

Mental Wellness and Professional Competencies during Challenging Time

Hari Ulang Tahun yang ke-64 Ikatan Akuntansi Indonesia



The impact of the COVID-19 crisis on mental wellness (1 of 3)

COVID-19 crisis has seriously damaged mental health all over the world:

- **a high price has been paid by many children who've missed out on time with friends and school**
- **many of the elderly have felt isolated.**
- **stresses faced by employees. In the UK, new evidence on health workers shows that nearly half of those working in intensive care units suffered from severe anxiety, depression, post-traumatic stress disorder, or harmful use of alcohol.**

The impact of the COVID-19 crisis on mental wellness (2 of 3)

GLOBAL COUNTRY AVERAGES

Q. How has your emotional and mental health changed since ...?

On average across the 30 countries and markets surveyed, 45% of adults say that since the beginning of the pandemic about a year ago, their mental and emotional health has gotten worse. Fewer (27%) say the same thing about the change in their mental/emotional health since the start of the year.

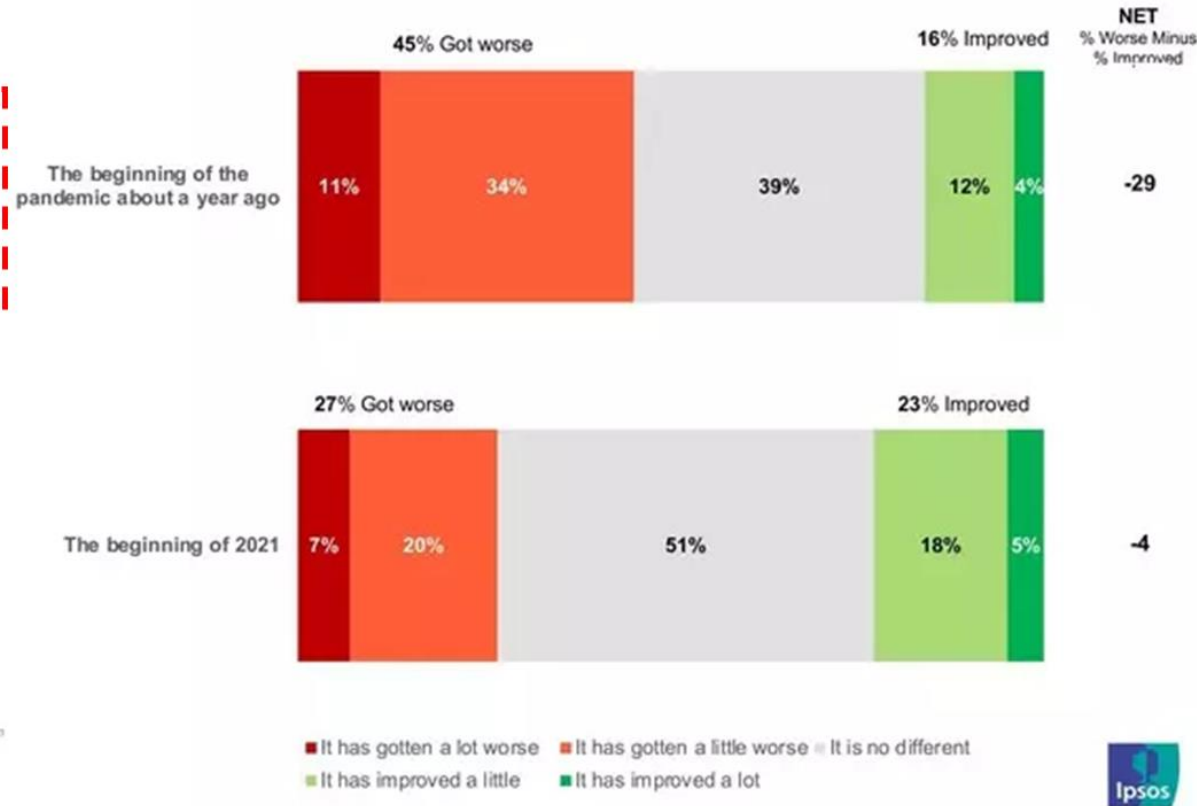
The average percentage of those who have seen an improvement in their emotional and mental health in the past three months (23%) is 7 points higher than the percentage of those reporting an improvement over a year ago.

