

PERLUKAH KITA BERINOVASI?

PROF. DR.-ING. EKO SUPRIYANTO

POKOK BAHASAN

- MENGAPA?
- DIMANA KITA?
- BAGAIMANA TETANGGA KITA?
- BAGAIMANA MEREKA MENCAPAINYA?
- APA YANG KITA PERLU LAKUKAN?

MENGAPA PERLU BERINOVASI ?



MENINGKATKAN NILAI TAMBAH

TANPA
INOVASI



Rp. 5000 / kg

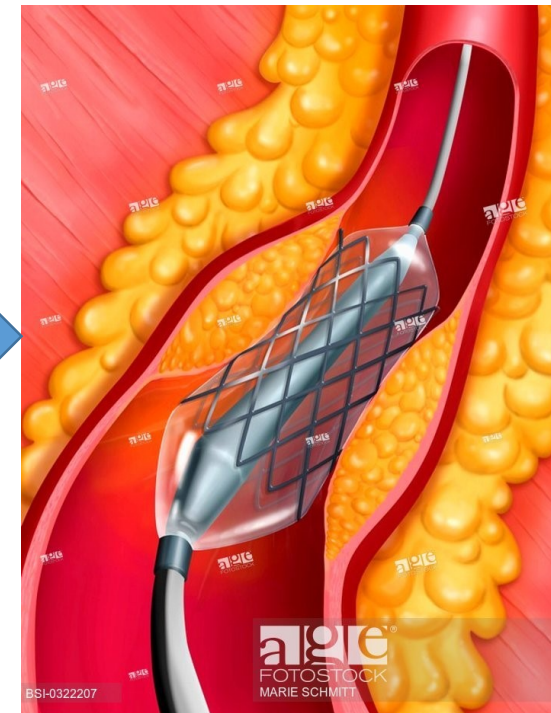
INOVASI
BESAR

INOVASI
KECIL



Rp. 20000 / kg

Rp. 50 000 000 / kg



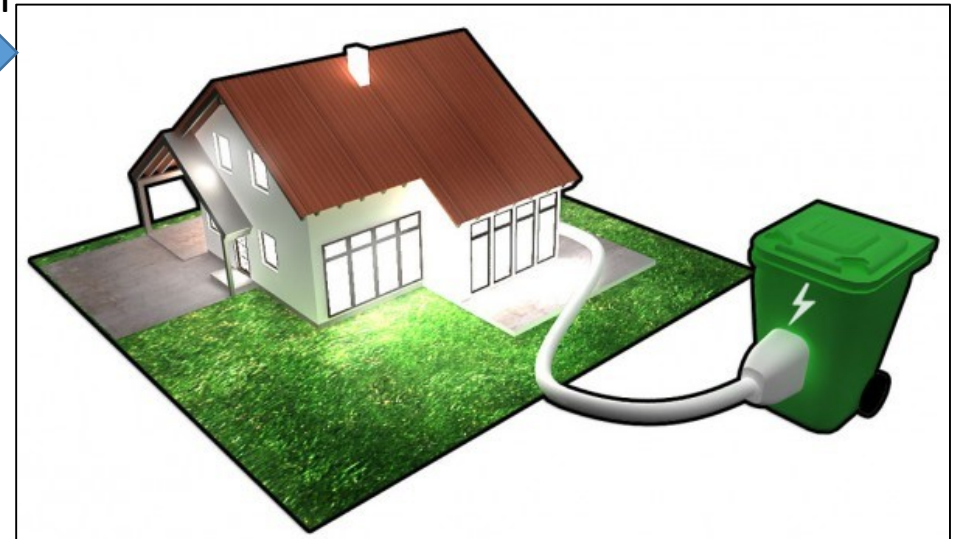
MENGAPA PERLU BERINOVASI ?



TANPA INOVASI



DENGAN INOVASI

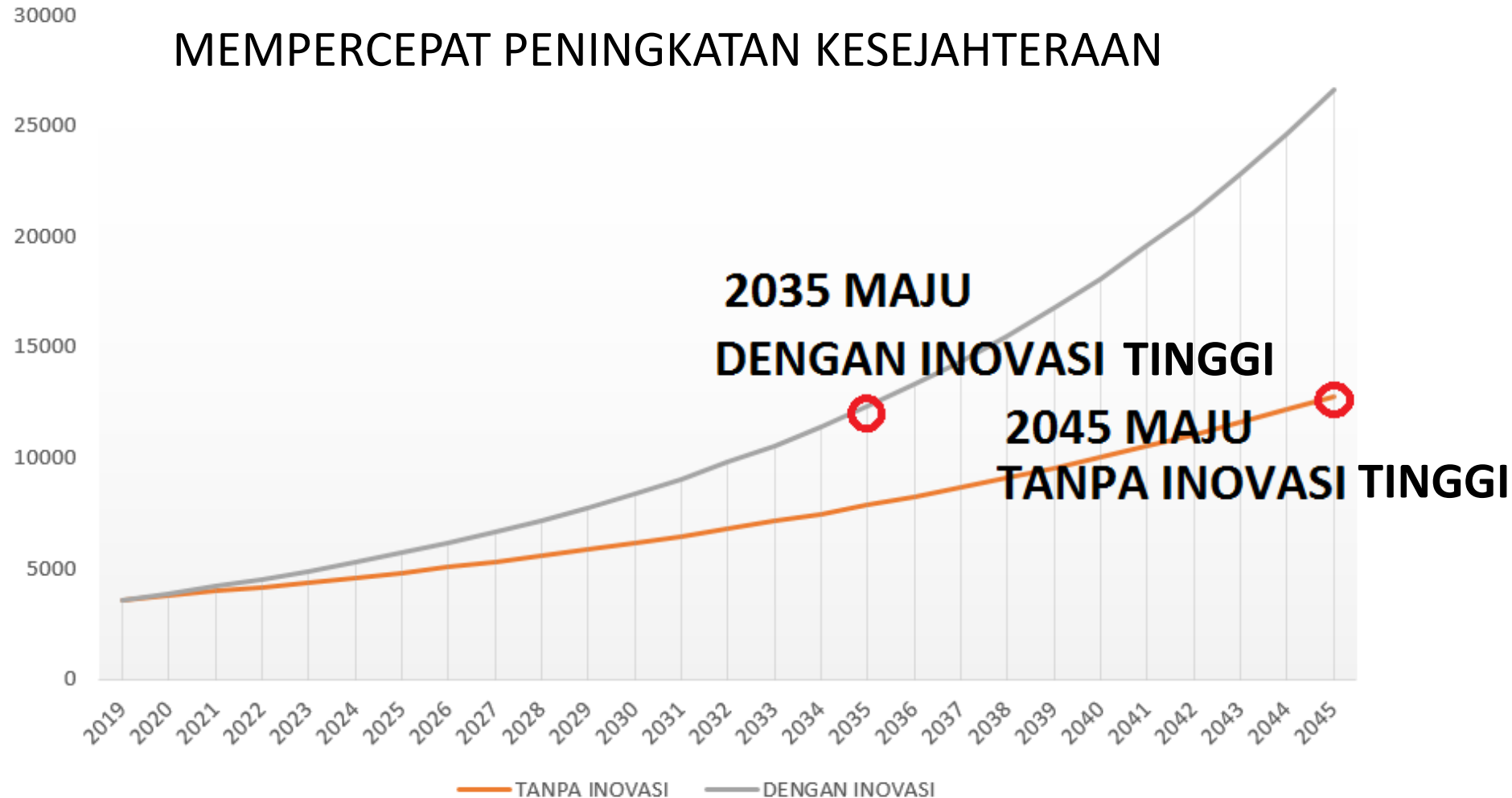


MENGHINDARI BENCANA

MENGAPA PERLU BERINOVASI ?

PDB PER KAPITA INDONESIA (USD) UNTUK MENCAPAI NEGARA MAJU

MEMPERCEPAT PENINGKATAN KESEJAHTERAAN



MENGAPA PERLU BERINOVASI

DENGAN
INOVASI



TANPA
INOVASI

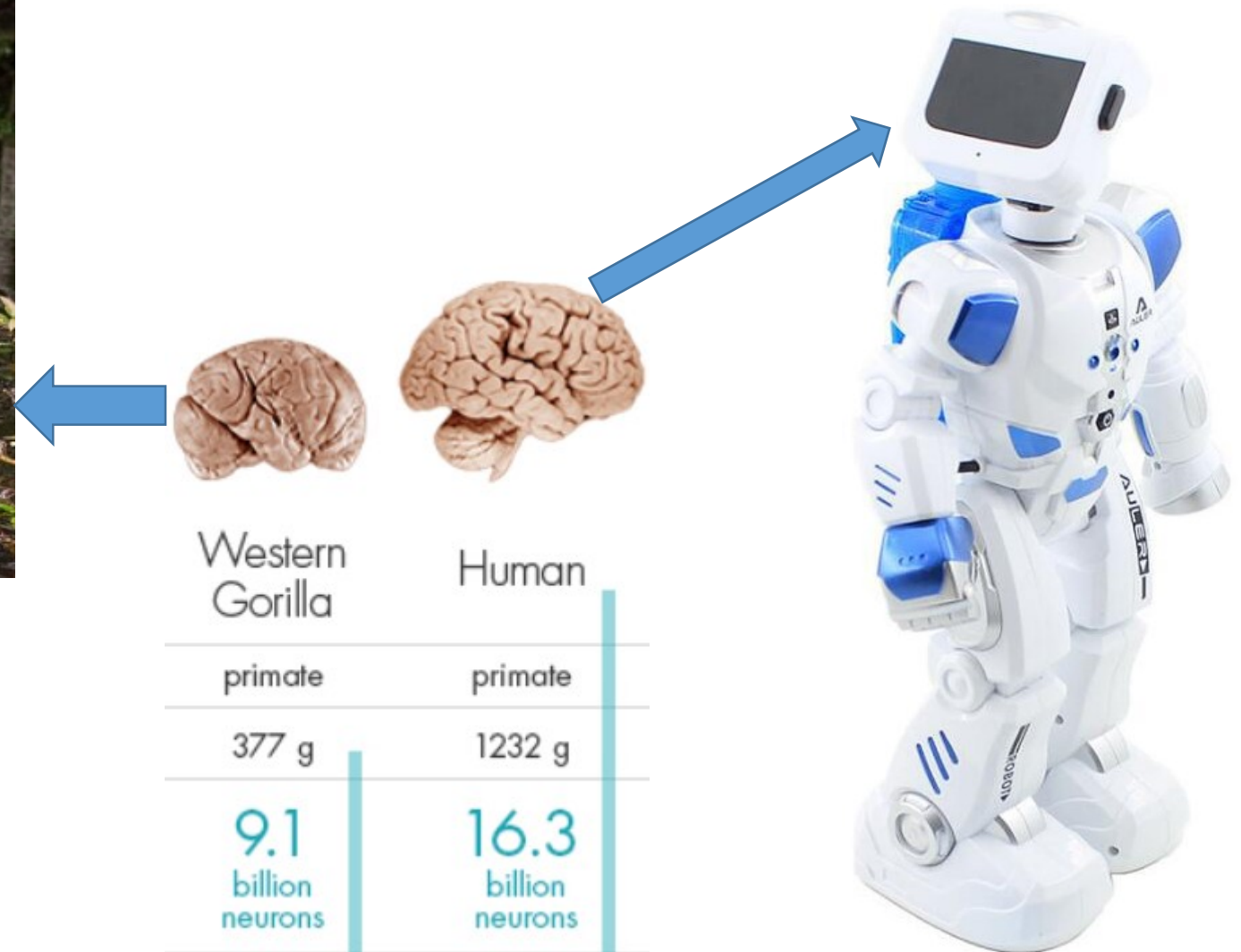


MEMENANGKAN KOMPETESI GLOBAL

MENGAPA PERLU BERINOVASI?



