

INOVASI PEMERINTAH DAERAH DALAM PENGELOLAAN SDM



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Future Challenges for Indonesian Bureaucracy



GLOBALIZATION



INDUSTRIAL
REVOLUTION 4.0



VUCA



Disaster
(COVID 19)

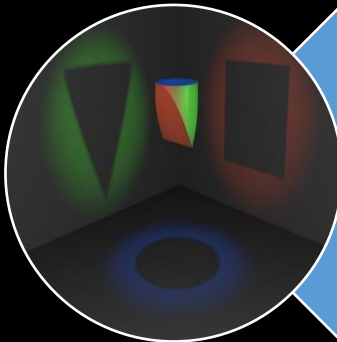


Tantangan Pandemi covid 19



Single Perspektif:

- Dominasi Sudut Pandang Kesehatan
- Dimensi Medis: diagnosis, perawatan, penyembuhan, pemulihan
- Dimensi Transmisi Covid: **limiting crowd, limiting mobilization** (*limited mobility, near zero mobility, dan zero mobility*)
- *Rational Comprehensive Approach*



Multi Perspektif:

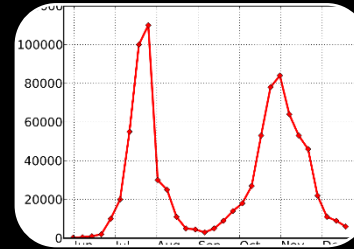
- Kombinasi Perspektif Kesehatan, Ekonomi, Sosial-budaya, Pemerintahan, Politik dan Pertahanan Keamanan serta lain lain.
- Incremental Approach

Antisipasi

Ketidaksiapan

Kelemahan
Tanggap
Darurat

Pembiaran



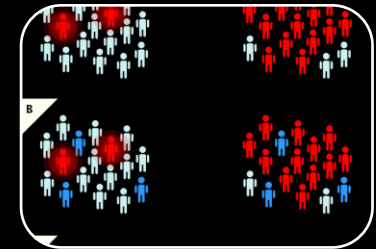
Gelombang
pandemik



Transmisi
sporadis



Lambat dan
lama



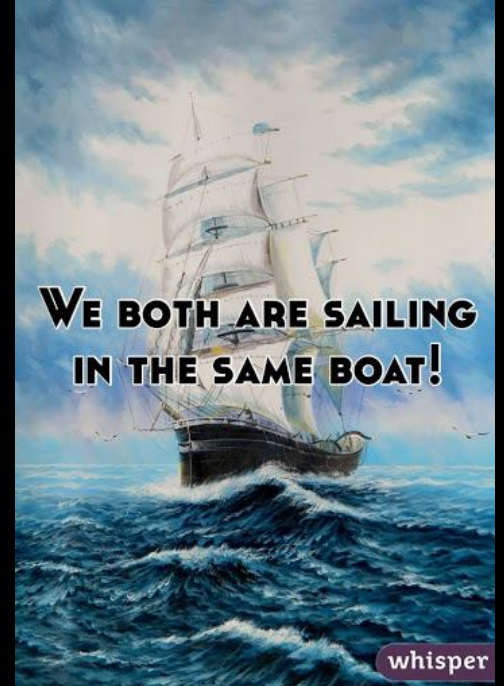
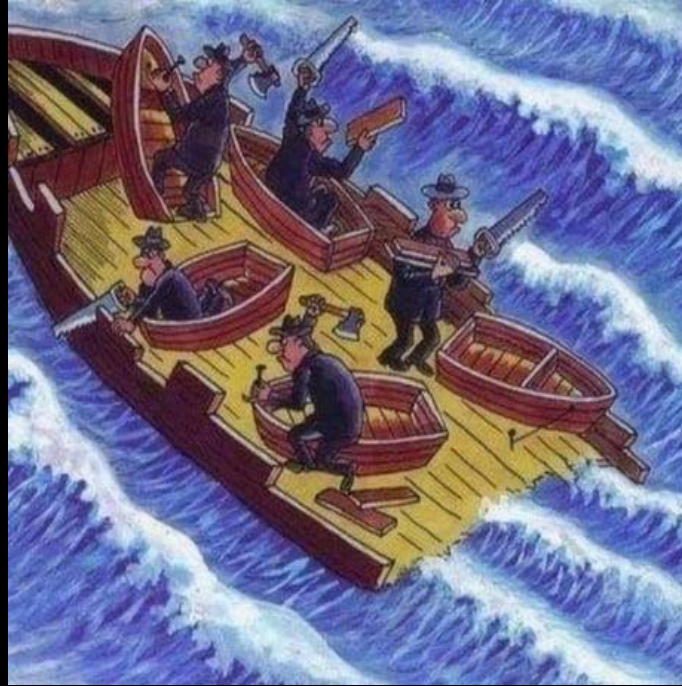
Herd immunity

Which one are we ?