The average percentage of those reporting no change since January 2021 (51%) is 12 points higher than the percentage of those reporting no change since the beginning of the pandemic.

Base: 21,011 online adults aged 16-74 across 30 markets

The "Global Country Average" reflects the average result for all the countries and markets where the survey was conducted. It has not been adjusted to the population size of each country or market and is not intended to suggest a total result.

7 - © Ipsos | 2021 One year of COVID



Ipsos Group is a multinational market research and a consulting firm with headquarters in Paris, France. It conducts market research on advertising, marketing, media, public opinion, and social research. Ipsos operates in Europe, Latin America, the Asia-Pacific Rim, the United States and the Middle East.

Source : World Economic Forum

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The impact of the COVID-19 crisis on mental wellness (3 of 3)

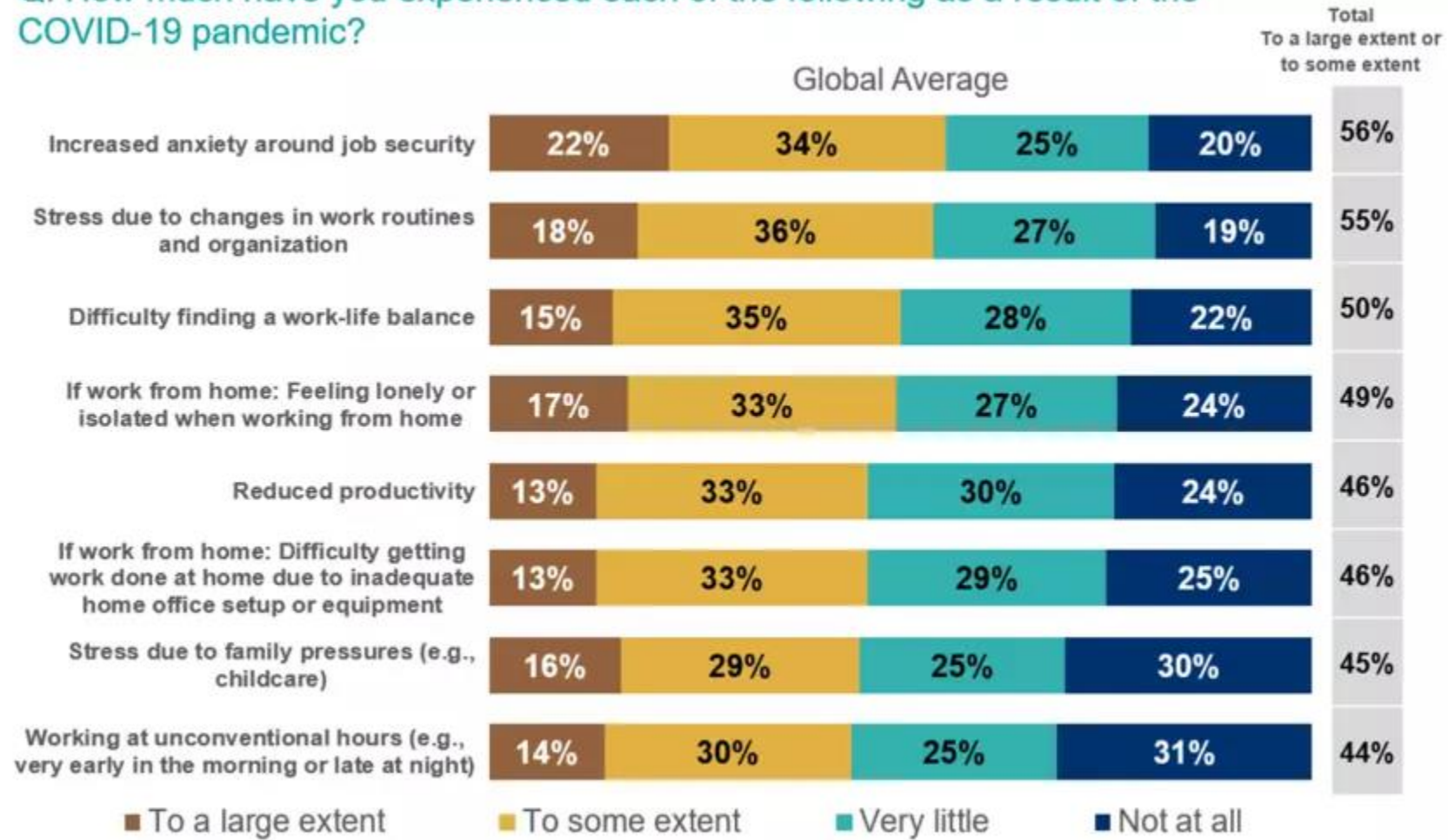


Source : World Economic Forum

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COVID-19 → Employees Mental Wellness

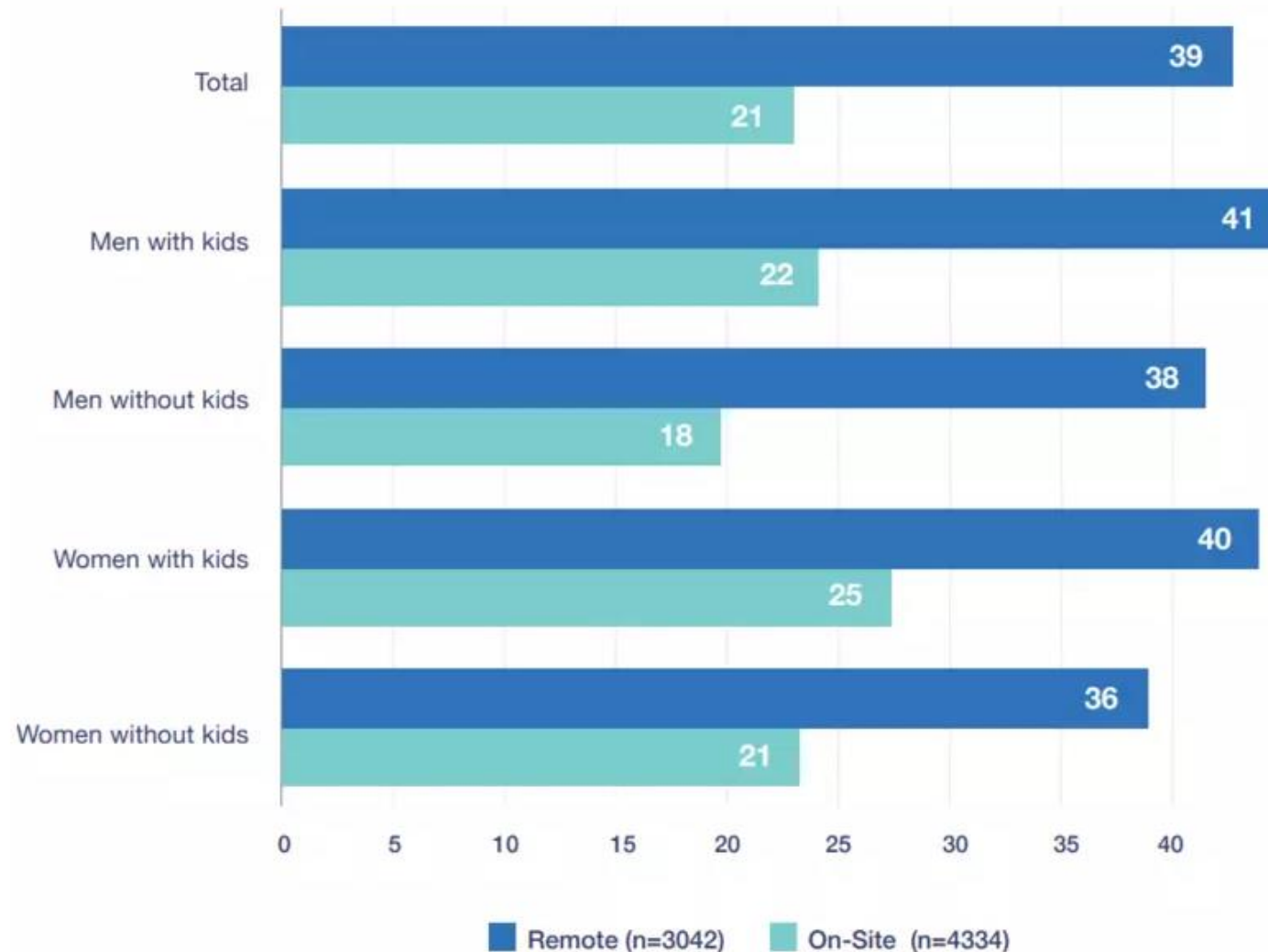
Q. How much have you experienced each of the following as a result of the COVID-19 pandemic?