MENGOPTIMALKAN ANUGERAH
TUHAN (FUNGSI OTAK)



MENGAPA PERLU BERINOVASI?

- CREATIF TETAPI TIDAK INOVATIF!

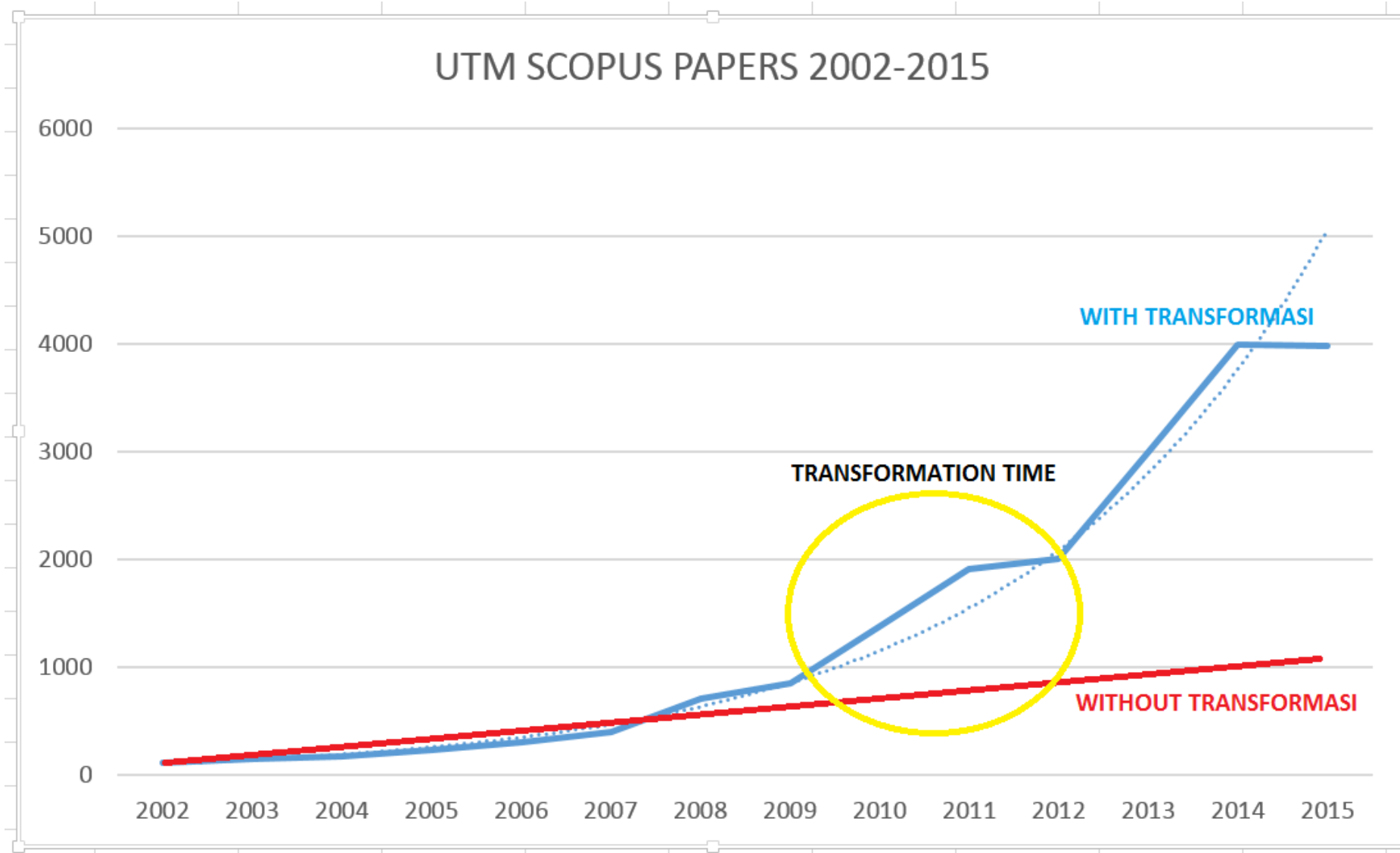


SUPAYA TIDAK SEPERTI INI!!

**Korupsi Massal 41 Anggota
DPRD Kota Malang**



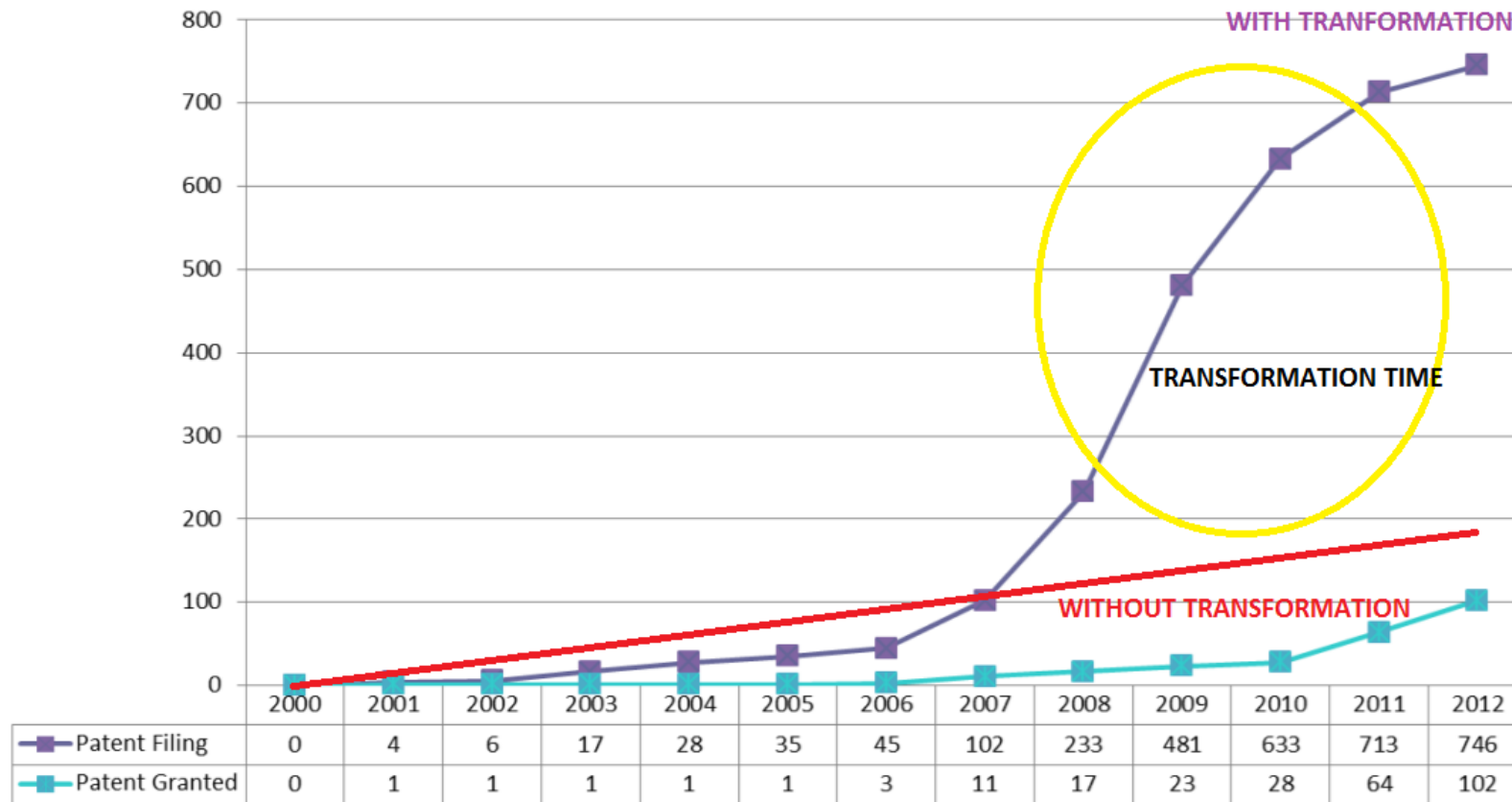
MENGAPA PERLU BERINOVASI?



MEMPERCEPAT PENCAPAIAN TARGET

MENGAPA PERLU BERINOVASI?

Patent Application & Patent Granted 2000 - 2012



MEMPERCEPAT PENCAPAIAN TARGET

MENGAPA PERLU BERINOVASI?

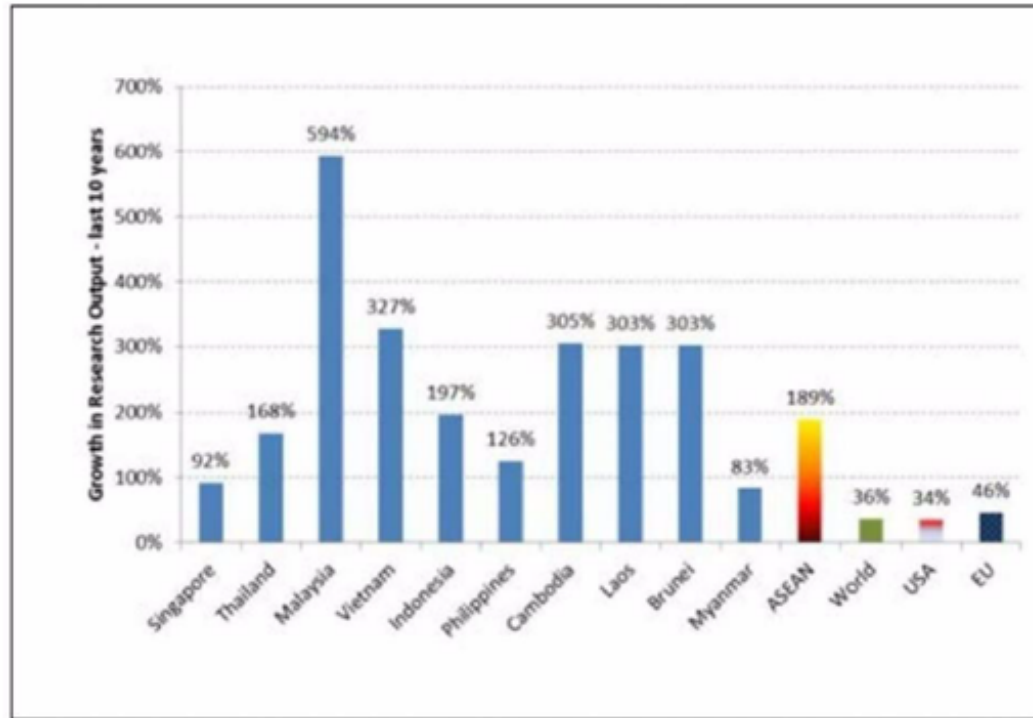
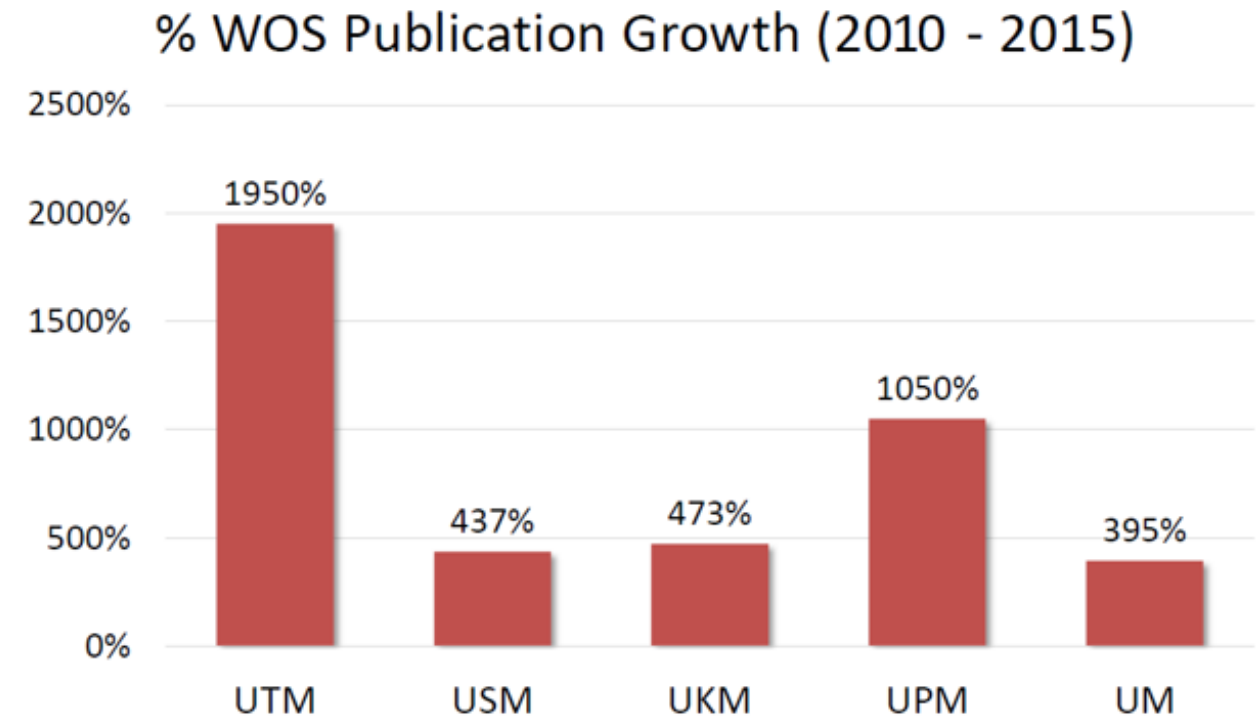


