILLFULL** : CREATIVE, INNOVATIVE, AND PRODUCTIVE.
- **WITH CHARACTER**: CONFIDENT, DISCIPLINE, RESPONSIBLE, COMMITTED, & ADAPTABLE.
- **WITH INTEGRITY**: COMMITTED, CONSISTENT, AND RELIABLE.
- **WITH SPIRITUALITY**: CONFIDENCE AND DETERMINATION.

DIGITAL TECHNOLOGY

- BEING ROUTINELY USED, NOT ONLY FOR COMMUNICATION, INFORMATION, AND ENTERTAINMENT, BUT ALSO FOR SERVICES, LIFESTYLES, AND PRODUCTION.

HUMAN RESOURCE POLICIES

- TALENT SCOUT FOR ALL JOB NEEDS.
- REGULAR UPDATE OF KNOWLEDGE.
- REGULAR INSERVICE TRAINING FOR RESKILLING, UPSKILLING, & RESHAPING.
- SOFT SKILL TRAINING FOR CHARACTER, INTEGRITY AND SPIRITUALITY.

• THANK YOU

The background is a dark blue gradient with a field of small white stars. Overlaid on this are several technical diagrams in a lighter blue color. In the top right, there is a large circular gauge with a scale from 0 to 210 and a needle pointing towards 180. Below it is another circular diagram with concentric circles and arrows. In the bottom left, there is a partial circular diagram with a dashed arrow pointing left. The overall aesthetic is clean, modern, and technical.