Source : World Economic Forum

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Length of the work day from start to finish increased (%)



Remote employees have, on average, a longer working day – an hour longer.

home-schooling and childcare responsibilities may also have led to disruption during regular business hours, and a need to catch up on work in the evening.

COVID-19 → Mental Wellness → Business

- **COVID-19 has changed the way businesses operate.**
- **social distancing have had a transformational impact on the employee experience.**
- **employee wellness and how mental and emotional health in the workplace should be defined.**
- **it is important for organizations to venture beyond traditional norms and explore creative solutions to support the workforce effectively.**

Several ways in order to experience mental wellbeing

- You need to believe that your life has purpose and meaning
- You should feel that you have autonomy
- You should be experiencing personal growth
- You should feel that you are managing your life well
- You should have positive relationships
- You should know yourself well

Few ways that can safeguard the well-being employees

- **360-degree wellness**

- access to professional healthcare services, including mental health support, and additional services like childcare, caregiving for the sick, and elderly care.
- paid days off and guidance about tangible self-care habits, like regular exercise and a nutritious diet.
- health-focused initiatives like yoga and guided meditation sessions can also foster a sense of community and belonging.

- **Feedback-based action**

- engage employees in the decision-making process.

- **Communication**

- ensure that employees have access to regular and credible information on policy, workflow processes, and broader business decisions.
- ascertain that information around mental and physical health is easily available to employees from a variety of independent sources.

- **Looking ahead**

- giving them greater flexibility and autonomy at work.

Unilever Indonesia programs to maintain employee productivity in pandemic

Unilever Indonesia tries to formulate and enforce new regulations:

- The meeting should not be earlier than 08.30 am because parents have to prepare their children.
- Every 12.00-13.00 hours, the communication department blocks time so there is no meeting because family members demand housewives to eat together or at least prepare food.
- The meeting must be finished by 18.00 because they need to return to their families.
- Block the schedule in the calendar as time to focus at least one hour per day. It's best to schedule it a week or two in advance, before another meeting is scheduled.
- Friday afternoons are advised not to have formal meetings because that is the time to focus and develop.

MIND ID Group programs to maintain employee productivity in pandemic (1 of 3)