We are not all in the same boat.



We are all in the same storm.



**WE BOTH ARE SAILING
IN THE SAME BOAT!**

whisper

Development of Governance Theories

Bad Government

- Corrupted
- Authoritative
- Inefficient

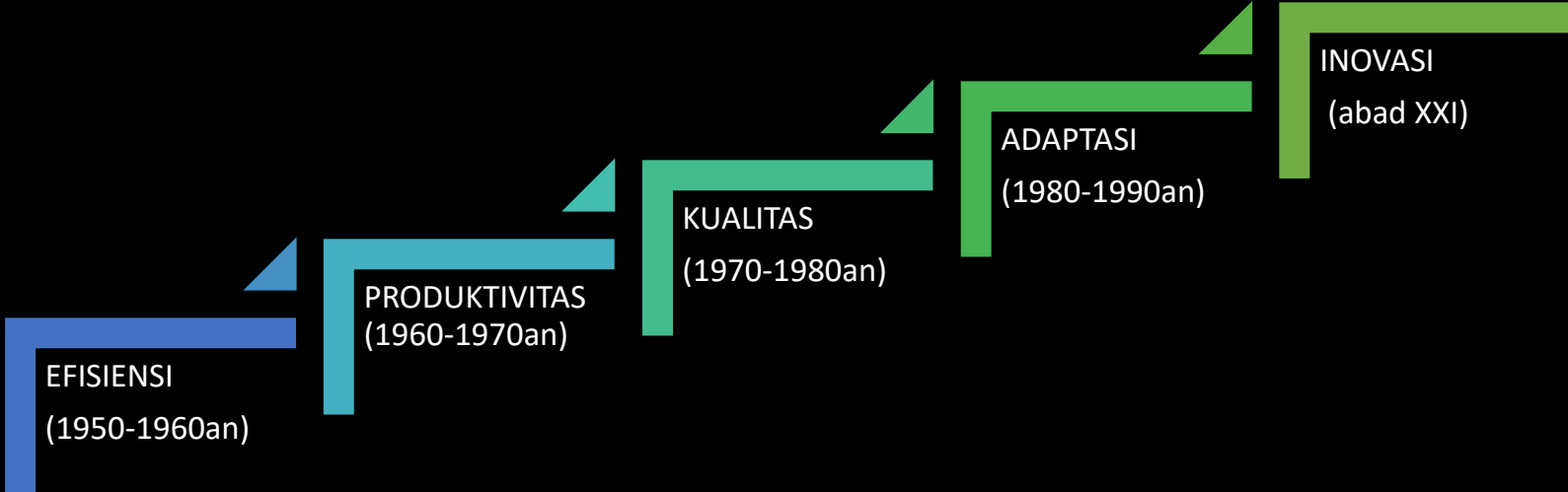
Good Governance

- Clean
- Democratic
- Competent

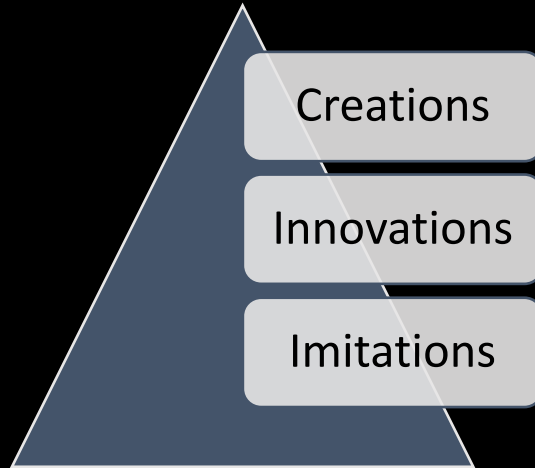
Sound Governance

- Sound Domestically & internationally
- Superior quality of Public Service
- Long-term orientation
- Innovation

