

# Together with Bima Haria Wibisana, Head of BKN, discussed transferring administrative positions and becoming productive ASN

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**HumasUPNVJ** - Not only maximizing efforts to improve quality assurance and quality of learning, improving the quality of human resources is also the focus of UPN Veteran Jakarta (UPNVJ) to become a new PTN that is on par with other universities. In collaboration with the Republic of Indonesia's National Civil Service Agency (BKN), UPNVJ held an Socialization for the Transfer of Administrative Positions and became a productive ASN with Bima Haria Wibisana, Head of the State Civil Service Agency (BKN).

A total of 430 people consisting of UPNVJ leadership and employees participated in the socialization which was carried out online, on Monday, 29 June 2020.

It should be noted that BKN is currently intensively making various changes and adjustments in encouraging increased performance, supervision and productivity of government apparatus in Indonesia. This is done by implementing the use of the latest information technology in an effective, targeted, wise and directed manner.

On the occasion, the Chancellor of UPNVJ, Erna Hernawati said that this opportunity can be used as a moment for us to know and overcome the challenges that are happening to us at this time to remain productive in all the changes that are happening.

"Regarding the current conditions we face various challenges, we hope we can face them together and challenges make us more innovative and creative. Maximize this activity to increase knowledge to become employees who are ready for all changes," said the Chancellor.

In his socialization, Bima said that in making changes, every leader must have a vision. "Among them is the dynamics of changes in the strategic environment which are full of uncertainties known as VUCA (Volatility, Uncertainty, Complexity Ambiguity)".

With these changes there are several things that can be done. "We can try an approach with change, with innovation, creativity, awareness of what is happening and understanding what to do in the future, after we have done this we can apply Able people, adaptive policies, agile processes in business."

"The key is to change our mindset to open our minds to creativity, to live with freedom of thought," said Bima.

According to Bima, changes are happening everywhere, with the spread of the Covid 19 virus making significant changes, all jobs are affected by this pandemic. From this situation many types of work will be replaced by information technology, new technology creates workplace innovations, there are changes in system patterns in work interactions.

"If we want to adapt to 4.0, with the presence of Covid 19 we are forced to enter there and we have entered it. With system patterns and using existing technology we can complete our work. We also have to look at the hierarchy in work and organization because if we don't, it will be difficult for the organization to run well."

"I feel that with the existence of Covid 19 and requiring employees to work from home, there are many new innovations to address and support operations. This is forced but can be done so I feel a lot of wisdom given the current conditions, said Bima.

Job cluster is a group of positions consisting of employees who have the same characteristics or similar tasks.

Bima also added "later ASN will be divided into P3K and PNS which are no different, the only difference is that PNS is permanent while P3K is not, but this is still in the regulatory process".

Bima said that in work one cannot only look at seniority, but look at the competencies that exist in these employees. So always improve innovation and creativity at work is the main thing.

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