

Psychology: Opportunities and Challenges in ASEAN Economic Community (AEC)

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- Dean Faculty of Psychology UNAIR 2007-2015
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Indigenous Psychology: Globalizing the Local
Universitas Airlangga, 19 November 2015



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KEAHLIAN/KEPAKARAN

- Psikologi Industri & Organisasi
- Kepemimpinan
- Pengambilan Keputusan

PENDIDIKAN

- S1 Psikologi di Universitas Airlangga
- S2 Psikologi Industri & Organisasi di Universitas Indonesia
- S3 Psikologi Industri & Organisasi di Universitas Indonesia

PELATIHAN UTAMA

- Informasi dan pasar kerja di Jerman oleh Deutsche Stiftung für internationale Entwicklung (DSE)
- Psikodiagnostika oleh Himpunan Psikologi Indonesia (Himpsi)
- Keterampilan mengajar oleh Lembaga Peningkatan dan Pengembangan Pendidikan Universitas Airlangga (LP3UA)
- Asesor oleh Badan Akreditasi Nasional Perguruan Tinggi (BAN-PT)
- Active Didactic Method in Teaching Psychology oleh Fakultas Psikologi Unair

BIDANG PENGAJARAN

- Pengelolaan Manusia Dalam Organisasi
- Model Pengambilan Keputusan
- Pengembangan Individu Dalam Organisasi
- Kepemimpinan & Coaching
- Logika dan Metode Sains

MINAT PENELITIAN

- Kepemimpinan
- Pengambilan Keputusan
- Kesehatan Organisasi
- Pembelajaran Organisasi
- Pendidikan Tinggi

LAIN-LAIN

- Dekan Fakultas Psikologi Universitas Airlangga (2007–2010, 2010–2015)
- Ketua Himpunan Psikologi Indonesia Wilayah Jawa Timur (2008–2011, 2011–2014)
- Asesor Badan Akreditasi Nasional Perguruan Tinggi
- Ketua Asosiasi Penyelenggara Pendidikan Tinggi Psikologi Indonesia (AP2TPI) (2011–2013)

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Agenda

1. Take a look closer about globalization and how your attitude toward it.
2. Do you know about AEC?
3. Good news and bad news: ASEAN Psychology Competences
4. How do you prepare yourself to face opportunities and challenges in CEA and globalization



Globalization

A good or a bad thing?



Attitude toward G**L**obalization



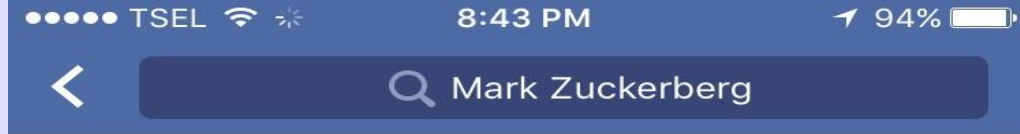
Take a look closer about globalization

...is the economic, social, and political connectivity with people in all part of the world.



Anthony Giddens uses the following definition: Globalization can thus be defined as the intensification of worldwide social relations which link distant localities in such a way that local happenings are shaped by events occurring many miles away and vice versa.





Mark Zuckerberg

**Mark Zuckerberg**

October 27 at 10:49 AM · Edited ·

We've activated Safety Check in response to the earthquake that struck Afghanistan, Pakistan and the surrounding region. The tool is here:

<https://www.facebook.com/safetycheck/afghanistanearthquake-oct2015>

If you're in the affected area you'll see a notification to mark yourself safe. You can also check on the status of friends and family.

I just arrived in India for our Townhall Q&A tomorrow. Many of my colleagues were here when the buildings started shaking, and I was glad that I could connect with them quickly and know they were okay. I hope Safety Check can help others in this difficult time, and my thoughts are with everyone affected by this disaster.

51.6K Likes 1.8K Comments



Like



Comment



Share

**Mark Zuckerberg**

October 26 at 4:22 PM · Xianyang, China ·

Today I visited Xi'an -- one of the great ancient



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Social Globalization



Social globalization pertains to human interaction within cultural communities, encompassing topics like family, religion, work and education.



