



The Future of **HUMAN INTELLIGENCE**

Balancing Emotional, Cognitive, and Technological Skills in HR Management



Dr. Elkana Timotius

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Areas of Expertise

- Merchandising Management
- Strategic Marketing
- Business Analysis
- Retail Store Operation
- Product Management
- System Optimization
- Brand Development
- Pricing Strategy
- Consumer Behavior
- Organizational Behavior
- Industrial Management
- Human Capital Management

Education Background

- **Institut Teknologi Nasional** (Bachelor of Industrial Engineering, 1994-1998)
- **IMNI Business School** (Master of Management in Finance Management, 2000-2001)
- **Universitas Pelita Harapan** (Master of Industrial Engineering in Technology Management, 2001-2003)
- **Universitas Negeri Jakarta** (Doctor of Management Science in Human Resources Management, 2016-2018)
- **Institut Teknologi Bandung** (Engineering Profession in Industrial Engineering, 2022-2023)

Certification

- **Asia Marketing Federation** (Certified for Professional Marketer/CPM Asia, 2013)
- **Stonebridge Associated Colleges** (Diploma in Retail Management/Dip.RetMgt, 2016)
- **Persatuan Insinyur Indonesia** (Insinyur Profesional Utama / IPU, 2020)

Professional Experiences

- **PT. Polyfin Canggih** (Controller Staff, 1998-2000)
- **PT. Interkemas Flexipack** (PPIC Senior Supervisor, 2000-2001)
- **PT. Makro Indonesia** (Assistant Merchandising Manager, 2001-2003)
- **PT. Ace Hardware Indonesia** (Buyer, 2003-2005)
- **PT. Matahari Putra Prima, Tbk** (Merchandising Manager, 2005-2007)
- **PT. Sepatu Bata, Tbk** (Product Manager, 2007-2009)
- **PT. Rodalink Indo Tama** (General Manager/Director, 2009-current)

Academic Experiences

- **Universitas Kristen Krida Wacana** (Home-based Lecturer/Assistant Professor at Department of Industrial Engineering, 2003-current)
- **President University** (Lecturer at School of Business, 2010-current)
- **Raffles College** (Local Tutor for University of Wollongong and BBA & MBA's University of Hertfordshire, 2018-current)
- **Universitas Bunda Mulia** (Lecturer at Department of Management & Postgraduate Program, 2019-current)
- **MarkPlus Institute** (Executive Facilitator and Lecturer for MMT's Institut Teknologi Sepuluh Nopember, 2022-current)
- **Universitas Pelita Harapan** (Lecturer at Department of Industrial Engineering, 2023-current)



A man's profile is shown in a three-quarter view, looking towards the right. His head is partially obscured by a complex, low-poly digital overlay in shades of blue and yellow. This overlay represents a brain or a network of information, with various icons floating around it, including a shopping cart, a Euro symbol, a person icon, a location pin, a Wi-Fi symbol, a telephone, a globe, a cloud, a mail icon, and a person icon. The background is a solid dark blue.

HUMAN INTELLIGENCE

is the mental quality that consists of the abilities to learn from experience, adapt to new situations, understand and handle abstract concepts, and use knowledge to control an environment.



Creative Skills



Analytical Skills



Practical Skills



Secara global,
teknologi digital akan menggantikan
1-1,5 milyar pekerjaan manusia
sepanjang tahun 2015-2025
karena diganti dengan mesin otomatis.

(Gerd Leonhard, futurist)

Diperkirakan
65% murid SD saat ini
akan mengerjakan pekerjaan
yang sebelumnya belum pernah ada
bahkan belum terpikirkan.

(US Department of Labor Report)

A man in a dark suit stands with his back to the camera, looking into a digital tunnel. The tunnel is formed by rows of binary code (0s and 1s) that recede into the distance, creating a strong sense of perspective. The background is a vibrant blue, and the overall image conveys a sense of technology and digital progress.

Teknologi digital berpotensi membuka 2,1 juta lapangan pekerjaan baru pada tahun 2025.

(World Economic Forum)

Teknologi digital berpotensi mengurangi sekitar 26 milyar ton emisi karbon dari industri elektronik, logistik, dan otomatis sepanjang tahun 2015-2015.

(World Economic Forum)