Governance Values

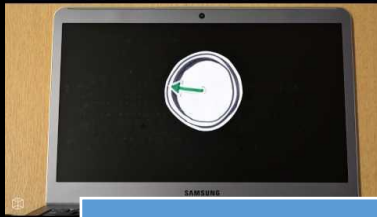


Level of Innovations

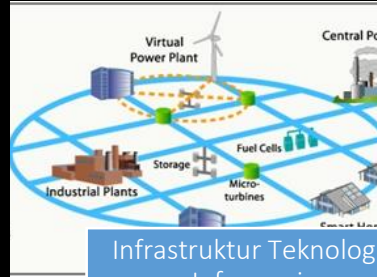


New Normal dalam Birokrasi

(Prasojo, 2020)



Redefinisi Ruang Kerja



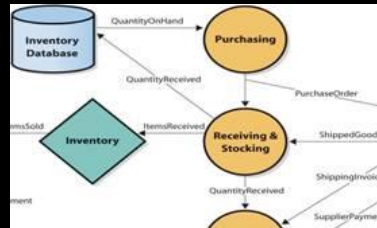
Infrastruktur Teknologi Informasi



Mengembangkan Kapabilitas SDM



Agile Bureaucracy



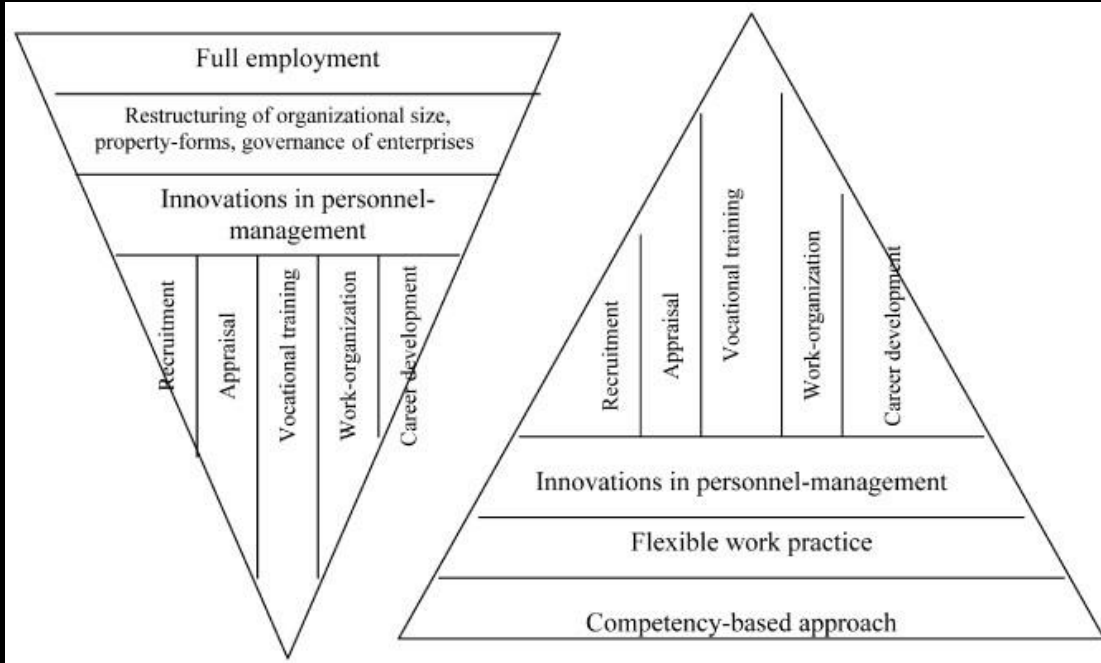
Proses Bisnis Baru



Manajemen Kinerja

Innovation in Human Resource Development

<https://www.cairn.info/revue-journal-of-innovation-economics-2008-1-page-109.htm>



