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KNOWLEDGE SECTOR INITIATIVE

Australian Government

Pathways to Tackle Regional Disparities Across the Archipelago

Sub-Theme :
Unlocking the Potential of the Digital Economy for Regional Development

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Exploring Talent Management Potential in Digital-Savvy SMEs: A cluster Analysis from Yogyakarta, Jakarta, and Bandung

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Indonesia, the rising star in Southeast Asia emerging market, shows a promising growth of digital-savvy SMEs.

Time for the start-up to scale-up!

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The current study concept (Stahl & colleagues, 2012)

The three trends of best practices in managing talent:

1) Recruitment, staffing and succession planning,
2) Training and Development
3) Retention management.

Reference:

Stahl, Gunther K., Ingmar Björkman, Elaine Farndale, Shad S. Morris, Jaap Paauwe, Philip Stiles, Jonathan Trevor and Patrick Wright. 2012. "Six principles of effective global talent management." MIT Sloan Management Review 53, no. 2: 25-32.

What is your priority on attract and select the talent for your enterprise development?

Almost all participants still manage to attract and select talent within their personal network.

The majority of the digital-savvy SMEs participants perceived the strategic TM as their priority already (68.6%)

What is you priority on talent management in general to develop your enterprise?

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Research Implication

1. Demand vs Supply Gap Mapping Analysis of digital economy talents across Archipelago
2. A joint-force strategy in digital-savvy SMEs
3. Indonesian policy maker to facilitate the use of Information Technology in regional-based approach.

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INDONESIA 4.0

"New Working Life" employment which entails the more flexible time, place, work tasks and social interaction to answer the geographical challenges of Indonesia.