



# Indonesia Country Information

## Jakarta



### Staying and travelling in Jakarta

Jakarta is the capital of Indonesia and the centre for both administration and business. It is inhabited by 9,6 million people and is well known for its economic movements. Therefore it attracts people from across Indonesia in search of livelihood and education.

International flights are accessible from Soekarno-Hatta (Soetta) Airport in Tangerang Selatan, about 30 km from Central Jakarta. Various transportation modes into Jakarta are available, including the airport train (Railink), bus (Damri) and offline and online taxi.

Many Jakartans prefer to use the car and motorbike to navigate the city, which makes traffic hectic on Jakarta's main streets during weekdays, especially at the beginning (7-9 am) and the end (4-6 pm) of a working day. Nevertheless, travelling in Jakarta is still possible by using mass transportation such as the commuter line (KRL), the Monorail train (MRT), and the app-based car/motorbike taxi (Gojek/Grab). The motorbike is, however, the most favoured because it is able to move speedily around even the most crowded streets.

### Greeting rules and rituals

As a metropolitan area, Jakarta provides international ambience and thus some people may understand English, especially in the central area. Jakartans, and Indonesians generally, are known as being warm and caring of others. A simple smile and nod of the head when crossing paths, is an easy way to interact with the locals. Indonesians are also known for their willingness to help you find your way through the city if you have lost your way.

Shaking hands is encouraged when meeting Indonesians. Many Muslims tend to fold their arms instead of shaking hands, as they avoid touching cross-gender. Due to the Covid-19 outbreak, this way of greeting is preferred by everyone currently.

Indonesia consists of hundreds of ethnic groups of which the three largest populations are the Javanese, the Sundanese, and the Malay. Religion is shown on the Indonesian identity card and each Indonesian should be affiliated to one out of six state-recognized religions, including Islam, Christian, Catholic, Hindu, Buddha and Confucianism. Currently, 87 percent of the population is Muslim.

Rice is the staple food of many Indonesians, and they can have it three times a day. Tasting Indonesia's cuisine is worthwhile for its savory and tempting look. Some 'must-to-try' food includes fried rice, beef rendang, *soto*-soup and *bakso* (meatball). Various salad and vegetarian dishes are also available to please your appetite.

Besides administration and business, Jakarta is also the centre for cultural and modern innovation. The Old Town in Northern Jakarta was the former capital of the Dutch East Indies and it holds the historical museum, art galleries and cafés which will bring you to the old Amsterdam including the typical Dutch canals.

### Doing business in Indonesia

The combination of both economic and bureaucratic access, makes Jakarta the most feasible place to invest and to grow business. Both infrastructure and qualified human resources are available to build collaboration. With approximately 268 million as the total population, Indonesia provides a big market and other potential resources that benefit global investment.

Indonesians are generally easy-going and humble. They can be very excited with any activity or collaboration when it is done with foreigners. They automatically will show you the beauty of their country, and they will repeatedly ask your opinion about Indonesia.



# Indonesia Country Information

## Jakarta



Being late is quite common for Indonesians, especially in a meeting with many people from different institutions. It is commonly joked as 'Indonesian time'. But do not worry: once you have an inter-personal or private appointment, they do their best to be punctual to give a good impression.

### The higher education system in Indonesia

Indonesia's education system performs leaps of improvement on its quality from time to time. Many more Indonesian universities are now on the World's top 500. Indonesia's higher education system includes universities, institutes, academies, polytechnics and tertiary schools which are categorized as either public or private. Top universities are widespread in many cities, most commonly in Java, such as University of Indonesia (Jakarta), Bandung Institute of Technology (Bandung), and Gadjah Mada University (Yogyakarta) that currently boasts Asia's top rank.

Over 6000 international students are enrolled in various institutions as many more campus' open programs are being taught in English. In particular, International students study medicine, pharmacy, literature, humanities, Islamic studies and engineering. Most of them come from neighboring countries, such as Malaysia, Thailand, Philippines, etc.

The costs of education are far more reachable compared to the Netherlands or generally to European universities (approximately 600 euro per annum). *Darmasiswa* is a scholarship program targeting foreign students, funded by Indonesia's Government.

