jobstreet by seek

Hiring, Compensation & Benefits Report 2024

Your essential guide to attract, motivate, and retain top talent.

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Introduction

Embracing transformations: Navigating Indonesia's evolving job market

2024 is just the beginning of a rapidly evolving employment landscape. As the No. 1 Trusted Talent Partner in online employment marketplaces, SEEK stands at the forefront of this transformation. This report will help you revolutionise employment by leveraging unique data and technology to create innovative solutions and insights into the future of work.

With data gathered from 1,180 companies in Indonesia across a diverse range of industries and job roles, the 2024 Outlook | Hiring, Compensation and Benefits for the Indonesian market is Jobstreet's commitment to your success.

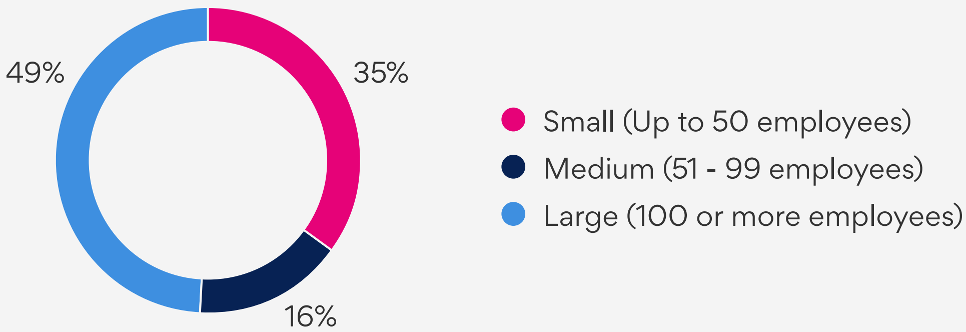
More than just a collection of facts and figures, it's a roadmap to attract top-tier talent. It nurtures their growth in a workplace culture that aligns seamlessly with the Indonesian work environment.

Ready to navigate the ever-changing landscape of Indonesia's job market in 2024? The journey begins here.