...is marked by the increase in association among people from separate parts of the world.

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Political Globalization



Political globalization "refers to an increasing trend toward multilateralism (in which the United Nations plays a key role), toward an emerging 'transnational state apparatus,' and toward the emergence of national and international nongovernmental organizations that act as watchdogs over governments and have increased ...



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Economic Globalization



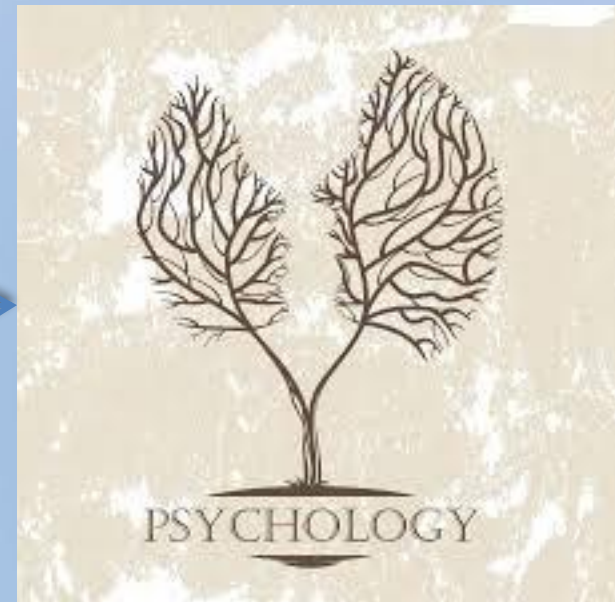
Economic globalization is the increasing economic interdependence of national economies across the world through a rapid increase in cross-border movement of goods, service, technology and capital.



Whereas the globalization of business is centered around the diminution of international trade regulations as well as tariffs, taxes, and other impediments that suppresses global trade, economic globalization is the process of increasing economic integration between countries, leading to the emergence of a global marketplace or a single world market

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ASEAN Economic Community (AEC)



Main Characteristic AEC

The AEC will establish ASEAN as:

- 1. a single market and production base**
making ASEAN more dynamic and competitive with new mechanisms and measures to strengthen the implementation of its existing economic initiatives;
- 2. accelerating regional integration in the priority sectors;**
- 3. facilitating movement of business persons, skilled labour and talents; and strengthening the institutional mechanisms of ASEAN.**

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Southeast Asia: a single market & production base

19

The ASEAN Economic Community (AEC) represents a tremendous opportunity for business in Southeast Asia

In 2015, Southeast Asia will transform into an integrated market, making it easier for businesses in Southeast Asia to expand



What it is comprised of...

Free flow of goods

Free flow of services

Free flow of investment

Free flow of capital

Free flow of skilled labor

What it means...

Cheaper and easier to sell goods across borders

Easier to provide services and establish companies in the region

More attractive to foreign direct investment

Easier to obtain/move capital across the region

Easier to recruit talent from countries in Southeast Asia

Psikologi Indonesia



Free Flow of Services

- Free flow of trade in services is one of the important elements in realising ASEAN Economic Community, where there will be **substantially no restriction** to ASEAN services suppliers in providing services and in establishing companies across national borders within the region, **subject to domestic regulations.**



Free Flow of Services

In facilitating the free flow of services by 2015, ASEAN is also working towards recognition of professional qualifications with a view to facilitate their movement within the region.