Protokol Penanganan dan Pencegahan COVID-19 MIND ID

September 2020



1. Protokol Kesehatan Diri Pegawai & Keluarga

- Menjalankan pola dan perilaku hidup sehat bagi Pegawai dan keluarga, tidak makan atau jajan sembarangan, olahraga teratur, perbanyak minum air putih dan vitamin.
- Menerapkan prinsip-prinsip pencegahan dan pengendalian COVID-19 dengan selalu menghindari kontak fisik, kerumunan serta mengatur jarak interaksi (physical distancing) minimal 1 (satu) meter, mencuci tangan dengan air mengalir dan/atau cairan pembersih tangan (hand sanitizer), menggunakan masker menutupi hidung, mulut hingga dagu, serta ikuti aturan pemerintah dan protokol perusahaan maupun protokol ditempat umum
- Jika harus berpergian keluar rumah wajib untuk selalu menggunakan masker dan usahakan tidak menggunakan transportasi massal baik Pegawai maupun anggota keluarga yang tinggal dalam satu rumah.
- Pegawai diwajibkan melakukan karantina mandiri selama 14 (empat belas) hari dan melakukan pemeriksaan swab test-PCR jika berpergian dari dan ke zona merah atau melakukan kontak erat dengan orang yang berada di zona merah.
- Jika Pegawai atau anggota keluarga yang serumah merasa tidak sehat dengan kriteria:
 - Demam 38 derajat Celsius.
 - Batuk/pilek, atau nyeri tenggorokan.
 - Sesak Nafas.
- Agar melapor ke Divisi Human Capital untuk difasilitasi test swab – PCR, melakukan isolasi terkendali, minum vitamin, obat-obatan pribadi dan istirahat yang cukup.
- Pegawai mengikuti Protokol Penanganan Pegawai Dengan Status Konfirmasi yang telah ditetapkan Perusahaan berdasarkan hasil pemeriksaan test swab – PCR.



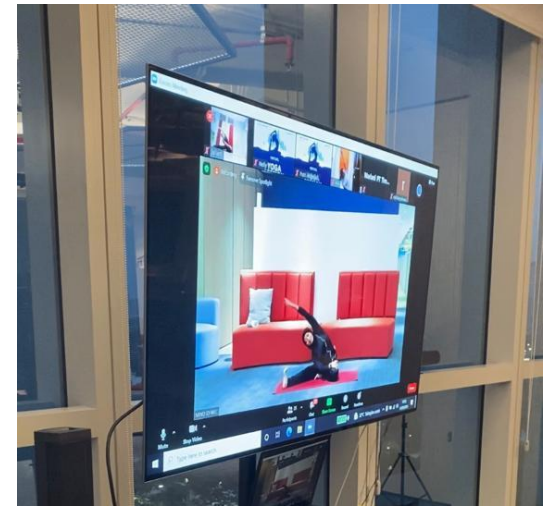
Content

- Protokol Kesehatan Diri Pegawai & Keluarga
- Protokol Penanganan Pegawai Dengan Status Konfirmasi.
- Protokol Komunikasi Penanganan Pengelolaan & Pencegahan Covid-19
- Protokol Penanganan Anggota Keluarga Serumah (AKS) untuk Pegawai dengan Status Konfirmasi
- Protokol Penanganan Pegawai dengan Anggota Keluarga Serumah (AKS) yang Terkonfirmasi
- Protokol Isolasi Terkendali
- Protokol Karantina Mandiri

Alur Protokol Penanganan Pegawai Dengan Status Konfirmasi

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    graph TD
      A[Pegawai melakukan pemeriksaan test swab-PCR] --> B{Hasil terkonfirmasi}
      B -- No --> C[Mematuhi protokol kesehatan Diri Pegawai & Keluarga]
      B -- Yes --> D[Divisi Human Capital menghubungi Pegawai & mendaftarkan Pegawai untuk melakukan pemeriksaan kesehatan lebih lanjut]
      D --> E[Pegawai mematuhi Protokol Karantina Mandiri  
Pegawai mengisi formulir tracing  
Pegawai melakukan pemeriksaan kesehatan lanjutan di RS rujukan]
      E --> F[Divisi Human Capital memfasilitasi test swab-PCR untuk anggota keluarga Pegawai yang serumah]
      F --> G{Hasil pemeriksaan mengharuskan Pegawai untuk dirawat di Rumah Sakit}
      G -- No --> H[Pegawai melakukan protokol Isolasi Terkendali selama 14 hari]
      G -- Yes --> I[Pegawai menginformasikan Divisi Human Capital untuk penanganan lebih lanjut]
      I --> J[Merujuk pada Protokol Penanganan Anggota Keluarga Serumah dengan Pegawai Status Konfirmasi]
      J --> K[Divisi Human Capital memfasilitasi test swab-PCR untuk anggota keluarga Pegawai yang serumah]
  