Development of Human Resource

Public
Personnel
Administration

Human
Resource
Management
in Public Sector

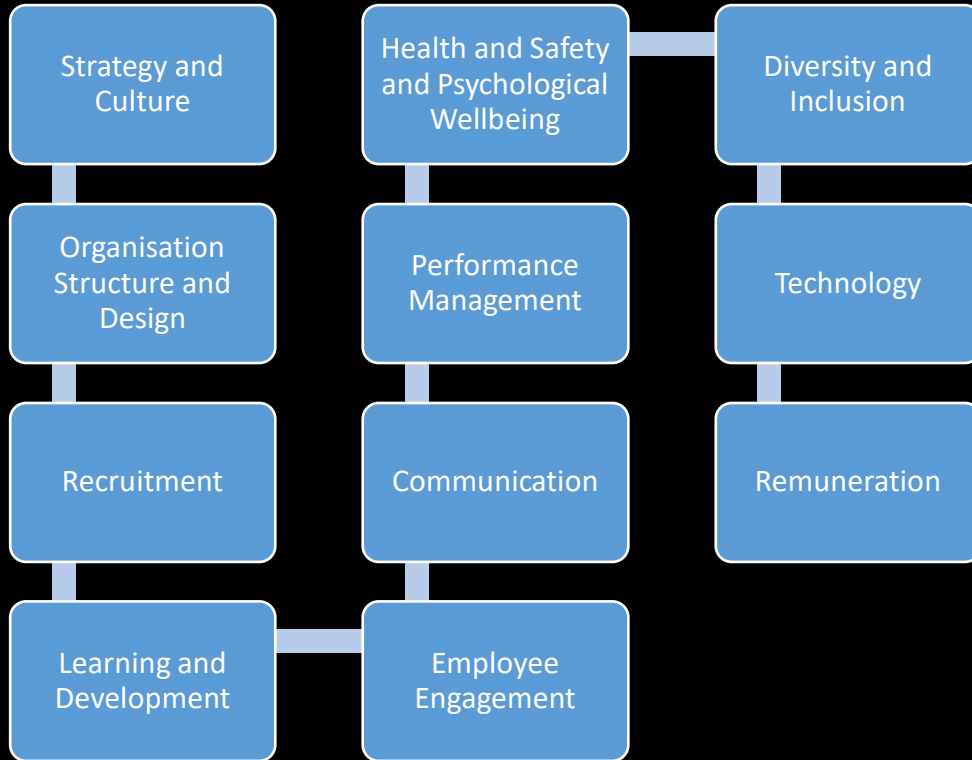
Human Capital
Engagement

HC: knowledge, skills, competencies and attributes embodied in individuals that facilitate the creation of personal, social and economic well-being (OECD, 2001)

HC: 'the stock of knowledge, habits, social and personality attributes, including creativity, embodied in the ability to perform labor so as to produce economic value' (Coppin, 2017)

The Human Capital Imperatives

(Coppin, 2017)



GENERATION X-Y-Z



DIFFERENCE & COMPARISON

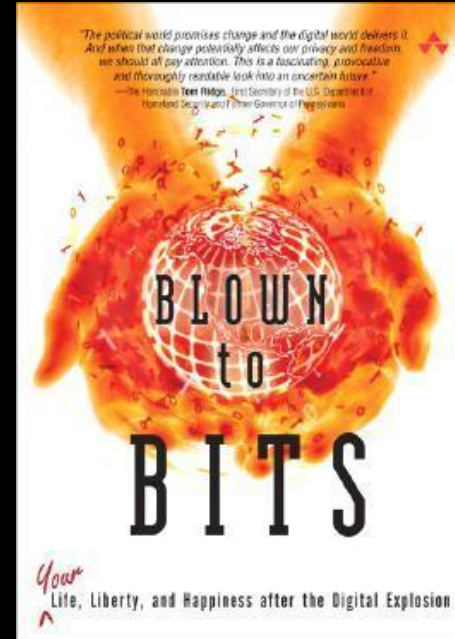
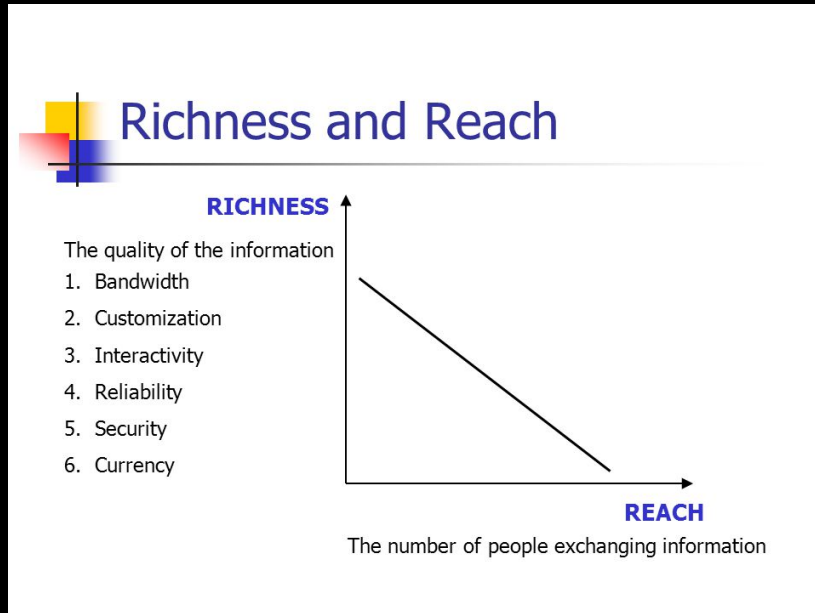
There is a huge gap between Generation X, Y, and Z when it comes to the daily lifestyle. Those differences include media consumption, banking habit, information source, buying triggers, and habits. The table below breaks down the difference and compare them one to another.