- Actions:
 - i. Remove substantially all restrictions on trade in services for 4 priority services sectors, air transport, e-ASEAN, healthcare and tourism, by 2010 and the fifth priority services sector, logistics services, by 2013;
 - ii. Remove substantially all restrictions on trade in services for all other services sectors by 2015;





AEC Blueprint : Free Flow of Skilled Labor

□ *Facilitate the issuance of visa and employment passes for ASEAN professionals and skilled labor*

□ *Working towards harmonisation & standardisation through MRAs (Mutual Recognition Arrangements)*

MRAs enables the qualifications of services suppliers recognised by one ASEAN country to be mutually recognised by another ASEAN member

□ *7 MRAs currently concluded*

Engineer

Medical

Nursing

Land Survey

Accounting

Dental

Architect

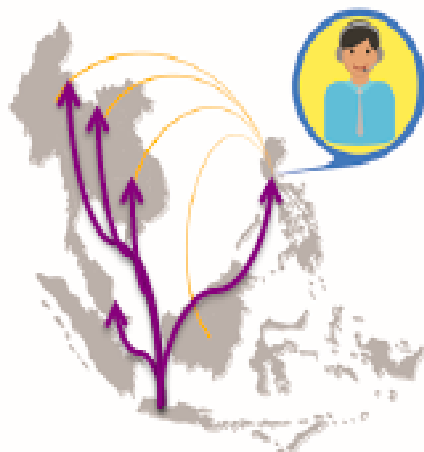
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TRADE IN SERVICES MODES

MODE 1

Cross-border supply



Supplier provides services across ASEAN from its territory (Ex: IT-BPO)

MODE 2

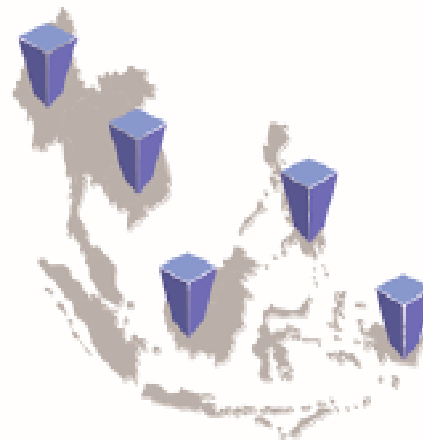
Consumption abroad



Supplier provides services to ASEAN consumers within its territory (Ex: Local tourism packages for ASEAN tourists)

MODE 3

Commercial presence



Supplier provides services by establishing branches across ASEAN (Ex: Banks and clothing lines)

MODE 4

Temporary movement of people



Supplier provides services by deploying workers from its territory to ASEAN (Ex: Intra-corporate transferees)



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ARUPS Competence Taskforce (ACT)

- Background and origin: Developing Greater Integration for ASEAN Psychology
- What are the goals?
 - Encourage mobility of students (eligibility to apply for Masters programs after graduating with a degree from a different country)
 - Encourage mobility of professionals
- How to accomplish this?
 - To develop an ARUPS Register of Psychologist
 - To develop a clear psychology education framework for university programmes



Good News and Bad News about Psychology Competence in Indonesia

- Good News: Indonesian National Standard that created by Asosiasi Penyelenggara Pendidikan Tinggi Psikologi Indonesia (AP2TPI) conform with ASEAN Competence Standard
 - Psychologist must be level Master
 - Working hours of Internship in general equal with other countries in ASEAN
- Bad News: Undergraduate of Psychology competence standard still lower than APA Competence Standard



APA STANDARD

2.2 Demonstrate psychology information literacy

2.2a Read and summarize general ideas and conclusions from psychological sources accurately

2.2A Read and summarize complex ideas accurately, including future directions, from psychological sources and research

2.2b Describe what kinds of additional information beyond personal experience are acceptable in developing behavioral explanations (i.e., popular press reports vs. scientific findings)

2.2B Describe the characteristics and relative value of different information sources (e.g., primary vs. secondary, peer reviewed vs. non-reviewed, empirical vs. nonempirical)

2.2c Identify and navigate psychology databases and other legitimate sources of psychology information

2.2C Develop a comprehensive strategy for locating and using relevant scholarship (e.g., databases, credible journals) to address psychological questions

2.2d Articulate criteria for identifying objective sources of psychology information

