

May 27th, 2025

# From Insight to Impact:

*Leveraging Psychometric Analysis for Enhanced Productivity in Indonesian Enterprises*

**Lina Natalya**

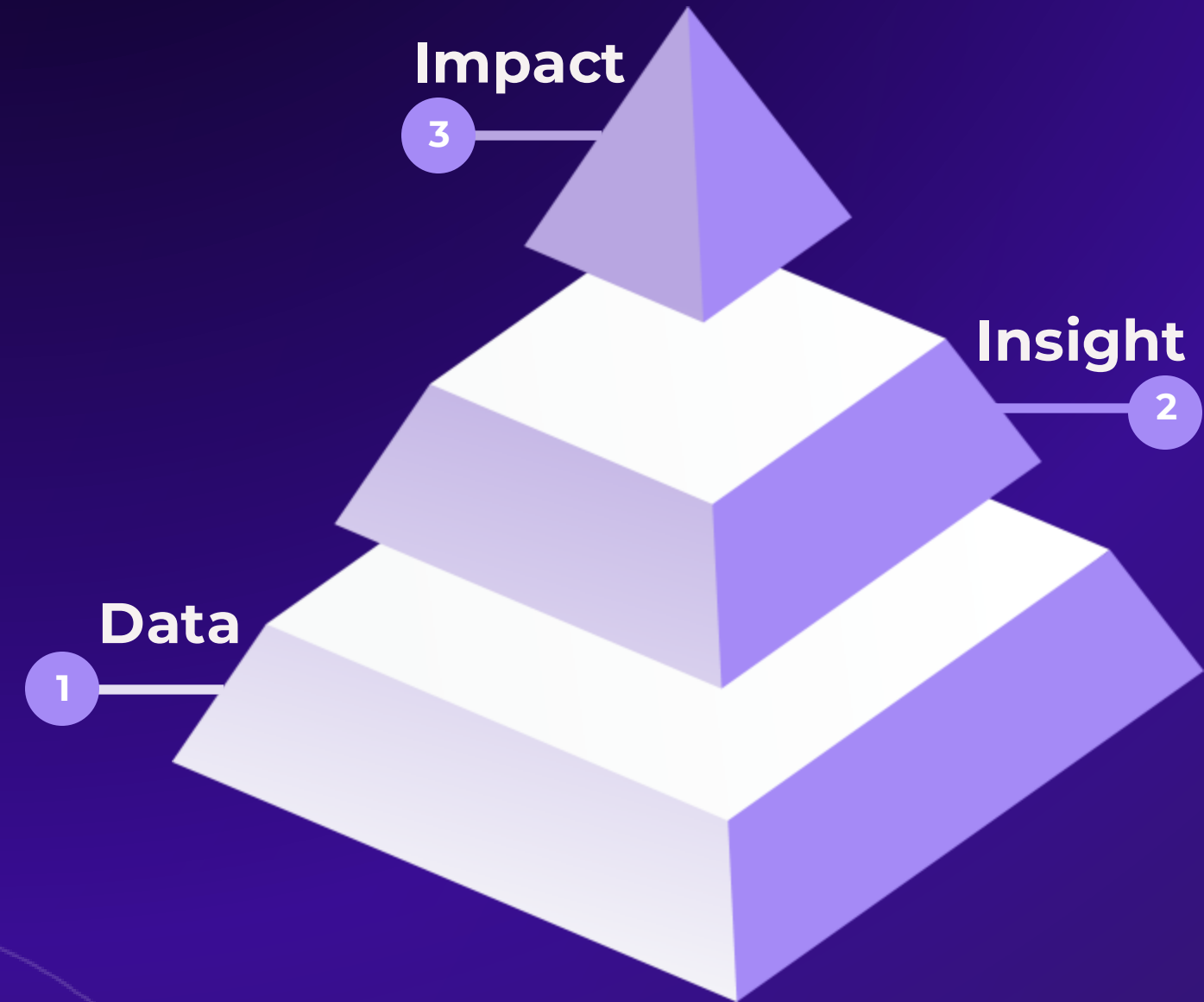
Head of Assessment - PT Semesta Integrasi Digital