Figure 2. Growth in research output by country over the last 5 years, -2014

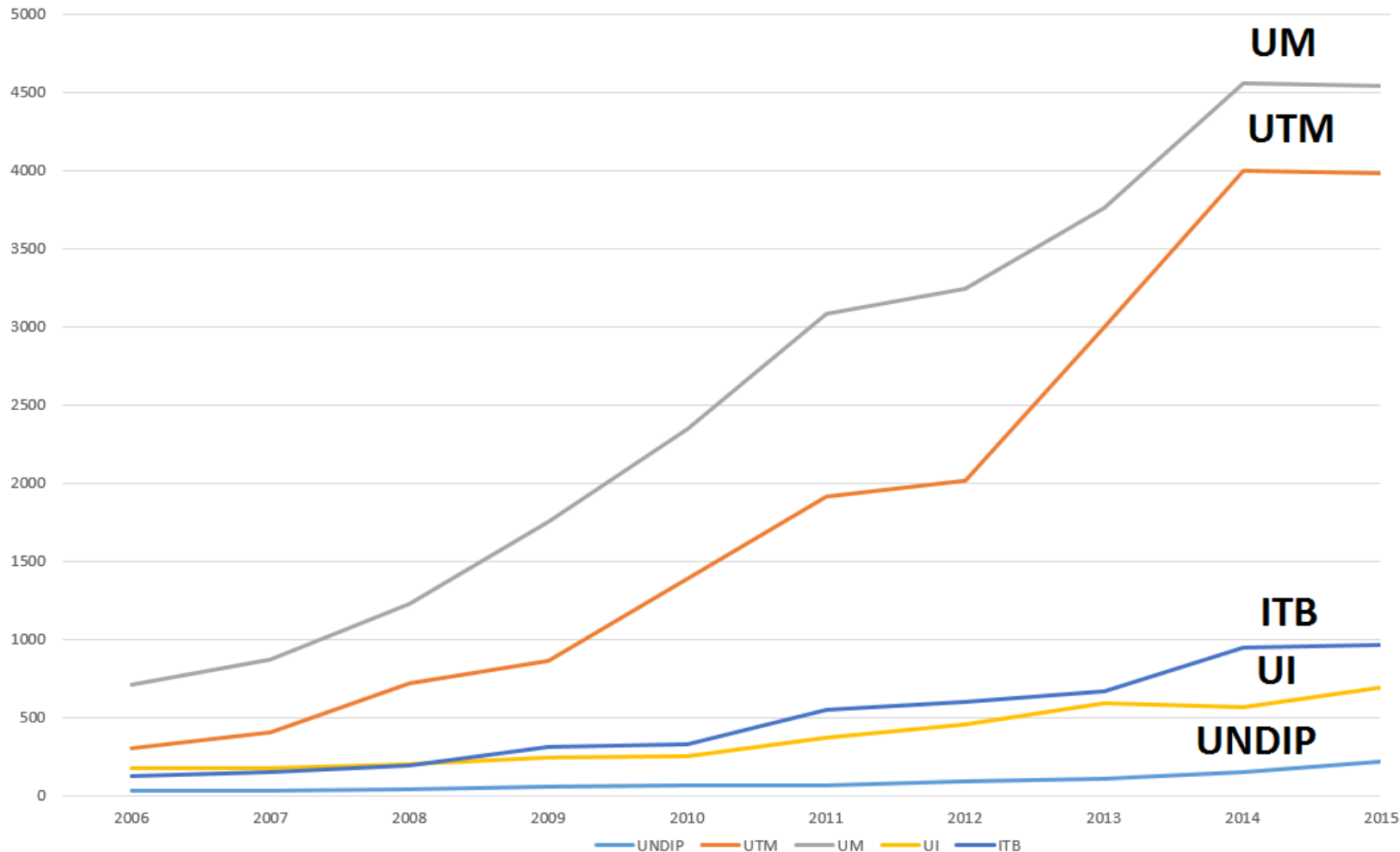
Source: Thomson Reuters Web of Science®



MEMPERCEPAT PENCAPAIAN TARGET

MENGAPA PERLU BERINOVASI?

PERBANDINGAN JUMLAH PAPER SCOPUS



MEMPERCEPAT PENCAPAIAN TARGET

MENGAPA PERLU BERINOVASI?

- DEFINISI : INOVASI = PERBAIKAN/PENCIPTAAN + NILAI TAMBAH



60%

Having an idea



60%

Executing the idea



40%

Addresses a real challenge



40%

Add value to the company



40%

Add value to customer



27%

Different perspective / thinking



13%

Moving forward



13%

Definition not important



7%

Addressing new market

DIMANA KITA?