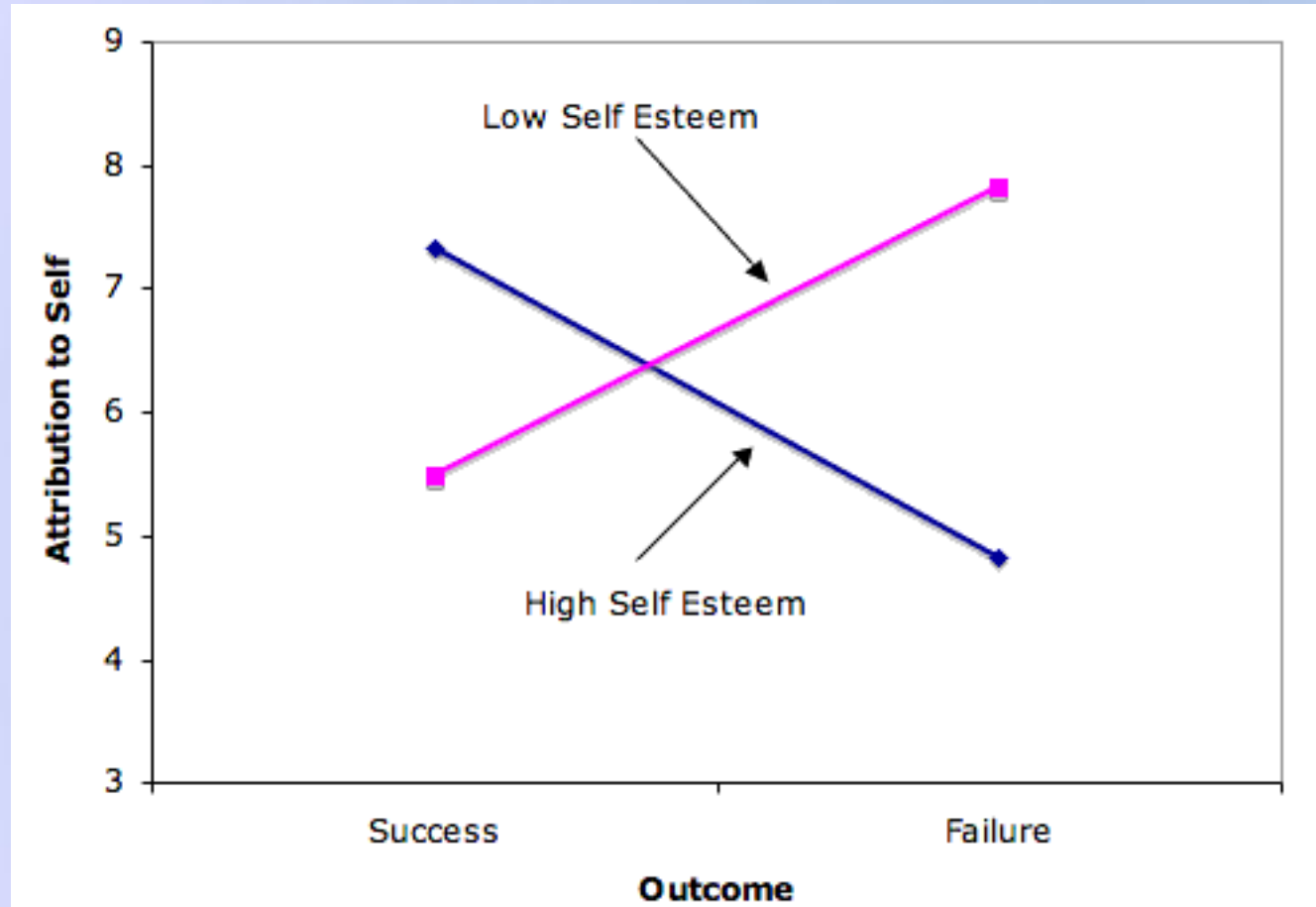
2.2D Evaluate psychology information based on the reliability, validity, and generalizability of sources