Assessment is **NOT** the end



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# BENEFIT



Profiling



Potential Mapping



Development Intervention

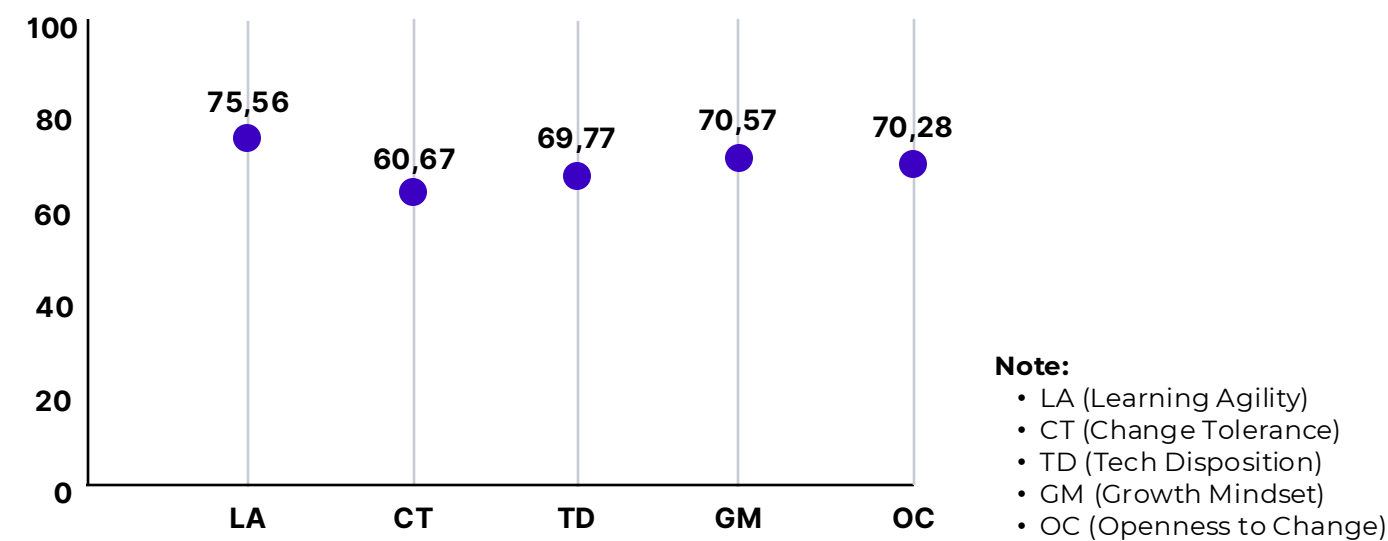


Prediction of Turnover

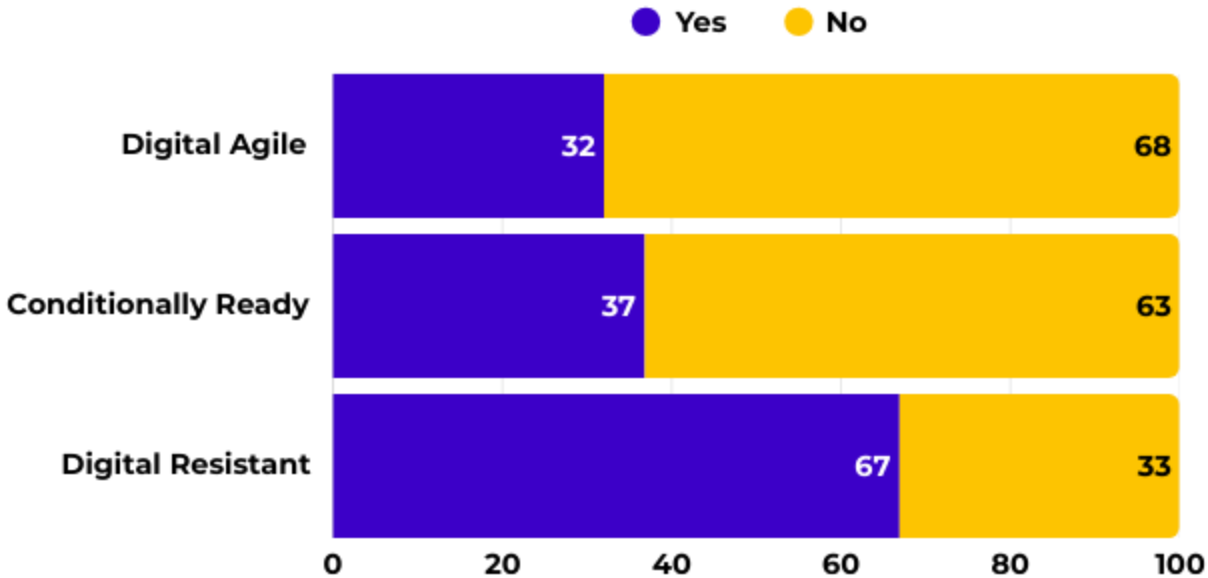
# Example: Digital Transformation Readiness