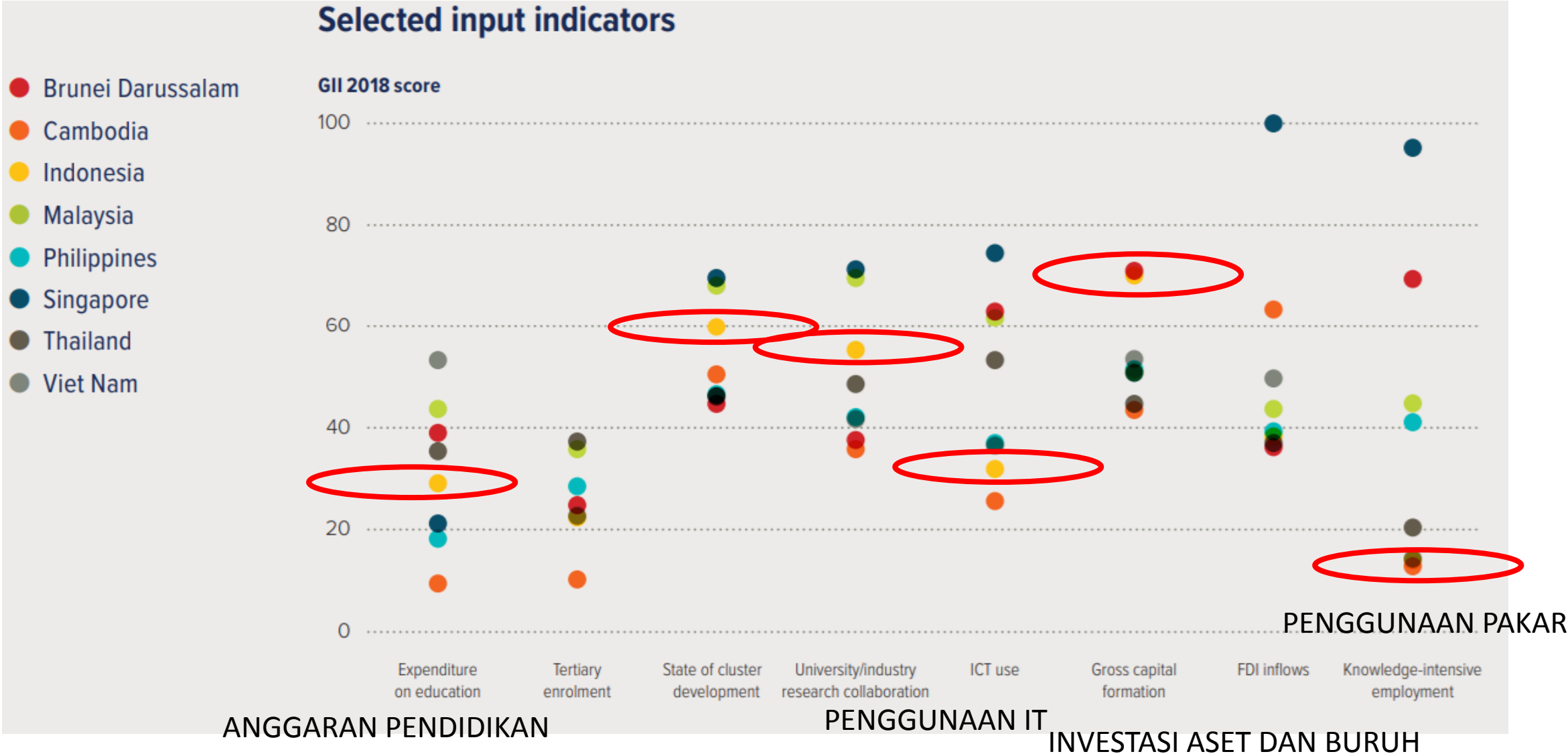
- POSISI INDONESIA

Global Innovation Index 2018 rankings

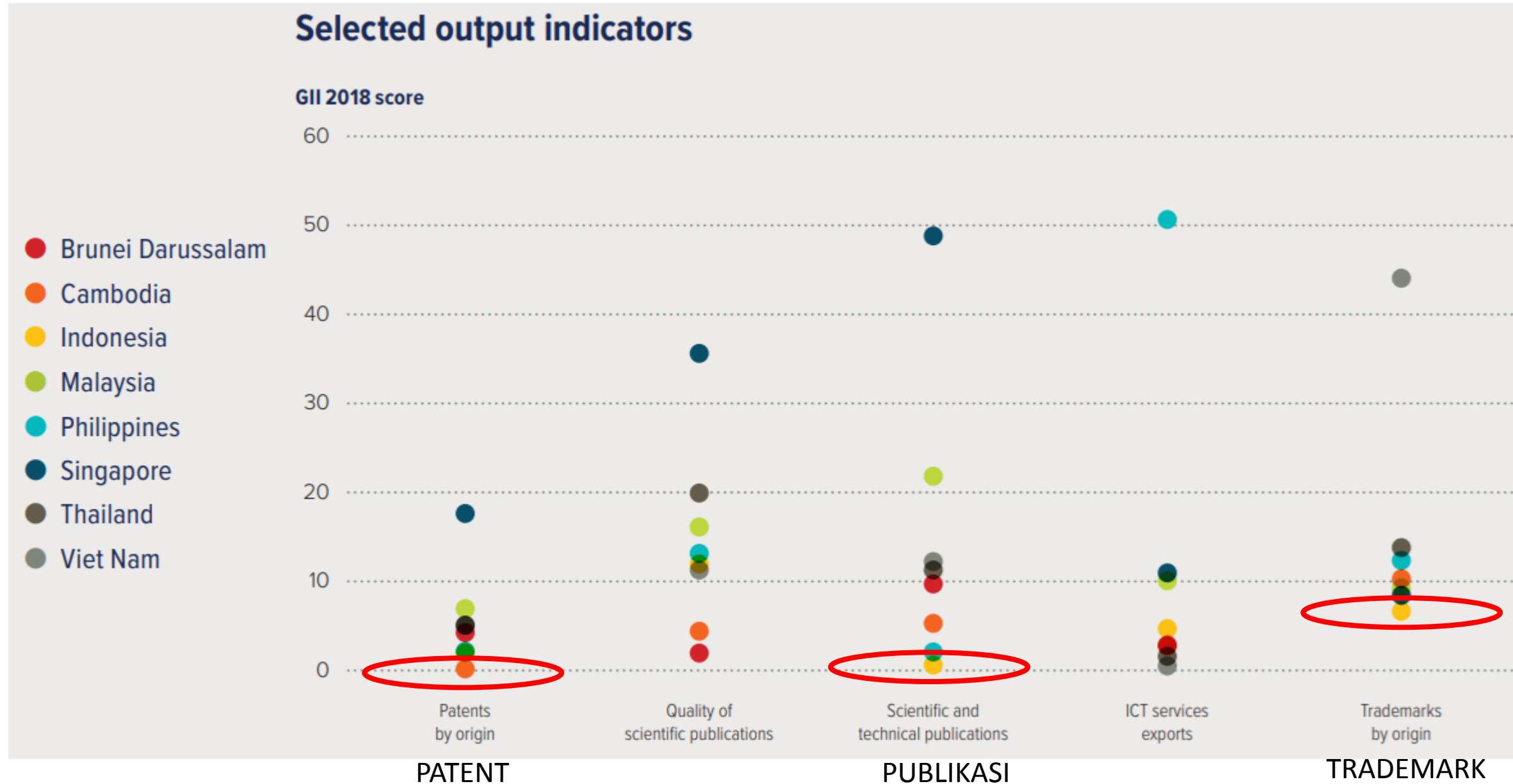
Country/Economy	Score (0–100)	Rank	Income	Rank	Region	Rank	Efficiency Ratio	Rank	Median: 0.61
Switzerland	68.40	1	HI	1	EUR	1	0.96	1	
Netherlands	63.32	2	HI	2	EUR	2	0.91	4	
Sweden	63.08	3	HI	3	EUR	3	0.82	10	
United Kingdom	60.13	4	HI	4	EUR	4	0.77	21	
Singapore	59.83	5	HI	5	SEAO	1	0.61	63	
United States of America	59.81	6	HI	6	NAC	1	0.76	22	
Finland	59.63	7	HI	7	EUR	5	0.76	24	
Denmark	58.39	8	HI	8	EUR	6	0.73	29	
Germany	58.03	9	HI	9	EUR	7	0.83	9	
Ireland	57.19	10	HI	10	EUR	8	0.81	13	
Israel	56.79	11	HI	11	NAWA	1	0.81	14	
Korea, Republic of	56.63	12	HI	12	SEAO	2	0.79	20	
Japan	54.95	13	HI	13	SEAO	3	0.68	44	
Hong Kong (China)	54.62	14	HI	14	SEAO	4	0.64	54	
Luxembourg	54.53	15	HI	15	EUR	9	0.94	2	
France	54.36	16	HI	16	EUR	10	0.72	32	
China	53.06	17	UM	1	SEAO	5	0.92	3	
Canada	52.98	18	HI	17	NAC	2	0.61	61	
Norway	52.63	19	HI	18	EUR	11	0.64	52	
Australia	51.98	20	HI	19	SEAO	6	0.58	76	

Malaysia	43.16	35	UM	2	SEAO	8	0.66	48	
Slovakia	42.88	36	HI	34	EUR	24	0.74	28	
Bulgaria	42.65	37	UM	3	EUR	25	0.79	19	
United Arab Emirates	42.58	38	HI	35	NAWA	3	0.50	95	
Poland	41.67	39	HI	36	EUR	26	0.69	42	
Lithuania	41.19	40	HI	37	EUR	27	0.63	58	
Croatia	40.73	41	UM	4	EUR	28	0.70	37	
Greece	38.93	42	HI	38	EUR	29	0.59	74	
Ukraine	38.52	43	LM	1	EUR	30	0.90	5	
Thailand	38.00	44	UM	5	SEAO	9	0.71	33	
Viet Nam	37.94	45	LM	2	SEAO	10	0.80	16	
Philippines	31.56	73	LM	9	SEAO	13	0.61	62	
Kazakhstan	31.42	74	UM	19	CSA	3	0.44	111	
Mauritius	31.31	75	UM	20	SSF	2	0.47	105	
Morocco	31.09	76	LM	10	NAWA	13	0.61	65	
Bosnia and Herzegovina	31.09	77	UM	21	EUR	36	0.50	97	
Kenya	31.07	78	LM	11	SSF	3	0.69	41	
Jordan	30.77	79	LM	12	NAWA	14	0.65	50	
Argentina	30.65	80	UM	22	LCN	9	0.51	91	
Jamaica	30.39	81	UM	23	LCN	10	0.57	80	
Azerbaijan	30.20	82	UM	24	NAWA	15	0.49	99	
Albania	29.98	83	UM	25	EUR	37	0.44	110	
The former Yugoslav Republic of Macedonia	29.91	84	UM	26	EUR	38	0.47	103	
Indonesia	29.80	85	LM	13	SEAO	14	0.61	66	

DIMANA KITA



DIMANA KITA



DIMANA KITA ?

		Score/Value	Rank	
	Institutions.....	50.9	97	
1.1	Political environment	49.0	72	
1.1.1	Political stability & safety*	55.9	83	
1.1.2	Government effectiveness*	45.5	70	◆
1.2	Regulatory environment	30.9	125	○ ◆
1.2.1	Regulatory quality*	41.0	78	
1.2.2	Rule of law*	34.2	85	
1.2.3	Cost of redundancy dismissal, salary weeks	57.8	121	○ ◆
1.3	Business environment.....	72.8	51	◆
1.3.1	Ease of starting a business*	77.9	107	
1.3.2	Ease of resolving insolvency*	67.6	35	● ◆

DIMANA KITA

	Human capital & research.....	21.3	94
2.1	Education.....	33.3	101
2.1.1	Expenditure on education, % GDP	3.6	91
2.1.2	Government funding/pupil, secondary, % GDP/cap.....	10.5	86 ○
2.1.3	School life expectancy, years.....	12.8	77
2.1.4	PISA scales in reading, maths & science	395.5	63
2.1.5	Pupil-teacher ratio, secondary	14.1	61
2.2	Tertiary education	21.3	91
2.2.1	Tertiary enrolment, % gross.....	27.9	82
2.2.2	Graduates in science & engineering, % [Ⓐ]	20.7	54
2.2.3	Tertiary inbound mobility, % [Ⓐ]	0.1	103 ○
2.3	Research & development (R&D).....	9.4	60
2.3.1	Researchers, FTE/mn pop. [Ⓐ]	89.2	86
2.3.2	Gross expenditure on R&D, % GDP [Ⓐ]	0.1	107 ○
2.3.3	Global R&D companies, top 3, mn US\$.....	0.0	40 ○◇
2.3.4	QS university ranking, average score top 3*	34.9	37 ◆

DIMNA KITA?

	Infrastructure	39.8	82	
3.1	Information & communication technologies (ICTs)	38.5	99	
3.1.1	ICT access*	48.5	87	
3.1.2	ICT use*	31.9	94	
3.1.3	Government's online service*	36.2	102	
3.1.4	E-participation*	37.3	101	
3.2	General infrastructure	46.5	41	◆
3.2.1	Electricity output, kWh/cap	908.5	95	
3.2.2	Logistics performance*	42.6	62	◆
3.2.3	Gross capital formation, % GDP	34.3	10	● ◆
3.3	Ecological sustainability	34.6	77	
3.3.1	GDP/unit of energy use	11.6	30	●
3.3.2	Environmental performance*	46.9	104	
3.3.3	ISO 14001 environmental certificates/bn PPP\$ GDP	0.7	81	

DIMANA KITA?

		Score/Value	Rank
	Business sophistication	25.9	89
5.1	Knowledge workers.....	9.5	121 ○
5.1.1	Knowledge-intensive employment, %.....	10.8	96
5.1.2	Firms offering formal training, % firms.....	7.7	90 ○
5.1.3	GERD performed by business, % GDP ^d	0.0	76
5.1.4	GERD financed by business, %.....	n/a	n/a
5.1.5	Females employed w/advanced degrees, %.....	6.0	77
5.2	Innovation linkages	35.7	44
5.2.1	University/industry research collaboration [†]	55.3	29 ●
5.2.2	State of cluster development [†]	59.9	25 ●
5.2.3	GERD financed by abroad, %	n/a	n/a
5.2.4	JV–strategic alliance deals/bn PPP\$ GDP	0.0	95
5.2.5	Patent families 2+ offices/bn PPP\$ GDP.....	0.0	113 ○
5.3	Knowledge absorption.....	32.6	50
5.3.1	Intellectual property payments, % total trade.....	1.0	31 ●
5.3.2	High-tech net imports, % total trade.....	9.0	54
5.3.3	ICT services imports, % total trade	1.3	54
5.3.4	FDI net inflows, % GDP	1.9	83
5.3.5	Research talent, % in business enterprise ^d	35.5	37

DIMANA KITA?