### High context-low context and consequences for interviewing Indonesian candidates

Indonesia, and many other Asian countries, tend to perform as a high context culture in its communication, which is implicit and relies heavily on context. It is different from the Dutch who tend to speak 'straight-forwardly and to the point'. Indonesians prefer to explain a bigger context then go straight to their opinion. Sometimes it makes them unclear about the main point they really want to say.

Indonesian candidates will be more careful in speaking their minds. As they do not speak directly to the core point, they will tell you the background and even stories. Indonesians, mostly Javanese, speak softly. But outside Java, people talk more loudly. Most of the Indonesians also frequently move their hands when

they are explaining something to you.

Indonesians are shown as humble and polite to others. Some of them, usually Javanese often look shy. As many Indonesians are not so direct, they are, sometimes, too shy to directly express what they want. An interview question about expected salary or asking them to value themselves might be problematic.

For Indonesians, to talk to an elderly person or to a stranger directly by their name is considered impolite. The word '*Bapak/Pak*' (Mr) and '*Ibu/Bu*' (Ms/Mrs) is attached before mentioning the name. Indonesians neither prefer pointing fingers at whom they speak to; this is considered as indecent. They are genuinely very comfortable engaging in a conversation and they even can be very open about personal life. With a long-standing oral tradition, many Indonesians are still struggling to shift the oral narratives into the writing one.

### Differences in hierarchy standards and consequences for interviewing Indonesian candidates

Indonesia's employment level is measured by the combination of education level, skill competence and track record of the professional career. Because of the large population, seeking a job is very competitive in Indonesia. The available opportunities are opposing the number of job seekers and thus the majority of the Indonesian employees have a lower satisfaction level of benefit and compensation.

In a nutshell, Indonesia's employment level consists of three levels: junior, middle-level and senior employee, although each level is often further layered.

Junior level consists of fresh-graduates or those with working experience under four years. They seem not to expect too much from their job except to get hired as soon as possible. They fully consider how competitive the job market is and thus being employed is important to enrich their portfolio.

Middle-level employees can be more picky in accepting a job opportunity and they tend to compare a job opportunity with their former position. Their professional reputation is somewhat circulated among employers or job providers. Even if they have abundant experience but if their education level is not upgraded,



# Indonesia Country Information

## Jakarta



they will hardly be promoted.

An advanced/expert (senior-level) has more than eight years of working experience and a high level of education (Master level at minimum). Their reputation is widely known in the employment marketplace. At this level, they are commonly offered a job instead of applying themselves. Like at an auction, the expert fully understands his/her competences and therefore his/her position and will wait for the best offer.

Next to being employed, freelancing is acceptable and favored by many Indonesians. Under Indonesia's Manpower Law, freelancers should not work more than 21 days in a month. Many companies or job providers also hire daily workers for certain periods and specific workload/tasks.

### Investigating the cultural intelligence of the candidates

Diverse ethnicity and culture in Indonesia subconsciously enables people to be competent at interacting with others, across their socio-cultural boundaries. Indeed, there is no way to generalize everyone's level of understanding and adaptation, yet at least almost every Indonesian experienced communicating with someone from a different ethnic background.

Asking about the ethnicity of an Indonesian is acceptable. Any Javanese is commonly proud to declare their ethnic background and so do the Sundanese, Buginese, Papuan, etc. Although many people have experience with migration, the original ethnic or cultural ties are kept strong. Even for one who was born from mixed-ethnic parents, there must be either one or both ethnic backgrounds s/he is adhered to. Most know how to speak their local language too.

Many Indonesian students, specifically from smaller cities or the countryside, tend to move to a bigger city to pursue higher education and to get exposure to a different culture. As each ethnicity speaks his/her local language, they are commonly able to learn other languages. International student exchange is common too. Many Indonesian students have experiences collaborating in a global environment.

Like and follow us:

  academictransfer  @academictrnsfr

**www.academictransfer.com**

+31 (0)880 282800

### > More information

For more information about the upcoming events visit [corporate.academictransfer.com/en/internationalisation](https://corporate.academictransfer.com/en/internationalisation) or send an e-mail to [events@academictransfer.nl](mailto:events@academictransfer.nl).