n = 19,709    Male = 63,05%    Female = 36,95%    Age Range = 20-55 years old

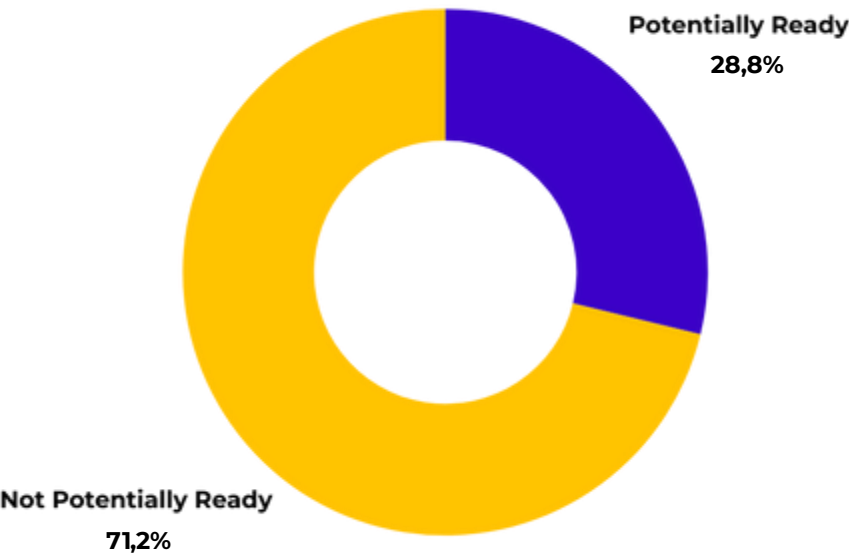
## Psychological Characteristics



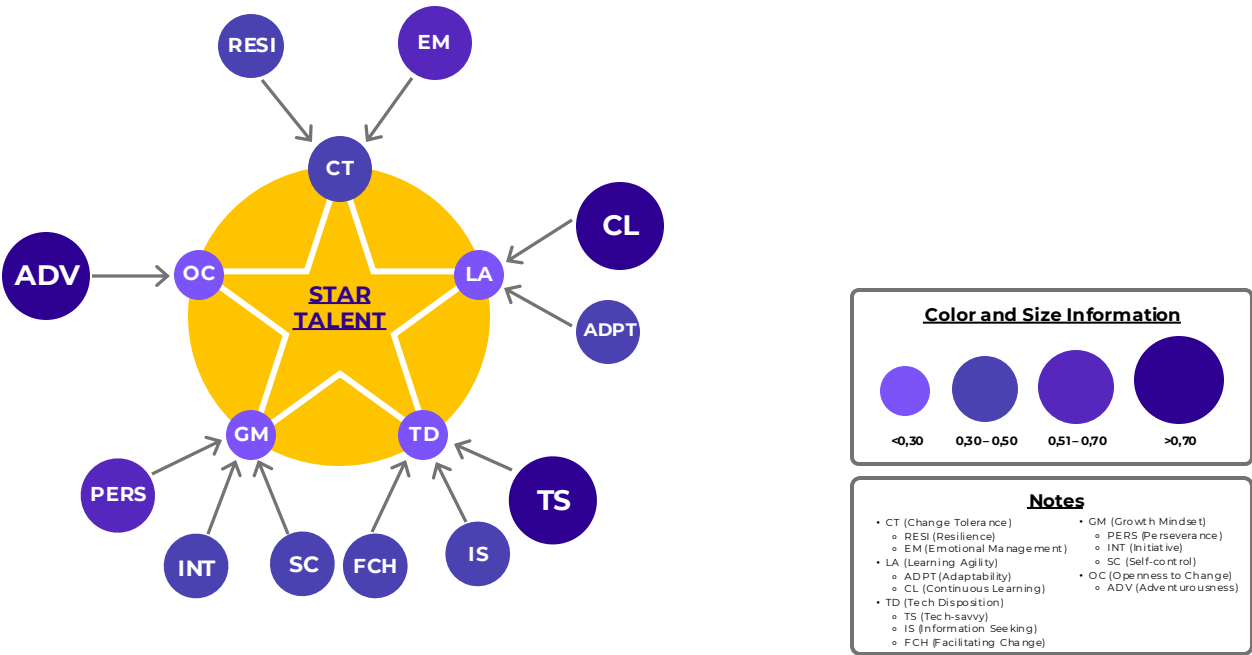