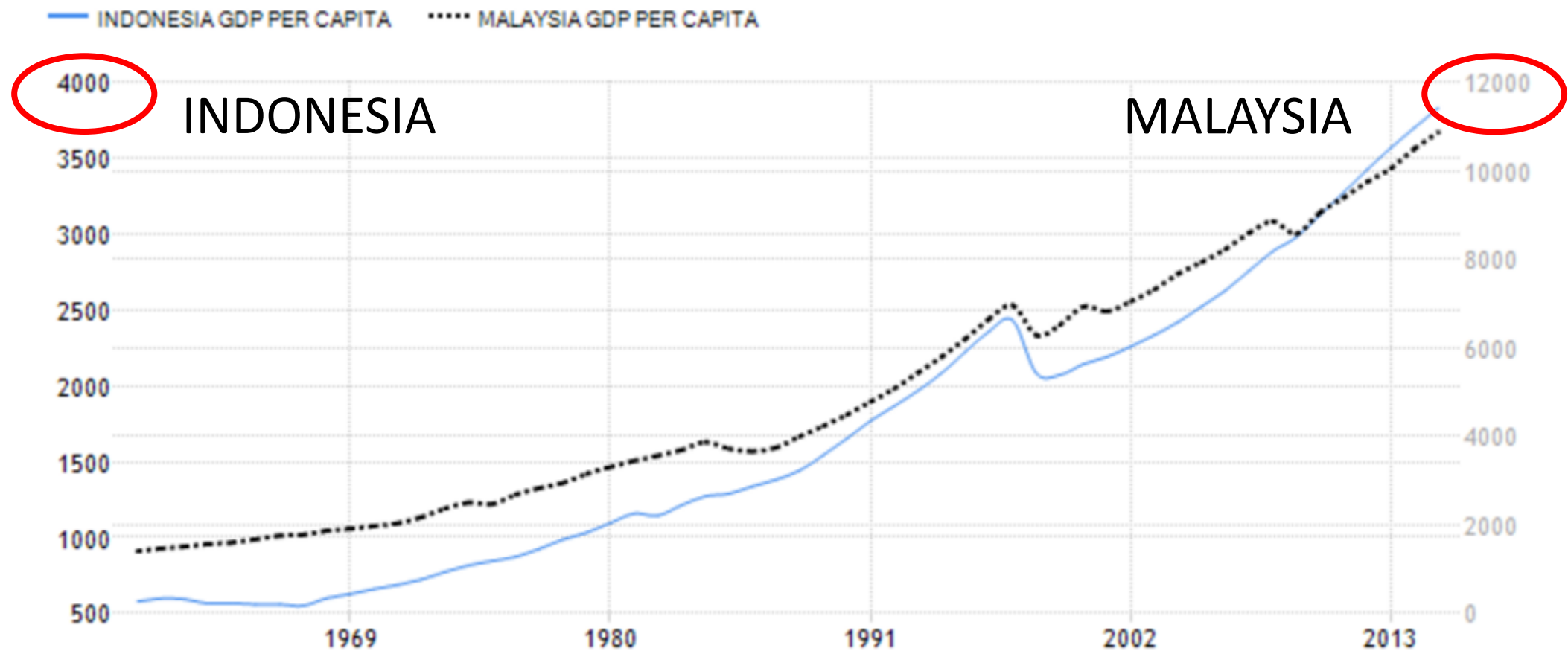
Knowledge & technology outputs.....			17.9	86
6.1	Knowledge creation.....	3.2	115	○
6.1.1	Patents by origin/bn PPP\$ GDP [⌚]	0.4	85	
6.1.2	PCT patents by origin/bn PPP\$ GDP.....	0.0	107	○
6.1.3	Utility models by origin/bn PPP\$ GDP.....	0.1	48	
6.1.4	Scientific & technical articles/bn PPP\$ GDP.....	0.5	123	○
6.1.5	Citable documents H index.....	12.0	56	
6.2	Knowledge impact.....	36.4	66	
6.2.1	Growth rate of PPP\$ GDP/worker, %.....	1.8	41	
6.2.2	New businesses/th pop. 15–64.....	0.3	91	
6.2.3	Computer software spending, % GDP.....	0.3	31	●
6.2.4	ISO 9001 quality certificates/bn PPP\$ GDP.....	2.5	83	
6.2.5	High- & medium-high-tech manufactures, % [⌚]	0.3	35	
6.3	Knowledge diffusion.....	14.2	97	
6.3.1	Intellectual property receipts, % total trade.....	0.0	78	
6.3.2	High-tech net exports, % total trade.....	3.3	43	
6.3.3	ICT services exports, % total trade.....	0.6	97	
6.3.4	FDI net outflows, % GDP.....	0.3	76	

DIMANA KITA?



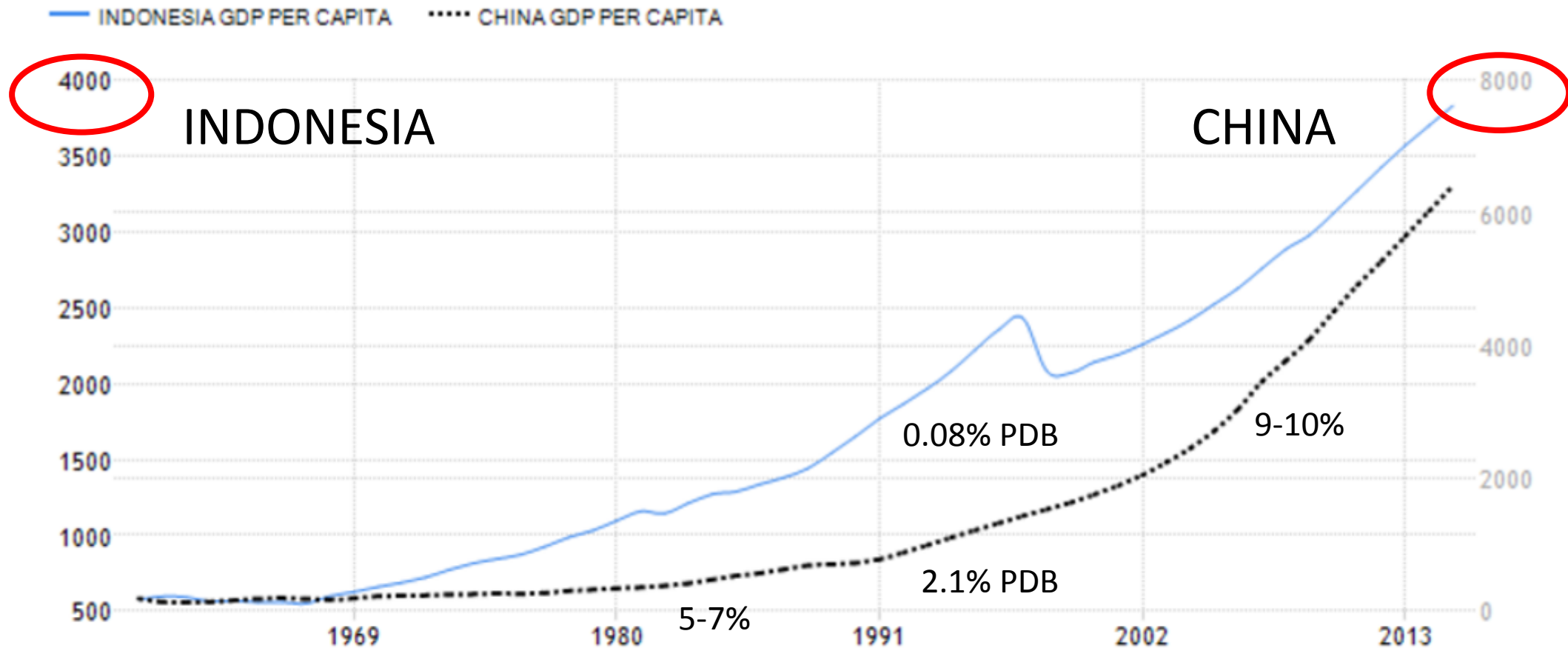
Creative outputs..... 27.0 71		
7.1	Intangible assets	39.1 69
7.1.1	Trademarks by origin/bn PPP\$ GDP	16.1 92
7.1.2	Industrial designs by origin/bn PPP\$ GDP	0.9 71
7.1.3	ICTs & business model creation [†]	65.1 48
7.1.4	ICTs & organizational model creation [†]	63.2 34 ●
7.2	Creative goods & services	26.4 53
7.2.1	Cultural & creative services exports, % total trade	n/a n/a
7.2.2	National feature films/mn pop. 15–69 [Ⓐ]	0.5 93 ○
7.2.3	Entertainment & Media market/th pop. 15–69	2.1 52
7.2.4	Printing & other media, % manufacturing [Ⓐ]	0.5 82
7.2.5	Creative goods exports, % total trade	4.5 13 ●
7.3	Online creativity	3.4 79
7.3.1	Generic top-level domains (TLDs)/th pop. 15–69	1.5 87
7.3.2	Country-code TLDs/th pop. 15–69	0.4 95
7.3.3	Wikipedia edits/mn pop. 15–69	2.0 99
7.3.4	Mobile app creation/bn PPP\$ GDP	10.3 58

DIMANA KITA?



Gambar-1 Pertumbuhan PDB per Kapita Indonesia dan Malaysia dari tahun 1960 s/d 2014 [Sumber: Bank Dunia]

DIMANA KITA?



Gambar-2 Pertumbuhan PDB per Kapita Indonesia dan China dari tahun 1960 s/d 2014 [Sumber: Bank Dunia]

DIMANA KITA?

NEGARA	NILAI TAMBAH DI INDUSTRI (%)	RASIO VOLUME EKSPOR TERHADAP PDB (%)	RASIO VOLUME IMPOR TERHADAP PDB (%)	GLOBAL MANUFAC TURING COMPETIT IVENESS	PDB DARI PERTANI AN (%)	PDB DARI INDUSTRI (%)	PDB DARI JASA (%)	PDB DARI SUMBER DAYA ALAM (%)
INDONESIA	32.8	23	24	55.8	14.3	46.9	38.8	10
MALAYSIA	ND	ND	ND	59	12	40	48	10.3
SINGAPURA	ND	ND	ND	68.4	0	26.6	73.4	0
VIETNAM	ND	ND	ND	56.5	22	40.3	37.7	13.6
KORSEL	32.9	45	38	76.7	2.7	39.8	57.5	0.1
JEPANG	20.7	17	20	80.4	1.2	27.5	71.4	0
CINA	33.8	23	21	100	9.1	42.6	48.3	9.1
JERMAN	26	47	39	93.9	0.8	28.1	71.1	0.3
AMERIKA	16.7	12	15	99.5	1.12	19.1	79.7	1.7
PILIPINA	ND	ND	ND	<10	12.8	31.5	55.7	3.6
THAILAND	ND	ND	ND	60.4	13.3	34	52.7	4

Tabel-1 Faktor Penyumbang PDB di beberapa negara anggota ASEAN dan maju pada tahun 2014 [Sumber: Bank Dunia]

DIMANA KITA?

NEGARA	RANGKING GII	KUALITAS KEBIJAKAN	KEMUDAHAN MEMULAI BISNIS	ANGGARAN PENDIDIKAN	ANGGARAN LITBANG	PENGUNAAN IT	PASAR DOMESTIK	PEKERJA BERPENDIDIKAN	APLIKASI PATENT	PUBLIKASI	UPLOAD VIDEO DI TOUTUBE	PRODUKSI TEKNOLOGI TINGGI
KAMBOJA	95	96	127	107	115	108	94	43	113	98	106	NA
INDONESIA	88	78	122	95	105	95	8	125	96	127	65	38
MALAYSIA	35	36	14	22	33	54	27	35	45	55	57	26
PILIPINA	74	72	118	105	97	68	29	81	77	123	61	12
SINGAPURA	6	1	10	101	16	15	38	6	19	29	10	1
THAILAND	52	60	73	53	72	60	20	37	59	86	48	20
VIETNAM	59	103	88	21	89	78	35	93	81	95	55	48
CHINA	25	84	103	29	15	63	1	1	25	50	92	18
USA	4	19	41	43	10	11	2	10	14	38	1	15
KORSEL	11	26	22	63	1	4	13	8	1	25	17	5
JERMAN	10	13	81	52	9	21	5	11	10	31	28	7

Tabel-2 Ranking Indeks Inovasi Global 2016 beberapa negara ASEAN dan negara maju (dari 128 negara)
[Sumber: <https://www.globalinnovationindex.org/gii-2016-report#>]

DIMANA KITA?

NEGARA	JUMLAH APLIKASI PATEN RESIDEN	RASIO APLIKASI PATEN PER PENELITI (%)	JUMLAH APLIKASI PATEN / 1 JUTA PENDUDUK	BELANJA LITBANG PER PATEN (USD)	JUMLAH PRODUK HASIL INOVASI	DANA PRE KOM / PRODUK (USD)	JUMLAH DANA PRE KOM (USD)	JUMLAH PERUSAHAAN IT BARU
INDONESIA	712	1.3370892	2.85	2,808,989	36	76,923	1,369,231	1245
MALAYSIA	1353	3.0743013	45.10	5,617,147	68	1,142,857	38,657,143	82
SINGAPURA	1303	3.825849	241.30	6,676,899	65	ND	ND	249
VIETNAM	487	4.66475096	5.41	1,786,448	24	ND	ND	55
KORSEL	164073	60.4808031	3,253.87	558,288	8,204	ND	ND	117
JEPANG	265959	40.5445952	2,089.26	639,196	13,298	ND	ND	131
CINA	801135	64.0310206	578.20	510,526	40,057	ND	ND	37
JERMAN	73826	22.3787111	912.60	1,435,809	3,691	1,666,667	3,076,083,333	488
AMERIKA	285096	23.1217657	894.12	1,659,090	14,255	ND	ND	8178
PILIPINA	334	4.21717172	3.37	1,437,126	17	ND	ND	162
THAILAND	1006	2.76517963	15.01	3,578,529	50	ND	ND	48

Tabel-6 Perbandingan Data Paten dan Pre Komersialisasi di beberapa negara Asia Tenggara dan negara maju.

