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The struggles of companies in Indonesia in overcoming global economic disruptions

ABSTRACT: Companies in Indonesia must be able to survive in the midst of a pandemic and in the midst of the current economic uncertainty by transforming business and human resources, with the change in business concepts this will increase exponentially the progress of information technology. Thus, the steps for this innovative transformation must continue to refer to the process of good corporate management so that it becomes the operational basis and guarantees the trust of the stakeholders. Human resource management is also very important, if there is an engagement from employees in facing a threat from an external environmental source.

Of the several efforts to improve Indonesia's business rankings throughout 2018 where in that year, Indonesia's exports and imports were still on hold, which tended to decline from 2016, under these conditions the global economy in 2018 was also sluggish and unbalanced so that global financial uncertainty tends to remain sufficient. high. On the other hand, the economies of Europe and China are also reported to be growing slowly, causing the volume of the world economy to decrease as a result of the worsening trade system between countries . Meanwhile, from 2016 to 2018, the Indonesian economy began to experience rapid development and was followed by fairly tight business competition. To achieve sustainable competitiveness, companies only need to build and develop corporate governance systems and mechanisms that direct and control the transformation of company power and create resources to increase useful added value. And companies also need employee engagement to strengthen bonds between workers, besides that the company must provide a clear framework for future company plans so that it can be more focused and clear on the goals of the company so that it can build organizational capabilities.

The development of the Indonesian economy in 2014 to 2017 has experienced several increases in the population and large and medium industry sectors from 25,094 business entities in 2014 to 30,992 business entities in 2017 where from these data it can be concluded that there has been an increase of 5,898 business entities in 3 years. . Then in the small industrial sector also experienced an increase from 3.52 million business entities in 2014 to 4.49 million business entities in 2017, where the difference from the increase was quite large, namely 0.97 or arguably an increase of 970 thousand in 3 years. Meanwhile, investment made by Indonesia in the manufacturing industry sector in 2014 amounted to Rp. 195.74 trillion and increased to Rp. 274.09 trillion in 2017. Therefore, currently the manufacturing industry sector is closely related to the use of high technology which tends to aggressive in recruiting new workers. Meanwhile, in the mining and service sectors, the same thing happens with the large number of labor migration which will reduce stress levels during work. Companies are looking for a workforce with skills in data analysis and business intelligence, general internet-based marketers, and

software programming experts. With the development of technology in the digital economy, it turns out to be a motivation for companies in finding workers who prioritize information and communication technology skills. Digital trends create many job opportunities, but most of them are informal and do not have official legal status. So, fast-moving digital technology actually demands a change in skills, given that the skills currently possessed by workers may not be needed in the future, so new competencies are needed. Competitiveness of companies in Indonesia in the face of economic and industrial revolution 4.0 actually is dependent on the ability to utilize changes in line with technological advances that continue to exponentially increase to survive, thrive, and value a champion was significant for all Stakeholders. On the other side, Indonesia also strives to improve organizational capabilities so that organizations can make more efforts to be able to introspect themselves with current conditions. And also the organization must also try to predict its future conditions in a clear framework so that its vision and mission of the organization is clear and structured and its implementation can be more targeted. This organizational structure must be aligned with the organizational strategy where for each work unit must have clear functions and goals and contribute to the organization to achieve its goals. One of the problems that often arise in companies when implementing new strategies is the readiness of the organization in terms of aligning the strategies that will be carried out with the business processes carried out in the organization, organizational structure, human resource competence, and culture. Thus the organization requires a self-assessment to direct and harmonize the process in company adjustment, regarding the adjustment of employee competencies, and to be able to identify in an agile organizational structure that can carry out strategies with existing processes. There is a popular adage in society that "nothing is permanent except change". Evidently the trend of globalization, Digitalization and trade wars have made the world experienced volatility, uncertainty, complexity, and ambiguity (VUCA). The challenge external and internal factors of the company. This means that business transformation and human resource transformation are important agendas in many companies. Companies that have successfully transformed their business and human resources are PT. BNI, Tbk. and PT. Hartono Plantation Indonesia (HPI-Agro). PT. BNI, Tbk. has carried out a digital banking transformation by launching several digital products, such as mobile banking, digital loans, mobile remittances, chat banking, and payment applications based on QR Code by preparing millennial talents with different treatment, different learning, and different talents. Appreciation. HPI-Agro has carried out 9 business transformations in the last 6 years, namely: (1) changing annual crops to seasonal crops; (2) transforming project development into a well-established organization; (3) changing investment mode to operational mode; (4) changing the administration to become a strategic manager; (5) converting ad-hoc to planning-based; (6) transforming traditional organizations into modern ones; (7) converting plantations into agricultural industries; (8) converting supply into demand management; and (9) converting followers into innovators. (A.Z. Tayibnapis, 2019)