## Profiling Result



## Conclusion



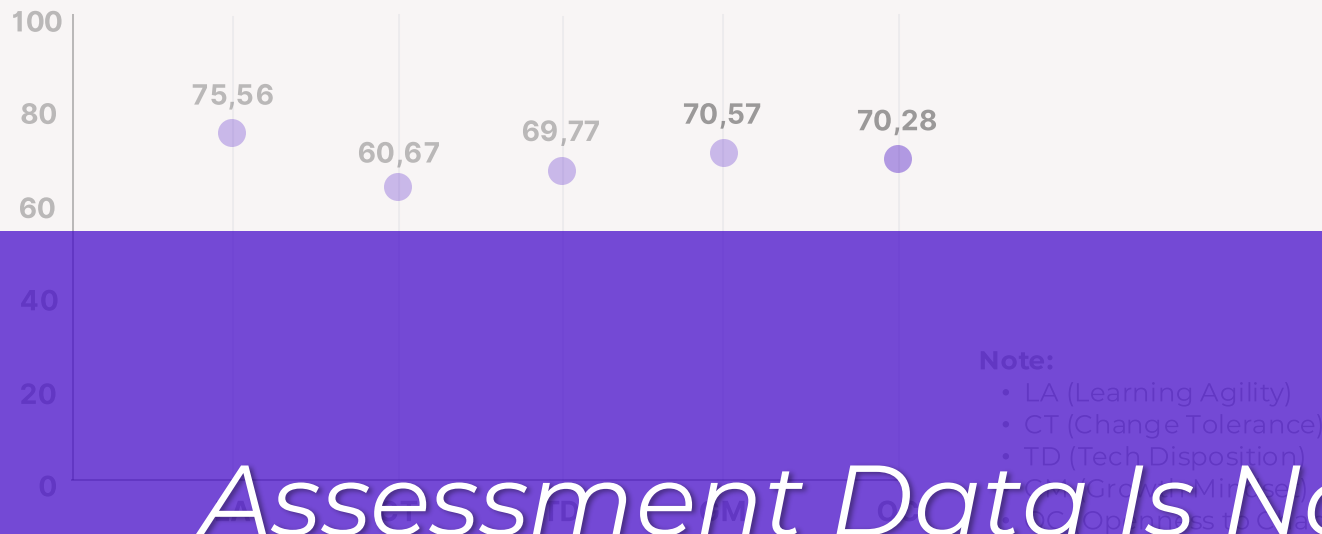
## Path Analysis



# Example: Digital Transformation Readiness

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## Psychological Characteristics