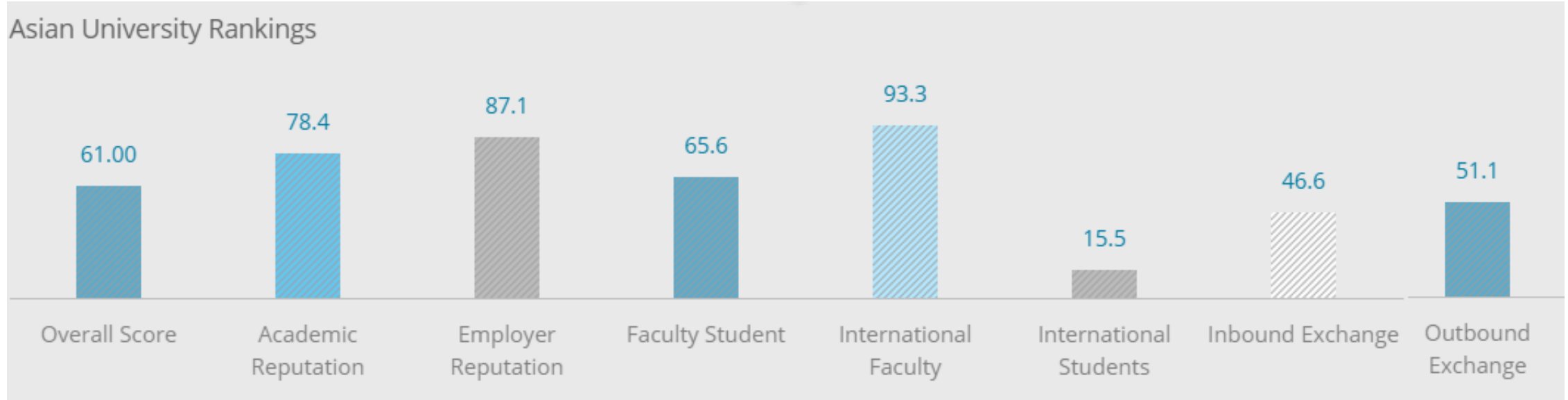
DIMANA KITA?

Universitas Indonesia



- SUMBER: QS RANKING 2016

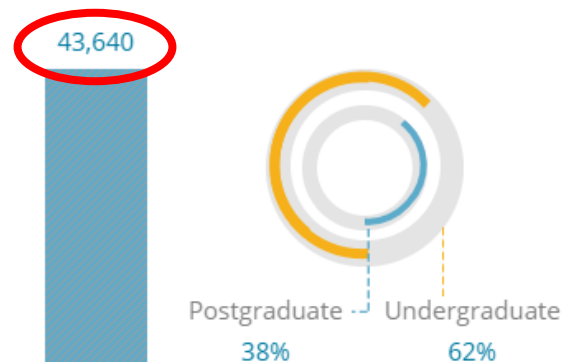
DIMANA KITA ?



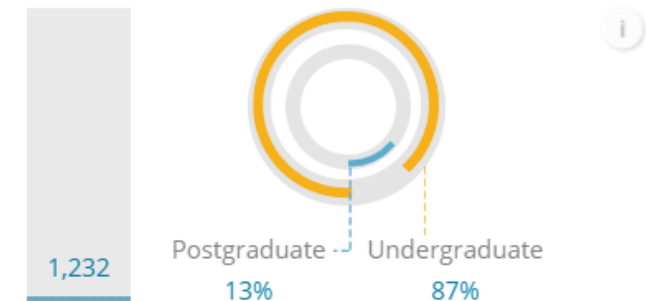
Number of academic faculty staff



Number of students



Number of international students



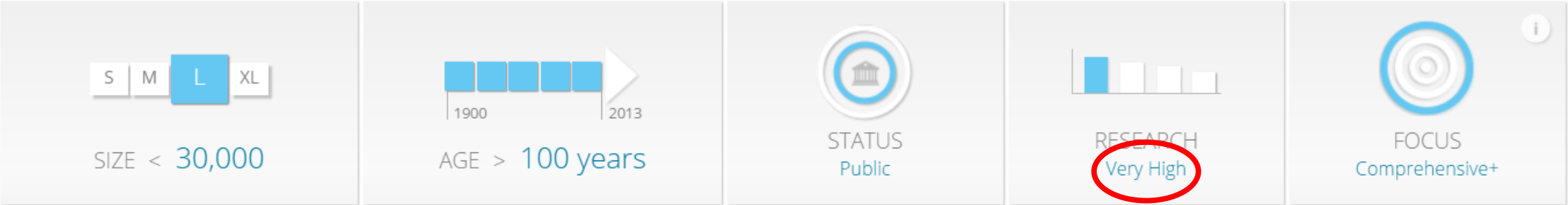
BAGAIMANA TETANGGA KITA?

Universiti Malaya (UM) ★★★★★

A complete guide to the higher education system in Latin America



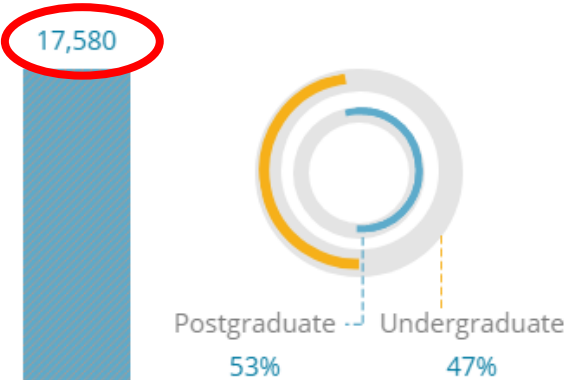
Click here! ➔



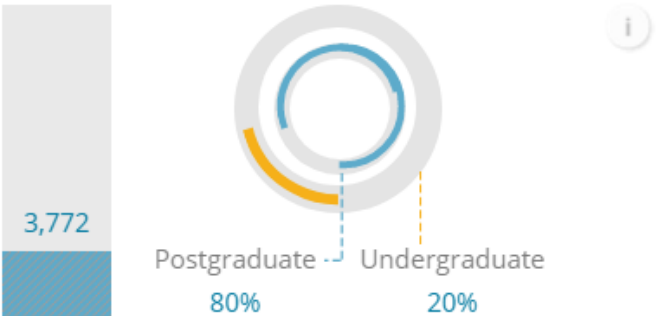
Number of academic faculty staff



Number of students



Number of international students



BAGAIMANA TETANGGA KITA?

Universiti Teknologi Malaysia

 **2017** **OUT NOW!** [View here](#) 

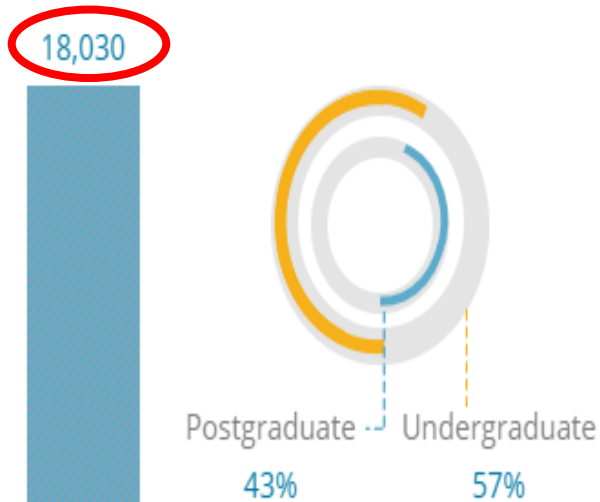
S M L XL SIZE < 30,000	1900 2013 AGE < 50 years	 STATUS Public	 RESEARCH Very High	 FOCUS Comprehensive
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BAGAIMANA TETANGGA KITA?

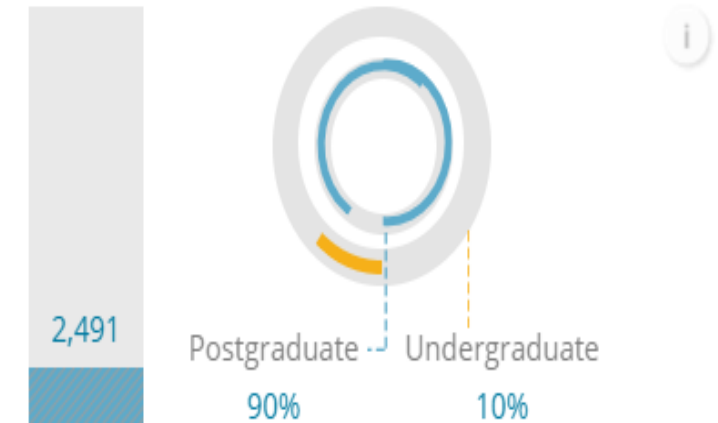
Number of academic faculty staff



Number of students



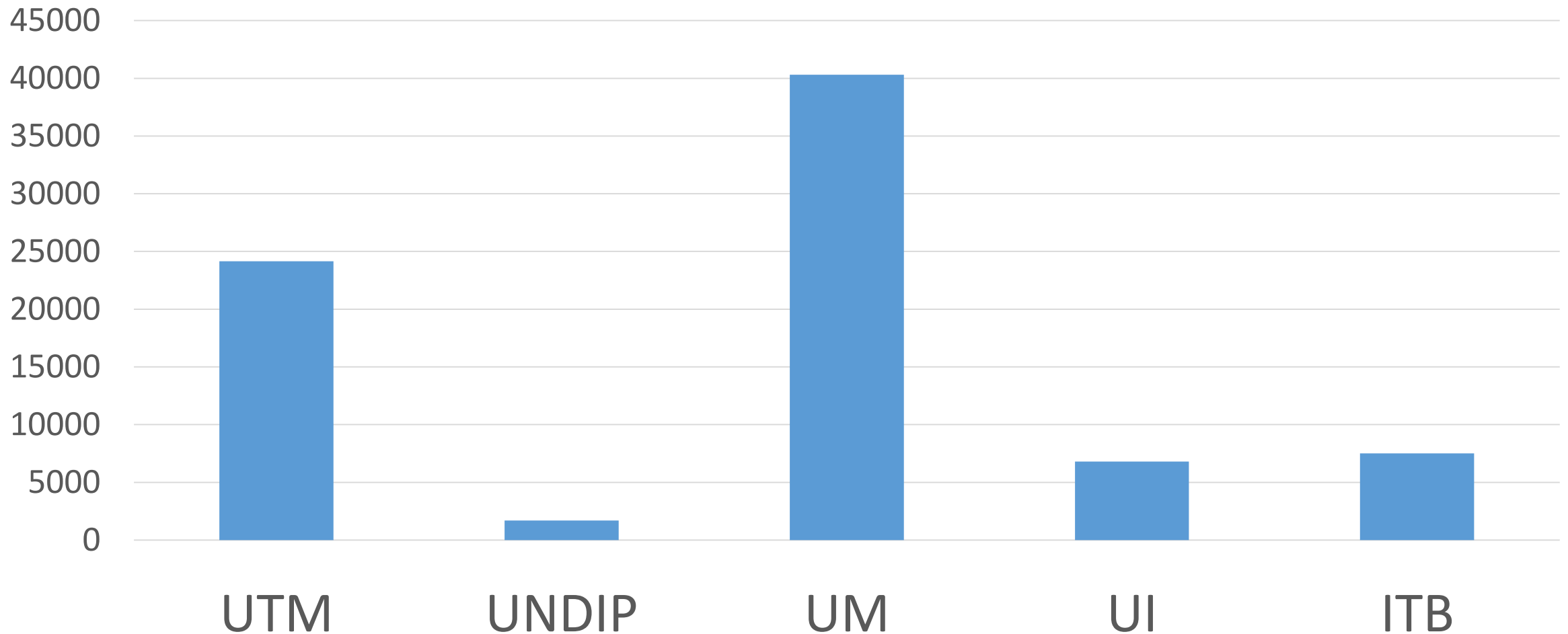
Number of international students



The numbers, stats, stars and rankings data are provided by [QS Intelligence Unit](#).

