

Organizational Pathway After Covid-19: Indonesia's Study Case

Sabrina Puspa Gassany

*MA Candidate in Human Resource Counselling
University of Pécs, Hungary*

Key words

Organizational Pathway, Organization in Indonesia, Indonesia after COVID-19, Organization, New Normal

Introduction

Indonesia is one of the South Asian country that located in the most strategic area off the coast of mainland Southeast Asia in the Indian and Pacific oceans. Its islands can be grouped into the Greater Sunda Islands of Sumatra (Sumatera), Java (Jawa), the southern extent of Borneo (Kalimantan), and Celebes (Sulawesi); the Lesser Sunda Islands (Nusa Tenggara) of Bali and a chain of islands that runs eastward through Timor; the Moluccas (Maluku) between Celebes and the island of New Guinea; and the western extent of New Guinea (generally known as Papua). The capital, Jakarta, is located near the northwestern coast of Java. In the early 21st century Indonesia was the most populous country in Southeast Asia and the fourth most populous in the world (James F. McDivitt, 2020). Indonesia is an island country which consist of 34 provinces with population almost 270 million people. Based on this fact, it will not be exaggerated to say that this country is growing rapidly on many ways.

As of 6 June, more than 6,6 million confirmed cases of COVID-19 worldwide, including more than 392,802 associated deaths have been reported. The COVID-19 pandemic is much more than a health crisis; it is a human crisis in every country in the world claiming many lives and threatening the health, social and economic spheres of society. The economic impact of COVID-19 in Indonesia is fundamentally affecting macroeconomic stability, employment, and the flow of the organizational regulation as well (United Nations Office for the Coordination of Humanitarian Affairs (OCHA); The United Nations Resident Coordinator Office (RCO), 2020). During this challenging time, there are some changes as well in organizational pathways in order to overcome the pandemic situation. As mentioned earlier COVID-19 cases has been spread out through out various places in the world, especially in Asia. The increasing number of COVID-19 cases has been worried so many lives including people in South Asia, in this case, Indonesia.

COVID-19's Impact in Indonesia

Indonesia's emergence as one of the world's leading economies with ensuing strong economic growth, a rapid decrease in poverty rates, improvements in education and access to better health services, food, water, sanitation and electricity is challenged. The COVID-19 pandemic may adversely affect important. As of 6 June, the Government of Indonesia has confirmed a total of 30,514 cases of COVID-19 throughout all 34 provinces with a total of 1,801 deaths reported. On 13 April 2020, the Government of Indonesia declared COVID-19 as national nonnatural disaster. Large scale social restrictions were implemented in major cities, affecting socio-economic activities (United Nations Office for the Coordination of Humanitarian Affairs (OCHA); The United Nations Resident Coordinator Office (RCO), 2020).

This number is categorized as a high number of risk and it will be predicted to have increasing in the couple of weeks. Some researchers and practitioners have been keep on eye on how Indonesian Government handle the pandemic situation through their regulation. Some says that Indonesian Government is still lacking in some sectors but it does not mean that the Government did not try at all.

As of 6 June, the Government of Indonesia has confirmed a total of 30,514 cases of COVID-19 throughout all 34 provinces. A total of 1,801 deaths have been reported.

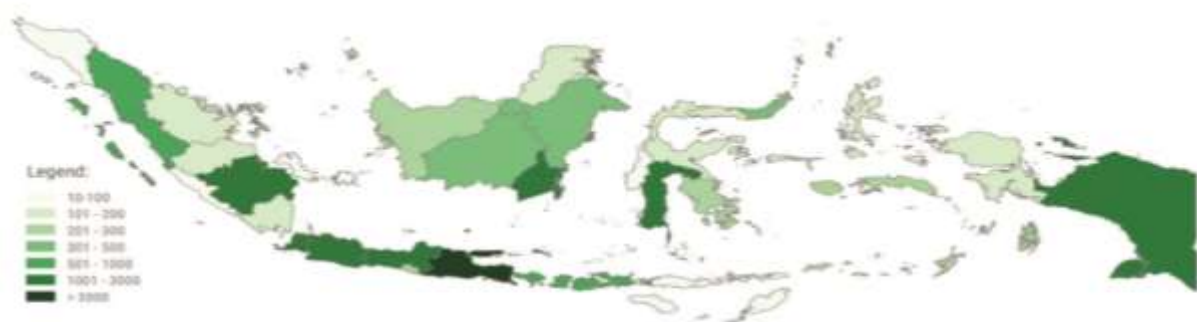


Figure 1: Geographic distribution of COVID-19 cases in Indonesia as per 6 June 2020. All provinces in the country have confirmed cases.