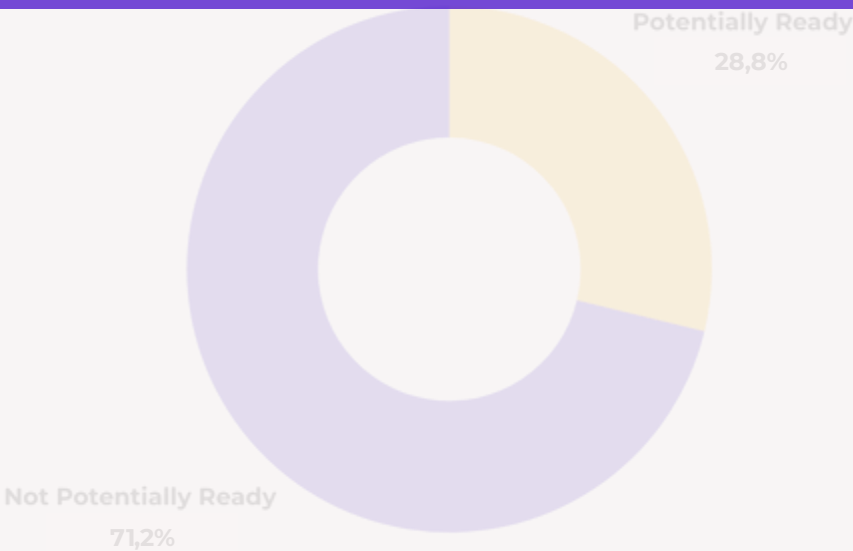


## Profiling Result

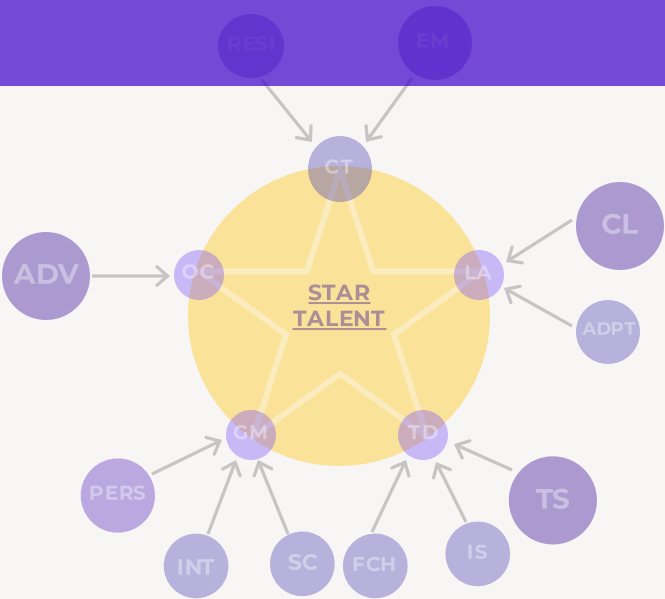


Assessment Data Is Not the End Of Recruitment  
It's **The Beginning Of Meaningful Intervention**

## Conclusion



## Path Analysis



Color and Size Information

<0,30    0,30-0,50    0,51-0,70    >0,70

Notes

- CT (Change Tolerance)
- RESI (Resilience)
- EM (Emotional Management)
- LA (Learning Agility)
- ADPT (Adaptability)
- CL (Continuous Learning)
- TD (Tech Disposition)
- TS (Tech-savvy)
- IS (Information Seeking)
- FCH (Facilitating Change)
- GM (Growth Mindset)
- PERS (Perseverance)
- INT (Initiative)
- SC (Self-control)
- OC (Openness to Change)
- ADV (Adventurousness)



# KTM “LIVING SYSTEM” FRAMEWORK

*is more than just a framework— it is a new way of thinking:  
breathing life into organizations, driving meaningful impact*

# Thank You

*“Psychometric data is your untapped asset — when read well, it doesn’t just tell you who they are, but also how to bring the best out of them.”  
(Natalya, 2025)*

## **For Further Collaboration:**

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