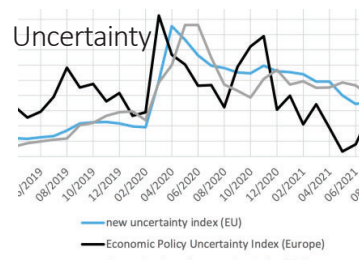
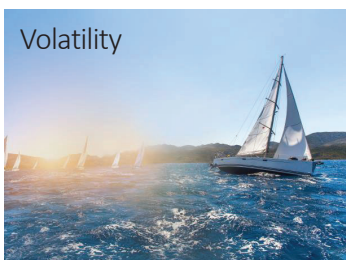


# Adapting Work Dynamics in a VUCA Environment: Exploring Employee Preferences and Leadership Readiness in Malaysia

Dr. Ina Md Yasin

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Universiti Kebangsaan Malaysia

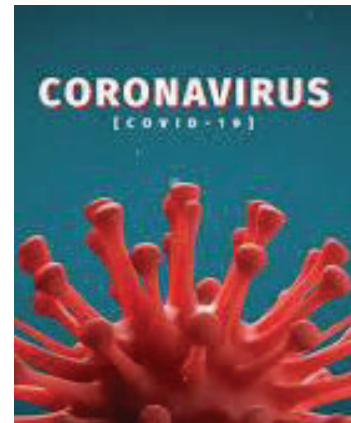


## Content

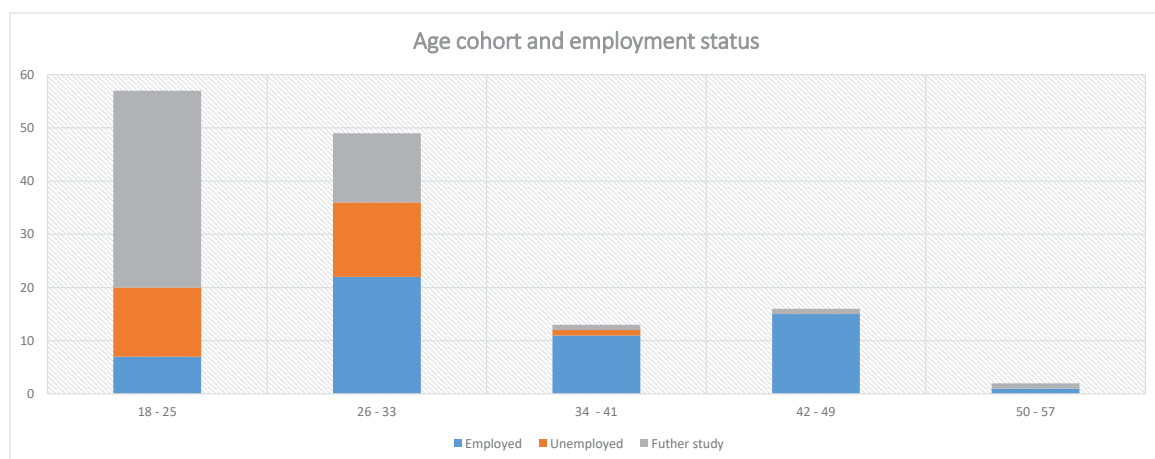
- Introduction
- Globalization's Impact on Business Strategy
- Leadership in a VUCA World: Obstacles and Challenges
- Delaying Change Makes Adapting to an Uncertain Environment Difficult: The Influencing factors
- VUCA-Appropriate Working Style
- Conclusion

# Introduction

- ❑ Change of lifestyles and working habits
- ❑ Diverse working methods
- ❑ Job satisfaction
- ❑ Work-life balance
- ❑ Mental health
- ❑ The concern of impacts towards certain industries and the country's overall economy



Respondents: Master of Business Administration (MBA) students from Malaysia





## Globalization's Impact on Business Strategy

ADAPTING WORK DYNAMICS IN A VUCA ENVIRONMENT: EXPLORING EMPLOYEE PREFERENCES AND LEADERSHIP READINESS IN MALAYSIA

4

## Influencing Factors

### ENVIRONMENT

VUCA characterize the increasingly complex geopolitical environment



### TECHNOLOGY

The World Economic Forum projected in its Future of Jobs Report 2020 that half of the employees worldwide would need to reskill by 2025



### MILLENIALS

75% of the global workforce by 2025



ADAPTING WORK DYNAMICS IN A VUCA ENVIRONMENT: EXPLORING EMPLOYEE PREFERENCES AND LEADERSHIP READINESS IN MALAYSIA

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# Leadership in a VUCA World: Obstacles and Challenges



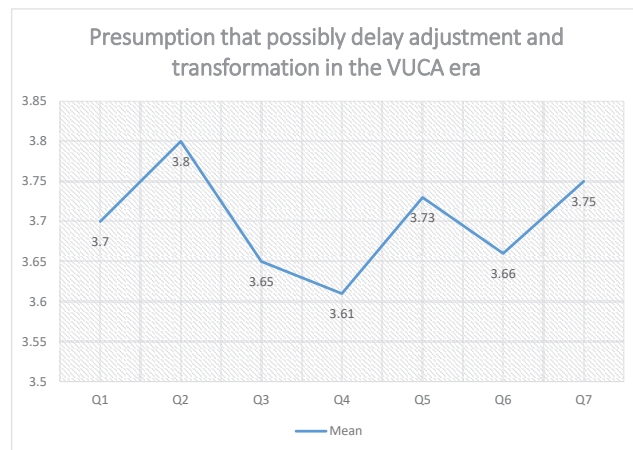
- ☐ Skills
- ☐ Ability to anticipate change
- ☐ Open to accepting change
- ☐ Commitment from top management
- ☐ Building the right team

## Reasons that Prevent Leaders from Successfully Managing Change in VUCA Time

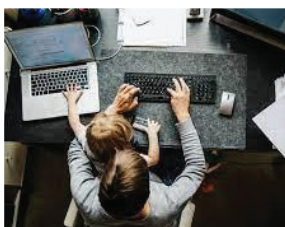
Item	Frequency	Percent (%)
Refusing to accept the new reality	34	22.2
The inability of leaders to anticipate change	67	43.8
Inability to build the right team	21	13.7
Due to a lack of support and commitment from the top down	31	20.3
Total	153	100.0

## Delaying Change Makes Adapting to an Uncertain Environment Difficult: The Influencing Factors

Lack of appropriately  
defined strategic objectives  
or goals (3.8)



## VUCA – Appropriate Working Style



Work from Home  
Mean: 2.88



Work from Anywhere  
Mean: **3.10**



Work 4 Days a Week  
Mean: 2.90



Return to a normal  
nature of work  
Mean: 2.69



# Conclusion

- ❑ The willingness of leaders to be agile in facing changes
- ❑ The qualities that leaders demonstrate and promote to create a trustworthy workplace
- ❑ The capabilities of leaders to anticipate change
- ❑ The commitment of leaders to promote a healthy work-life balance and simultaneously concern about the impacts towards certain industries and the country's overall economy



## Thank You



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