- BAGAIMANA TETANGGA KITA?

JUMLAH PAPER SCOPUS 2017



BAGAIMANA MEREKA MENCAPAINYA?

- MEMAHAMI DASAR PEMIKIRAN BARU
- MELAKSANAKAN TRANSFORMASI ORGANISASI
- MELAKSANAKAN TRANSFORMASI BUDAYA
- MELAKSANAKAN TRANSFORMASI STRATEGI

DASAR: TEACHING WORK VS R&I WORK

- DISADVANTAGE WITH FOCUS ON TEACHING WITH IGNORING RESEARCH AND INNOVATION
 - GRADUATES ARE NOT MARKETABLE
 - LECTURERS DON'T CONTRIBUTE MUCH TO THE COUNTRY IN TERM OF COUNTRY PROBLEM SOLVING (THROUGH RESEARCH) AND CREATING A NEW JOB (INNOVATION)
 - INDUSTRY AND COMMUNITY CAN NOT OBTAIN UNIVERSITY HIGH IMPACT
 - COUNTRY DIFFICULT TO GROW BECAUSE NATURE RESOURCES DECREASING
 - COUNTRY DIFFICULT TO COMPETE WITH OTHER DEVELOPED COUNTRYIES
 - THE YOUNG PEOPLE DIFFICULT TO GROW, SINCE THE SENIOR TAKE THE STRATEGIC WORKLOAD
 - EASY TO HAVE POTENTIAL CONFLITCS BETWEEN STAFF FOR WORKLOAD DISTRIBUTION
- ADVANTAGE WITH FOCUS ON TEACHING
 - EASY WORK (ROBOT AND ONLINE SYSTEM CAN DO)
 - LOW PRESSURE (PATIENT CAN DO)
 - SALARY PROPORTIONAL TO TEACHING HOURS (JUST FOCUS ON IMPROVE TARIF AND MORE TEACHING HOURS)

DASAR: TEACHING WORK VS R&I WORK

- ADVANTAGE OF FOCUS ON RESEARCH AND INNOVATION
 - GRADUATES ARE READY FOR WORK AND CREATE A JOB
 - LECTURERS CONTRIBUTE MORE TO THE COUNTRY IN TERM OF COUNTRY PROBLEM SOLVING (THROUGH RESEARCH) AND CREATING A NEW JOB (INNOVATION)
 - INDUSTRY AND COMMUNITY CAN OBTAIN IMPACT OF UNIVERSITY EXISTENCE
 - COUNTRY EASY TO GROW DUE TO INNOVATION VALUE
 - COUNTRY READY TO COMPETE WITH OTHER DEVELOPED COUNTRIES
 - THE YOUNG PEOPLE EASY TO GROW, SINCE THE SENIORITY IS NOT IMPORTANT TO SOLVE INDUSTRIAL PROBLEM
 - RESEARCH AND INNOVATION WORKS ARE UNLIMITED SO THAT POTENTIAL CONFLICTS ARE VERY LITTLE
- DISADVANTAGE WITH FOCUS ON RESEARCH AND INNOVATION
 - DYNAMIC WORK (NEED THINKING MORE COMPARE TO TEACHING) (ROBOT DIFFICULT TO DO)
 - DYNAMIC PRESSURE (WEAK PEOPLE CAN NOT DO)
 - SALARY PROPORTIONAL TO RESEARCH AND INNOVATION ACHIEVEMENT (SENIORITY NOT IMPORTANT, ACHIEVEMENTS ARE MORE IMPORTANT)

DASAR: STRATEGY TO IMPROVE R&I ACTIVITIES IN THE CAMPUS

- DECREASE / REMOVE THE ADVANTAGES OF TEACHING WORK
 - MAKE THE TEACHING WORK MORE DIFFICULT: OUTCOME BASED LEARNING, E-LEARNING MATERIAL COMPULSORY, FULLFILL NATIONAL AND INTERNATIONAL ACCREDITATION
 - MAKE THE TEACHING WORK MORE PRESSURE: TEACHING EVALUATION BY PEER REVIEW, TEACHING EVALUATION BY STUDENTS, TEACHING EVALUATION BY HEAD OF STUDY PROGRAM
 - MAKE THE LIMITATION OF SALARY WITH LIMIT THE TEACHING HOURS, MORE THAN LIMITS ARE NOT ALLOWED
 - REDUCE NUMBER OF UNDERGRADUATE STUDENTS
- INCREASE THE ADVANTAGES OF RESEARCH AND INNOVATION WORKS
 - ZERO TEACHING LOAD IS POSSIBLE
 - FLEXIBLE WORKING LOAD
 - SALARY CONSIST OF BASIC SALARY PLUS BONUS FROM RESEARCH GRANT OBTAINES
 - RESEARCH ACHIEVEMENT (PUBLICATION AND IPR) INCENTIVE
 - PROMOTION IS BASED RESEARCH ACHIEVEMENT (NOT TEACHING ACHIEVEMENT AND SENIORITY)
 - INCREASE NUMBER OF POSTGRADUATE STUDENTS

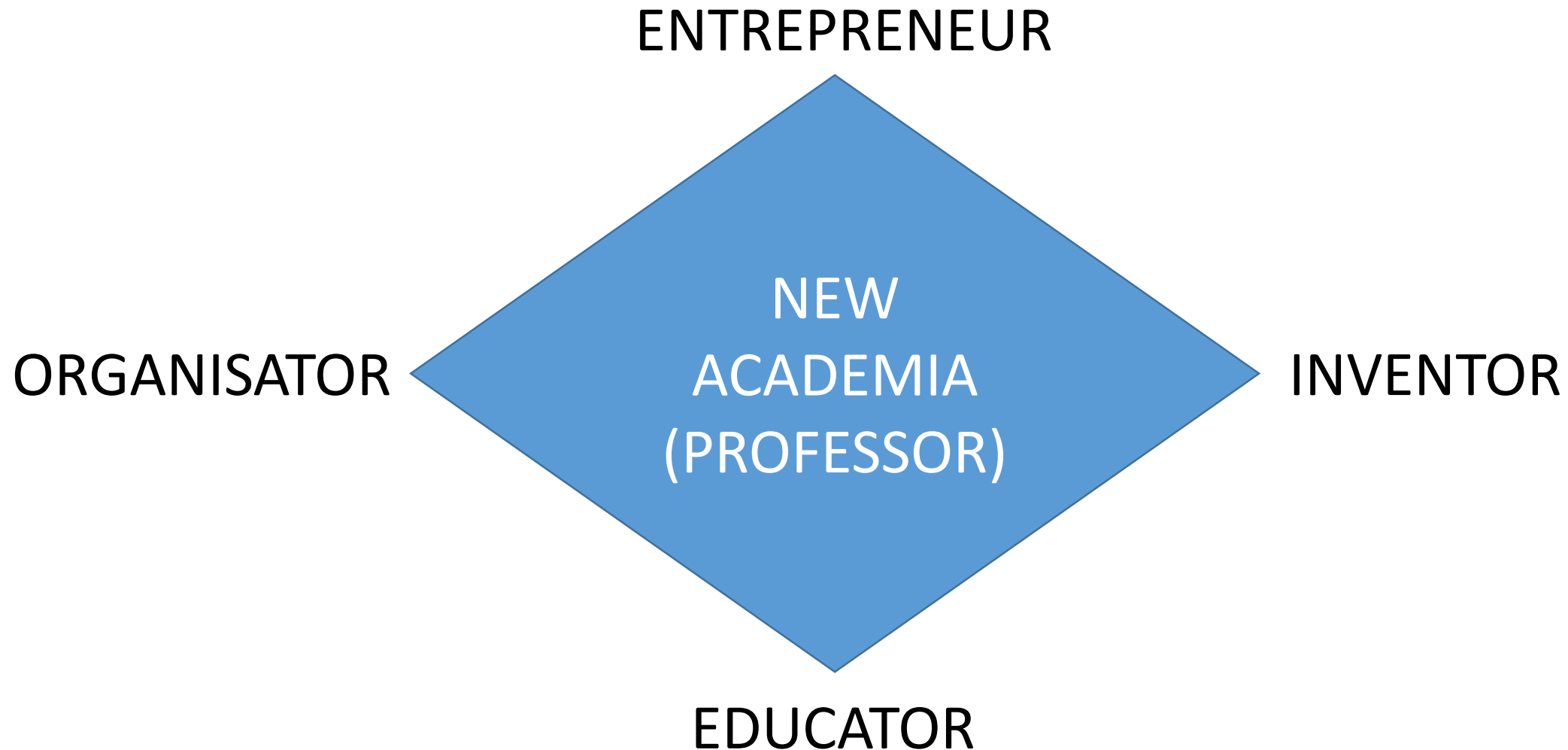
DASAR: STRATEGY TO IMPROVE R&I ACTIVITIES IN THE CAMPUS

- TOTAL UNIVERSITY TRANSFORMATION !
 - ORGANISATION (STRUCTURE) TRANSFORMATION
 - CULTURE (MINDSET) TRANSFORMATION
 - STRATEGY (PLAN) TRANSFORMATION
- TRANSFORMATION STRATEGY:
 - ESTABLISH UNIVERSITY TRANSFORMATION TEAM WITH INVOLVING INTERNAL AND EXTERNAL PARTIES (INDUSTRY AND INTERNATIONAL CONSULTANT)
 - CALCULATE COST, RISK AND BENEFIT
 - INVOLVE ALL STAKEHOLDERS (UNIVERSITY LEADER, LECTURERS, ADMIN STAFF, STUDENTS, SUPPORT STAFF)
 - IMPLEMENT" THINK OF THE BOX", = UNDERSTAND THE BOX / BOUNDARY → FIND SOLUTION OUTSIDE BOX / BOUNDARY → IMPLEMENT IN SMALL GROUPS AND EVALUATE → IMPLEMENT IN BIG GROUPS / UNIVERSITY AND EVALUATE

TRANSFORMASI BUDAYA

- BUDAYA PENIRU / PENGHAFAL → BUDAYA PENEMU / INOVATOR
- BUDAYA KONSUMEN → BUDAYA PRODUSEN
- BUDAYA ADMINISTRATOR → BUDAYA PELAYAN PROFESSIONAL
- BUDAYA PENGAJAR → BUDAYA PENELITI
- BUDAYA PEKERJA → BUDAYA WIRAUSAHAWAN
- BUDAYA PENERIMA → PEMBERI
- BUDAYA SPESIALISASI → INTEGRASI

TRANSFORMASI BUDAYA: NEW ACADEMIA: FUNCTION



TRANSFORMASI BUDAYA: NEW ACADEMIA: OUTPUT

(PRODUCT, SERVICE, PROFIT, IMPACT)

ENTREPRENEUR

NEW
ACADEMIA
(H-INDEX)

INVENTOR

(PROTOTYPE, PATENT,
PUBLICATION)

EDUCATOR

(HUMAN CAPITAL, BOOK)

ORGANISATOR

(NETWORK, POLICY)

TRANSFORMASI BUDAYA: NEW ACADEMIA: PLACE

(COMPANY/ MANUFACTURER)

ENTREPRENEUR

NEW
ACADEMIA
(ONLINE
SYSTEM)