GENERATION X	GENERATION Y	GENERATION Z
1965 - 1979	1980 - 1994	1995 - 2015
Newspapers, magazines, radio, and Television Smartphone is preferred to communicate	Streaming service is more favored 	Smartphone is preferred to communicate Debit card is the top choice and mobile banking in the second lead
Prefer cash as the payment method 	Trust in brands with superior product history 	Debit card is the top choice and mobile banking in the second lead
Google Prefer search engine like Google for research purpose	Rely more on Facebook, Instagram, or Twitter to look further on goods, products, and services 	
Care about trends 	Care about community 	Care about what they think is cool
Willing to pay more for better quality 	Looking for best price 	Gen Z ask for loyalty to the brand they consume
Loyal customers who care more about great service 	Consistent and loyal towards a brand 	Ask for more than they expect from the brand

GENERASI BIROKRASI



Trade-off between Richness and Reach

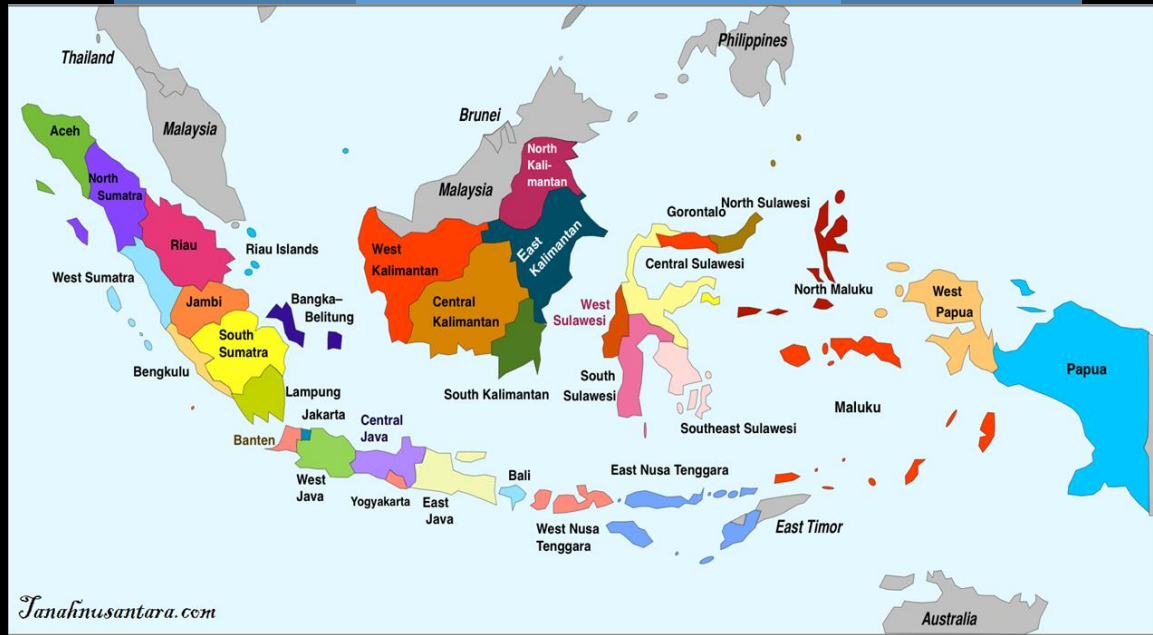


HAL ABELSON • KEN LEDEEN • HARRY LEWIS

Policy Capacity & Governance

Wu, Howlett & Ramesh, 2018

Levels of Resources and Capabilities	<i>Skills and Competences</i>		
	<i>Analytical</i>	<i>Operational</i>	<i>Political</i>
Individual	Individual <i>Analytical</i> Capacity	Individual <i>Operational</i> Capacity	Individual <i>Political</i> Capacity
Organizational	Organizational <i>Analytical</i> Capacity	Organizational <i>Operational</i> Capacity	Organizational <i>Political</i> Capacity
Systemic	Systemic <i>Analytical</i> Capacity	Systemic <i>Operational</i> Capacity	Systemic <i>Political</i> Capacity



Terima Kasih