2.2e Interpret simple graphs and statistical findings

2.2E Interpret complex statistical findings and graphs in the context of their level of statistical significance, including the influence of effect size, and explain these findings using common language



APA STANDARD



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APA STANDARD

Focus on SOFT SKILLS

Attributes Inferred From Successful Demonstration

- Capable of coping with complexity and ambiguity
- Conversant about psychological phenomena
- Curious
- Flexible in thinking
- Knowledgeable about psychology
- Motivated
- Open minded
- Prepared
- Psychologically literate

Psychology is within,
not psychology for you

Attributes Inferred From Successful Demonstration

- Adaptable
- Collaborative
- Confident
- Conscientious
- Dependable
- Directed
- Efficient
- Industrious
- Intuitive
- Prepared
- Reflective
- Resilient
- Resourceful
- Responsible
- Sensitive

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So what should we do/prepare



Indonesian Market is Very big.

So we have to secure that market will be served by Indonesia provider.

Psychological Services Areas



Psychological Services Areas

We hope a psychological services in Indonesia, will not repeat what is now happening with physical health services, which the Indonesian people seek for treatment abroad



Health issues today and in the future will require psychological expertise for solving problems of mental health as well as physical health.

Psychological Services Areas



- Psychomotor, Language, Emotional & Behavior Disorder
- Intellectual Disability
- Pervasive Development Disorder (Autism Spectrum Disorder)
- Attention Deficite With/ Without Hiperactive Disorder
- Learning Disabilities
- Conduct Disorder
- Oppositional Defiant Disorder
- Common Problem (Such As Tantrum, Enuresis, Picky Eating)
- Chronic Illness (Such As Thalasemia, Leukemia, Cancer, Heart Diseases)
- Addiction
- Aggressive Behavior.

Psychological Services Areas

- Problems of Interpersonal Communication, Marital Problems, Problems of Self-esteem, Problems of Adjustment, and Others
- Neurotic; such as Anxiety Disorder, Phobias, Obsessive Compulsive, Panic Disorder, Depression and so on
- Psychotic; such as Schizophrenia, Paranoid, Catatonic, Disorganized, and so on
- Personality Disorders; such as Borderline, Narcissistic, Histrionic, Psychopaths
- Sexual Harassment and Gender Identity Disorders



Psychological Services Areas



- Learning Difficulties
- Self-development
- Aptitude Screening,
- Underachiever,
- Gifted Children
- Special Needs Children
- Bullying in The School System
- and Other Educational Problems

Psychological Services Areas



- Human Trafficking
- Intergroup Conflict
- Street Children
- Community Development For Enhancing Physical and Psychological Well Being
- Advocation for Social Justice,
- Community Empowerment,
- Building People Bravery to Express Their Voices For Better Living
- and Others

Psychological Services Areas

- Selection
- Promotion
- Placement
- Job Analysis
- Training & Development program
- Performance appraisal
- Team building
- Organizational Development
- And others



Recent Practices of Psychological Services and Need to Localizing

Assessment:

- Practices: using tools from other cultures without appropriate adaptation of its items and norms.
- The needs: doing appropriate adaptation or even urgently needed to develop assessment tools based on local culture



Recent Practices of Psychological Services and Need to Localizing

Intervensi:

- Practices: generally using intervention techniques from other cultures and did not explore its of our own culture
- The Needs:
 - Requires skills and a deep understanding of the common characteristics of Indonesian people, e.g: do not have habit to speak about ideas or wishes freely, beliefs that others have better knowledge of himself, prefer to use non-verbal language, etc
 - Explore intervention techniques of their own culture and do some research to test their effectiveness

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The others Challenges

- Our people tend to trust the quality of the workers of the developed countries
- Need to have better understanding about the culture, habits and behavior patterns of the society itself.
- Always developing new ways of providing psychological assessment and intervention based on the concepts and theories and based on the local culture.



My Personal Hope



Wer zu springen weit musste er viel zu Platz weg will

Thank you
TERIMA KASIH

Keep Learning
Be a Hero