*graphic courtesy of (United Nations Office for the Coordination of Humanitarian Affairs (OCHA); The United Nations Resident Coordinator

Office (RCO), 2020)

Due to the increasing numbers of cases, Indonesia Government has been released a regulation named Indonesia's Large-Scale Social Restrictions or in Indonesian Language named Pembatasan Sosial Berskala Besar (PSBB). These restrictions are implemented by local governments with the approval of the Ministry of Health, including the restriction on attending school and work holidays, restrictions on religious activities, and / or restrictions on activities in public places or facilities.

This Large-Scale Social Restrictions regulation are applied mostly in the big cities of Indonesia. The President, Mr. Joko Widodo, has approved that every province is entitled to regulate their own "Large-Scale Social Restrictions" regulation. Since every province has different condition due to the pandemic situation, the central government was up to this idea and has been received various reaction from its people. However, this regulation is applied because Indonesia current situation due to the COVID-19 pandemic situation is at different stages in different provinces.

Initially, the country carried out a risk assessment, considering the following vulnerabilities, risks and capacities: percentage of the population older than 65 years, percentage of the population with hypertension, number of flight and ship arrivals, the incidence of pneumonia and influenza-like illness, as well as hospital capacity and that of other health care facilities. As a result, 8 provinces are being considered at high or very high risk, and 7 provinces at moderate risk. As a matter of fact, given that COVID-19 is a pandemic, the entire country is considered to be at high risk, as are all other countries. Nevertheless, due to the size and geographical conditions of Indonesia, a risk-ranking of provinces will enable the government to focus where risk and vulnerabilities are highest. (United Nations Office for the Coordination of Humanitarian Affairs (OCHA); The United Nations Resident Coordinator Office (RCO), 2020).

As for the example, in Jakarta which is the capital city of Indonesia, authorities have extended restrictions through July 16. Places of worship and additional offices can reopen with precautions in place. The local government has allowed shopping malls to restart operations. Schools remain closed until further notice (COVID-19 Alert: Indonesia Continues Adjusting Restrictions, 2020). Jakarta itself has been ranked into top three of the highest confirmed area in Indonesia so it is no wonder that the local authorities has become more strict with their Large-Scale Social Restrictions regulation.

On the other hand, a city called Greater Tangerang in Banten Province which located near Jakarta, has tighten up their regulation as well. The local government has extended restrictions through September 6th. Trains and public buses may operate 0430-2200 with health protocols, such as requiring workers and passengers to wear face masks and check body temperatures, in place. Shopping centers can open until 2200 daily. Weddings may take place as long as attendees occupy only up to 35 percent of the venue's capacity. Organizers of weddings are barred from serving food during the events and must implement health protocols, such as ensuring that attendees wear face masks and observe one-meter social distancing. Officials have set up 48 checkpoints throughout the region (COVID-19 Alert: Indonesia Continues Adjusting Restrictions, 2020).

Moving on to the East region of Indonesia. In Ambon, Maluku Province, protocols are in effect through August 30th. Mass gatherings are limited to 30 people. Public transport can operate until 1800 daily with health protocols, such as reduced capacities, in place. Massage parlors and beauty salons can operate 08.00 AM - 06.00 PM daily, while shopping centers and markets may open 0800-2000 daily. Officials are allowing food establishments to operate 08.00 AM -10.00 PM daily. Several public facilities, including cinemas and karaoke parlors, remain closed. Group sport is still suspended, though other sporting activities may take place; fitness facilities like gyms can operate 08.00 AM - 08.00 PM daily as long as people occupy a maximum of half the venue's capacity. Authorities have set up 20 checkpoints throughout the city to ensure that passengers adhere to health protocols. People who breach regulations may receive fines ranging from IDR 50,000 (USD 3.5) to IDR 30 million (USD 2,100) (COVID-19 Alert: Indonesia Continues Adjusting Restrictions, 2020).

All of these regulation surely made major impacts in various sectors. Some people might think that these regulations are for the best, but for some others this just led them to starve. Business are not working very well, including the organization system. As mentioned earlier, due to the increasing numbers of COVID-19 cases, offsite working will be limited in every area. Knowledge about the stages of the COVID-19 outbreak is a significant aspect that currently needs to be socialized to the public in order to anticipate psychosocial problems that might occur. Psychosocial problems will significantly depend on the stage of the outbreak that occurs in an area. Knowledge, attitudes, and practices adopted by the community play an essential role in determining the readiness of the community to make behavior change (Windarwati & et.al, 2020).

