PEREKONOMIAN INDONESIA

Companies in Indonesia is Facing Global Economic Disruption

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From 2014 to 2017 there was an increase in population of large, medium, small industries. And also, the investment in the manufacturing industries increased. Now, industrial and mining sector that use high technology aggressively open recruitment for new workers that capable to use information technology such as data analysis and business intelligence, internet-based marketing, software programming experts. Digital trends create many job opportunities, but most of them have no official legal status and Indonesia's Labor Development Index is low. Digital trends needs a workforce transformation to learn new competencies to adapt and survive from disruption and industrial revolution 4.0. Each position in organizational structure should have a clear role in the company's strategic achievement, and companies must ready to align strategy that conformable with human resource competencies, culture, and organizational structure.

There is a popular adage in the community “ nothing is permanent except change”. It's proven by the trend of globalization, digitalization, and trade war has made the world experiences volatility, uncertainty, complexity, and ambiguity (VUCA). Business and human resource transformation are important to face challenges from internal and external factors, as has been implemented by PT. BNI, Tbk and PT. Hartono Plantation Indonesia (HPI-Agro). Digital information from PT. BNI, Tbk are mobile bankings, digital loan, mobile remittance, chat banking and QR Code-based payment application, while HPI-Agro create change on annual plants into seasonal plants, project development into an established organization, investment mode into operational mode, administration into strategic manager, ad-hoc into planning baed, traditional organization into modern one, plantations into agricurtural industries, offer into demand management and follower into innovators.

Process of transformation is related to innovative ideas and must not violate business ethics and GCG principles such as transparency, accountability, responsibility, independence and fairness in aspects of strategy system, management, organization, information technology, human resources and funding. Many company are now implementing GCG not only as regulatory obligation, but as part of company's tool and guidelines that can be use as operational foundation which make strategy and management system workds properly and correctly, so trust from stakeholder raises. Implementation of sustainable GCG system encourage companie to create new values in the aspects of products, operation, and service that improve company performance, and benefitly stakeholders that needed in the capital market. GCG increase stakeholder's trust and indirectly increase investment by attracting investor in their shares.

The effectiveness of an organizational structure is much influenced by the quality of leadership and management system implemente to create superior product and services as expected by the market. Employees sometimes feel that there is no bond with the company. (Dessler 2005), that

can be a problem and disappoints consumers so employee engagement is needed. Employee engagement make management able to improve the condition of employees' say, stay, and strive through effort to build high commitment and accommodate aspects of employee satisfaction that turn implemented into daily operational activities and expected to grow passion, motivation, and proactive encouragement.

Ahmad et al.,(2020) stated that "The conclusion is to face global economic disruption that is full of volatility, uncertainty, complexity, and ambiguity (VUCA), company needs to create transformation and boost competitive advantage start from the leader that share positive aura and become a role model to all employees so they can move in the same direction and increase company value, market value, culture value, the openness of information, effectiveness of the audit system, risk control and profit maximization."