ORGANISATOR

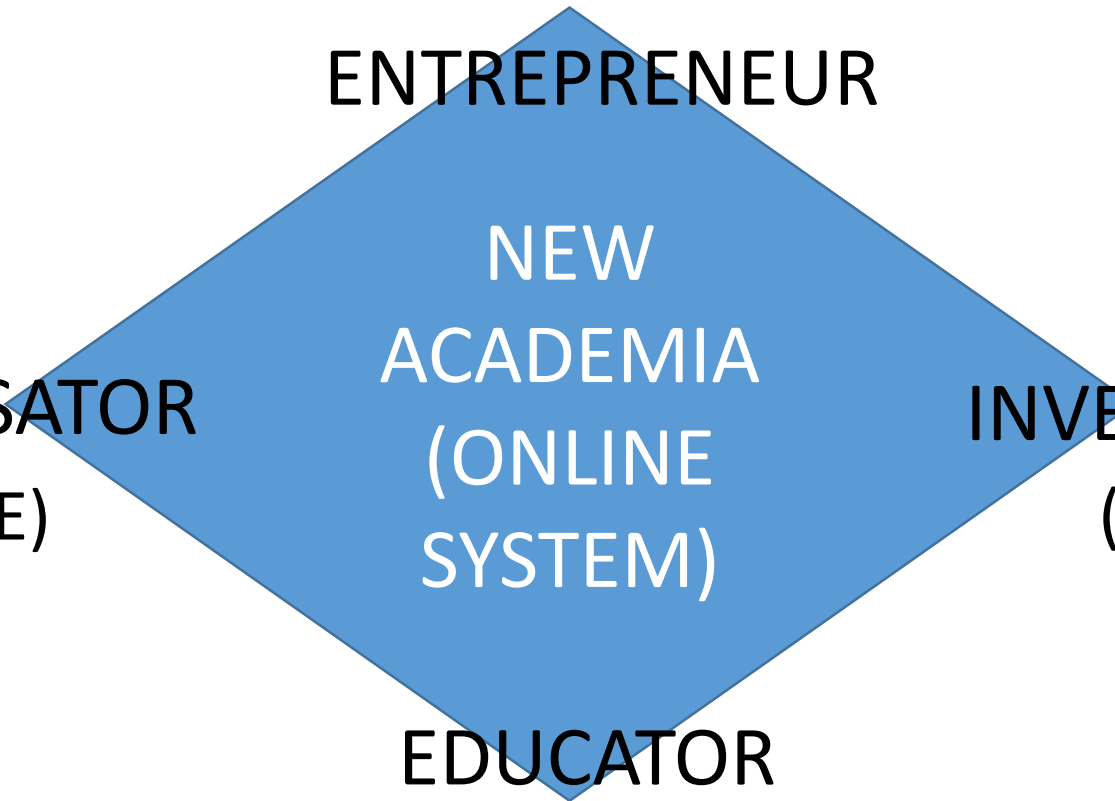
(SOCIETY / OFFICE)

INVENTOR

(RESEARCH CENTRE / LAB)

EDUCATOR

(UNIVERSITY / CLASSROOM)



TRANSFORMASI BUDAYA: CARA KERJA

- FOLLOW THE RULE AND CONDUCT GOOD HABIT



THE **8 HABITS** OF HIGHLY PRODUCTIVE PEOPLE

Habit 1: Ruthlessly cut away the unimportant
(and Focus on the important)

Habit 2: Allocate breaks strategically
(Rest when you are tired)

Habit 3: Remove productivity pitstops
(Things that limit your productivity)

Habit 4: Tap into your inspiration
(Channel your inner muse)

Habit 5: Create barriers to entry
(Don't make yourself too accessible)

Habit 6: Optimize time pockets
(Make the best of every minute)

Habit 7: Set timelines (So things get done)

Habit 8: Automate everything possible
(Outsource, Delegate, Automate)

8. Lift Yourself by Lifting Others

APA YANG PERLU KITA LAKUKAN?

- TRANSFORMASI DIRI (SEBAGAI INDIVIDU)
- TRANSFORMASI ORGANISASI (SEBAGAI CIVITAS AKADEMIKA UNIVERSITAS)
- TRANSFORMASI NASIONAL (SEBAGAI RAKYAT INDONESIA)

APA YANG PERLU KITA LAKUKAN?

- TRANSFORMASI DIRI (SEBAGAI INDIVIDU)
 - MERENCANAKAN, MELAKSANAKAN, MEMANTAU, MENGANALISIS DAN MEMPERBAIKI
- STRUKTUR KERJA : SISTEM PENCAPAIAN TERGET TERSTUKTUR
- STRATEGI KERJA : MEMBUAT PRIORITAS, BERINOVASI SECARA CERDAS
- BUDAYA KERJA : 8 KEBIASAAN EFEKTIF DAN 8 KEBIASAAN PRODUKTIF

APA YANG PERLU KITA LAKUKAN?

- TRANSFORMASI ORGANISASI (SEBAGAI CIVITAS AKADEMIKA UNIVERSITAS)
 - MERENCANAKAN, MENGUSULKAN, MENJADI BAGIAN DARI PELAKSANAAN, MEMANTU, MENGANALISI DAN MEMPERBAIKI
- STRUKTUR ORGANISASI : SISTEM YG EFISIEN, PRODUKTIF DAN KONDUKTIF
- STRATEGI ORGANISASI : LAUTAN BIRU DAN KERJASAMA STRATEGIS
- BUDAYA ORGANISASI : BUDAYA KELAS PERTAMA (CEO PERUSAHAAN DUNIA)

APA YANG PERLU KITA LAKUKAN?

TRANSFORMASI ORGANISASI

- IDENTIFIKASI DAN KLASIFIKASI KONDISI ORGANISASI, BUDAYA DAN STRATEGI
- TENTUKAN TARGET JANGKA PANJANG, MENENGAH DAN PENDEK (BETULKAN VISI DAN MISI MENJADI VISI DAN MISI YANG TERUKUR)
- LAKUKAN ANALISIS KESENJANGAN / GAP
- RUMUSKAN PETA JALAN, STRATEGI, PERSYARATAN (SDM, FASILITAS, KEUANGAN DAN KERJASAMA), INISIATIF, SISTEM PENDUKUNG
- BUAT REGULASI DAN PETUNJUK PELAKSANAAN
- SOSIALISASIKAN, IMPLEMENTASIKAN, AWASI, EVALUASI DAN PERBAIKI

RENCANA STRATEGIK UNTUK MENINGKATKAN JUMLAH PUBLIKASI

- KONDISI:
 - KEMAMPUAN MENULIS BAHASA INGGRIS
 - KEMAMPUAN MELAKSANAKAN RESEARCH METHODOLOGI
 - KEMAMPUAN MEMBIMBING MAHASISWA
 - DANA PENELITIAN DAN PUBLIKASI
 - KEMAMPUAN MAHASISWA MENULIS DALAM BAHASA INGGRIS
- RENCANA STRATEGIK
 - PENINGKATAN KEMAMPUAN MENULIS
 - WORKSHOP MENULIS UNTUK HASIL TUGAS AKHIR, THESIS PASCA SARJANA
 - PENINGKATAN KEMAMPUAN MEMBIMBING (MENTOR MENTEE)
 - PROFESSOR → PHD HOLDER → PHD STUDENTS/ MASTER HOLDER → MASTER STUDENTS / BACHELOR STUDENTS → MAHASISWA S1 TINGKAT AKHIR
 - PENINGKATAN MOTIVASI PENULISAN
 - INSENTIF PUBLIKASI, KENAIKAN PANGKAT
 - PENINGKATAN DANA PENULISAN
 - DANA PENELITIAN DGN KPI PAPER (1 PAPER SCOPUS = 50 JUTA DANA PENELITIAN)
 - PENINGKATAN KERJASAMA PENULISAN
 - DANA KERJASAMA (1 PAPER SCOPUS = 40 JUTA DANA KERJASAMA)

RENCANA STRATEGIK UNTUK MENINGKATKAN JUMLAH INOVASI / KOMERSIALISASI PRODUK

- KONDISI:
 - KEMAMPUAN MEMBUAT RENCANA BISNIS
 - KEMAMPUAN MENCIPTAKAN PRODUK BARU
 - KEMAMPUAN MENULIS PATENT
 - KEMAMPUAN BEKERJASAMA DENGAN INDUSTRI / PENGGUNA
 - KEMAMPUAN MENGELOLA / MENGEMBANGKAN PERUSAHAAN
- RENCANA STRATEGIK
 - PENINGKATAN KEMAMPUAN MEMBUAT RENCANA BISNIS
 - WORKSHOP PEMBUATAN RENCANA BISNIS UNTUK DOSEN DAN MAHASISWA
 - PENINGKATAN KEMAMPUAN MENCIPTAKAN PRODUK BARU
 - PELAKSANAAN LOMBA PRODUK-PRODUK BARU TINGKAT UNIVERSITAS, NASIONAL DAN INTERNASIONAL
 - PENINGKATAN KEMAMPUAN MENULIS PATENT
 - WORKSHOP PENULISAN PATENT
 - PENINGKATAN BEKERJASAMA DENGAN INDUSTRI
 - MAGANG DI INDUSTRI UNTUK DOSEN
 - PENINGKATAN KEMAMPUAN MENGELOLA / MENGEMBANGKAN PERUSAHAAN
 - INSENTIF UNTUK DOSEN YANG INGIN MENGEMBANGKAN PERUSAHAAN KAMPUS

RENCANA STRATEGIK UNTUK MENGURANGI BEBAN MENGAJAR

- KONDISI:
 - BEBAN MENGAJAR SANGAT TINGGI KARENA JUMLAH MAHASISWA TINGGI
 - BEBAN MENGAJAR SANGAT TINGGI KARENA INGIN PENDAPATAN LEBIH DARI PENGAJARAN
- RENCANA STRATEGIK
 - PENGURANGAN JUMLAH MAHASISWA
 - PELAKSANAAN KULIAH ONLINE / E-LEARNING
 - KONVERSI JAM PENELITIAN MENJADI JAM MENGAJAR DENGAN KPI PAPER DAN PATENT
 - PRIVATISASI PENGAJARAN / BERIKAN KEPADA UNIVERSITAS LAINNYA YANG LEBIH KECIL

RENCANA STRATEGIK UNTUK MENGURANGI BEBAN ADMINISTRASI

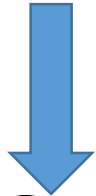
- KONDISI:
 - STRUKTUR ORGANISASI TERLALU GEMUK
 - BEBAN ADMINISTRASI TINGGI
 - SOP TIDAK JELAS
 - PERUBAHAN TERUS MENERUS
- RENCANA STRATEGIK
 - PERAMPINGAN UNIVERSITAS UNTUK MEMOTONG BIROKRASI
 - EMPOWERMENT BAWAHAN UNTUK MENGAMBIL KEPUTUSAN DAN MENANGGUNG RESIKO
 - PENINGKATKAN KOMPETENSI TENAGA ADMINISTRASI
 - PENGGUNAAN SISTEM IT SECARA TERINTEGRASI

APA YANG PERLU KITA LAKUKAN?

- TRANSFORMASI NASIONAL (SEBAGAI RAKYAT INDONESIA)
 - MEMBERI CONTOH, MENGUSULKAN, MENSOSIALISASIKAN, MENJADI BAGIAN DARI PELAKSANAAN, MEMANTAU, MENGANALISIS DAN MEMPERBAIKI
 - TARGET NASIONAL : PERTUMBUHAN EKONOMI 7% , HARAPAN HIDUP 90 THN
 - STRATEGI NASIONAL : INOVASI CERDAS, KERJASAMA SALING MENGUNTUNGGKAN
 - BUDAYA NASIONAL : MENGHORMATI KEBERAGAMAN, BUDAYA MENOLONG YG LEMAH

APA YANG PERLU KITA LAKUKAN?

- **GREAT PEOPLE** (**S**EHAT, BER**A**MAL, **K**AYA, BER**T**EMAN, BER**I**LMU)



- **GREAT ORGANIZATION**



- **GREAT INDONESIA**

TERIMA KASIH