Organizational Pathway After COVID-19

Due to the rapid change of the regulations, people in Indonesia are more aware on how they should react towards the situation. There are some major change in the community responses in order to support the Government regulation. People are giving more attention to the health protocol. The three most frequent changes in public behaviour are staying at home, washing hands more, and applied social distancing. While some communities are more mindful of the risks than others, communities responses should be seen as key to end this pandemic. They should be seen as a part of solutions and not the problem. In the earlier phase of the outbreak, it seemed obvious that the Government's scepticism and hesitance, or even denial of the potential pandemic occurring in Indonesia, had direct impacts and drifted communities away from favourable risk perceptions towards the pandemic (Djalante & et.al, 2020).

The regulation changes has also lead to the organizational system changes. Due to the Large-Scale Social Restrictions regulation, some sectors are not allowed to operate normally. The local authorities has announced to all the employer to give their employee the right to work from home. Work from home system or remote working are very much applied in various organization, followed by various organization regulation related to the health protocol. Only some sectors are allowed to fully operate such as foods and beverage, medical institution, and public services sectors.

These condition has brought a brand new working habit to the organization. This condition oftenly called as the “new normal”. In the workplace, employee has been accelerated adoption of smart work (such as remote work, travel reduction, and virtual meetings). In the new normal, smart work will be the standard across organizations. Most companies implement effective measures to bring health and hygiene to the next level. In the new now, employee’s physical and mental health will be organizational cornerstones.

On the other hand, employee try to manage their employee’s workforce flexibility. In the new normal, they will have a flexible workforce. Also, the employee try to communicate openly with empathy. Since there’s so much thing happen during this hard times, employee could face various new obstacles while doing their work. This is exactly the reason why the employer should have more empathy. Besides, leadership will come from the head, heart, and hands (Rainer & et.al, 2020).

In this pandemic situation, companies drive their digital readiness. In the new normal, the bionic organization will emerge with a new operating model and robust digital backbone. This means that not only the employer who has to evolved, but also the employee. The employee has to mastering the technology. Eventhough people are still adjusting with the new way, this is the least they could do to face this whole pandemic situation.

Since the Indonesian government has planned to implement new normal conditions, the present study aims to reveal whether society, especially living in cities, has a strong intention to participate in out-of-home activity after the COVID-19 pandemics. By employing the ordered logit model, the study investigated the factors influencing the activity participation intention of working and studying, shopping, eating, recreation, and social activities during new normal conditions. We found that workers with more e-working frequency during the outbreak tended to travel more to their workplace during new normal conditions (Irawan & et.al, 2020).

Conclusion

As mentioned earlier, that the economic impact of COVID-19 in Indonesia is fundamentally affecting macroeconomic stability, employment, and the flow of the organizational regulation as well (United Nations Office for the Coordination of Humanitarian Affairs (OCHA); The United Nations Resident Coordinator Office (RCO), 2020). This has bring such a various change in so many aspect, including the organizational pathway in Indonesia. Eventhough people are still adjusting with the new way, this is the least they could do to face this whole pandemic situation. As long as all organization in Indonesia could adjust and being adaptive towards the changes, hopefully this pandemic situation would be bearable.

REFERENCES

- COVID-19 Alert: Indonesia Continues Adjusting Restrictions.* (2020, August 27). Dipetik November 5, 2020, dari World Aware: <https://www.worldaware.com/covid-19-alert-indonesia-continues-adjusting-restrictions>
- Djalante, R., & et.al. (2020). Review and analysis of current responses to COVID-19 in Indonesia: Period of January to March 2020. *Progress in Disaster Science*.
- Irawan, M. Z., & et.al. (2020). Exploring the intention of out-of-home activities participation during new normal conditions in Indonesian cities. *Transportation Research Interdisciplinary Perspectives*.
- James F. McDivitt, T. R. (2020, October 14). Dipetik October 19, 2020, dari Britannica: <https://www.britannica.com/place/Indonesia>
- Rainer, S., & et.al. (2020, April 30). People Priorities for the New Now.
- United Nations Office for the Coordination of Humanitarian Affairs (OCHA); The United Nations Resident Coordinator Office (RCO). (2020). *INDONESIA MULTI-SECTORAL RESPONSE PLAN TO COVID-19*. United Nations Office.
- Windarwati, H. D., & et.al. (2020). In the Middle of the COVID-19 Outbreak: Early Practical Guidelines for Psychosocial Aspects of COVID-19 in East Java, Indonesia. *Psychiatry Research*.