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Protokol Penanganan dan Pencegahan Covid-19

Virtual Yoga

MIND ID Group programs to maintain employee productivity in pandemic (2 of 3)



Pemberian Obat, Vitamin, dan Safety Kit bagi Pegawai

MIND ID Group programs to maintain employee productivity in pandemic (3 of 3)

HUBIN RING RING

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WEBINAR NOVEMBER 2020
TETAP TENANG & PRODUKTIF

Adjie Santosoputro
Praktisi Mindfulness dan Emotional Healing

Selasa 24 November 2020
09.00 -11.00 WIB

Host
Kohli Al Furqon

Passcode : 940 4067 5265
Meeting ID : 1234

DOOR PRIZE
SIKAT DAN KERTAKAN BERBAHU

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BUMI UNTUK INDONESIA

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WEBINAR SERIES
"NO BURNOUT, STAY SANE"

RAHMAT RAMADAN
HOST

ANALISA WIDYANINGRUM, M.PSI., PSIKOLOG
CLINICAL PSYCHOLOGIST / CEO APDC INDONESIA

Selasa 27 Juli 2021
09.00 -11.00 WIB

Meeting ID : 867 7419 4314
Passcode : 072047

DOOR PRIZE

Organized By **HUBIN**

antam

LIVE WEBINAR

Webinar Kesehatan

Menciptakan Kebahagiaan di Masa Pandemi, Demi Terciptanya Produktifitas Kerja yang Optimal

RA. Oriza Sativa, S.Psi, CH, CCR
Clinical Psychologist , Counselor and mental Health Educator

Kamis, 7 Oktober 2021
Jam 13.00 sd 15.00

Divisi Learning & Development
Elfitri Malia 0813 8682 3737
Nadhila 0858 8272 0466

zoom

antam

Divisi Learning & Development
SERIAL WEBINAR COVID 19

Rabu | 27 OKTOBER 2021
Pukul 13.00 s/d 15.00

WHAT SHOULD WE DO NEXT?

Dewi Nur Aisyah, BSc. (Hons), MSc, DIC, PhD
Senior Epidemiology and Informatics Advisor
Australia - Indonesia Health Security Partnership (AIHSP)

Info lebih lanjut hubungi :
Elfitri Malia 0813 8682 3737 Nadhila 0858 8272 0466

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WEBINAR SERIES
OBESITAS? NO WAY

dr. Dion Haryadi
Medical Doctor / Health & Fitness Content Creator

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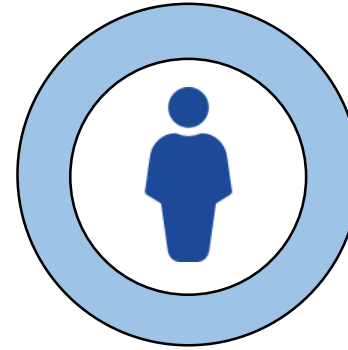
Webinar Kesehatan

Top 15 Skills of 2025



2020

1. Analytical thinking and innovation
2. Active learning and learning strategies
3. Complex problem-solving
4. Critical thinking and analysis
5. Creativity, originality and initiative
6. Leadership and social influence
7. Technology use, monitoring and control
8. Technology design and programming



2025

1. Resilience, stress tolerance and flexibility
2. Reasoning, problem-solving and ideation
3. Emotional intelligence
4. Troubleshooting and user experience
5. Service orientation
6. Systems analysis and evaluation
7. Persuasion and negotiation

Source : World Economic Forum

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Time needed to start building new skills online in jobs of tomorrow



1-2
Months

People and Culture,
Content Writing, Sales and
Marketing skills



2-3
Months

Product Development
and Data and AI skills



4-5
Months

Cloud Computing and
Engineering skills

Source : World Economic Forum

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Thank You