

Leading Digital Transformation: Developing Self-Regulating Actors in Digital Organization

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ABSTRACT

Digital technology provides opportunities for organizations to grow exponentially by eliminating the distortions and other damaging effects on hierarchical organization. Old industrial organizations would be eaten by a new digital one. Many established firms aware that digital technology can help them doing the businesses with faster responses in lower costs and serve the customers rooms for designing and making customized products collaboratively. Many start-up companies realize that digital technology for create products with newly business model which disrupt the current way of doing business and take engaged customers away from the firms that cannot adapt. Being digital organization for every firms is strategic issue. Transforming the old hierarchical organization to become digital organization must be tackled appropriately in holistic perspective. Digital technology has been changing the way we view the organization from hierarchical system to actor-oriented architecture. In actor-oriented architecture, organization is populated by individuals who capable to work and collaborate in self-regulating mode. For developing self-regulating actors, this study used organizational behaviour approach. Required skill development for being self-regulated actors is influenced by individual, group, and organizational factors. This study aimed to elaborate the impact of digital skill of individual employee, digital leadership of direct supervisor, digital mindset of top management, and digital culture on self-regulating actor development.

Keywords: digital organization, digital leadership, learning culture, digital mindset, digital skill