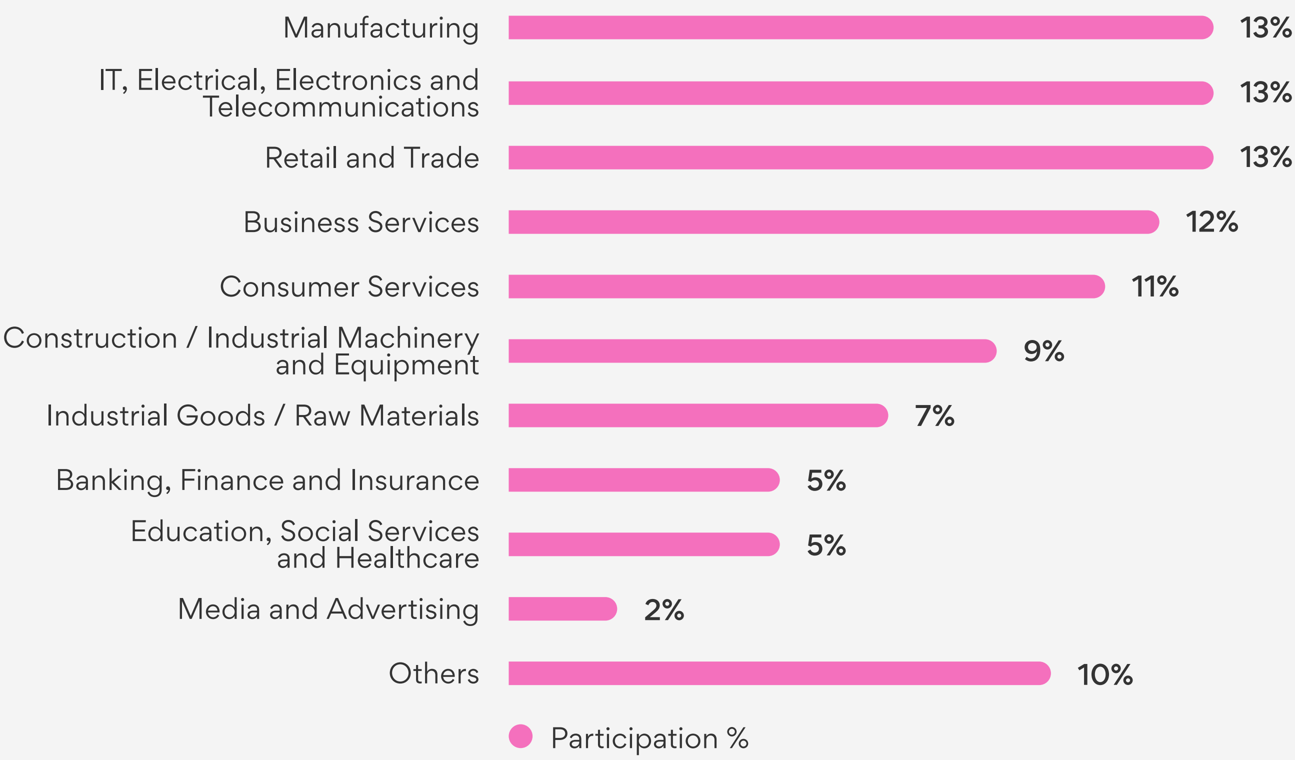
Scope and methodology

For this report, we spoke to **1,180** hiring professionals in Indonesia in **September 2023**. Topics covered include hiring activities and HR-related aspects such as remuneration, annual leaves, general benefits and current working conditions. A multitude of industries and company sizes were covered for a healthy and unbiased result. The data is then weighed out according to Jobstreet by SEEK Indonesia's hirer distribution.

Organisation size of surveyed companies



Industries of surveyed companies



Disclaimer: In this report, some of the percentages do not add up to 100% or exceed 100% due to rounding up / down of numeral fractions.

Hiring Trends: Today & Tomorrow

Leading hiring trends in the Indonesian job market

As we stride into the future, the dynamics of talent acquisition are shifting. 2022 witnessed a resurgence of hiring activities in Asia, a momentum that carried into 2023. Digitalisation and remote work have reshaped the landscape of employment. Coming out of the pandemic, a “new normal” now guides how talent are hired and engaged.

This section of our report embarks on an in-depth exploration of hiring trends. As the workforce dynamics continue to evolve, shaped by digital advancements, socio-economic shifts, and global influences, it becomes imperative to decipher the nuanced patterns that define contemporary hiring practices.

Understanding these intricate trends of the Indonesian market will give employers a competitive edge as they develop a more strategic recruitment approach in the years to come.

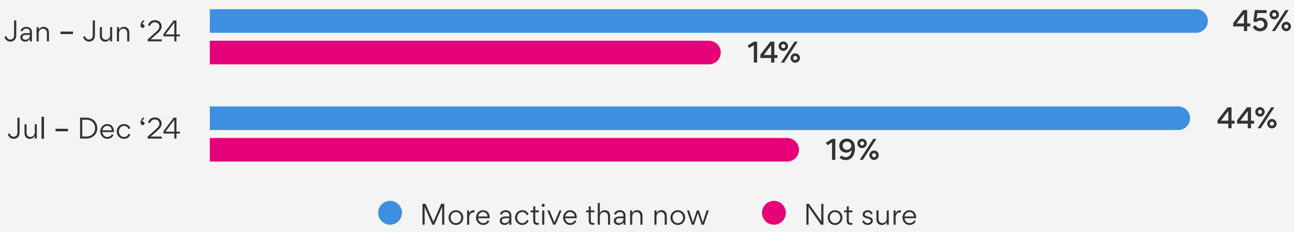
Let’s explore the key themes, confront the challenges, and seize the opportunities that are shaping the way organisations in Indonesia attract, engage, and retain talent. Armed with these actionable insights, employers and HR professionals can make informed hiring decisions that will shape the future of hiring trends.

Employment market expectations

In general, confidence continues to be high among the employment market in Indonesia for 2024. 45% of the hirers we surveyed expressed confidence that the job market will be more active in the first half of the year – reflecting a strongly optimistic outlook of more hiring by businesses and active jobhunting by candidates.

The momentum remains consistent at 44% into the second half of 2024, signifying sustained confidence in the employment market for an extended period.

Hirer confidence in activeness of Indonesia's job market

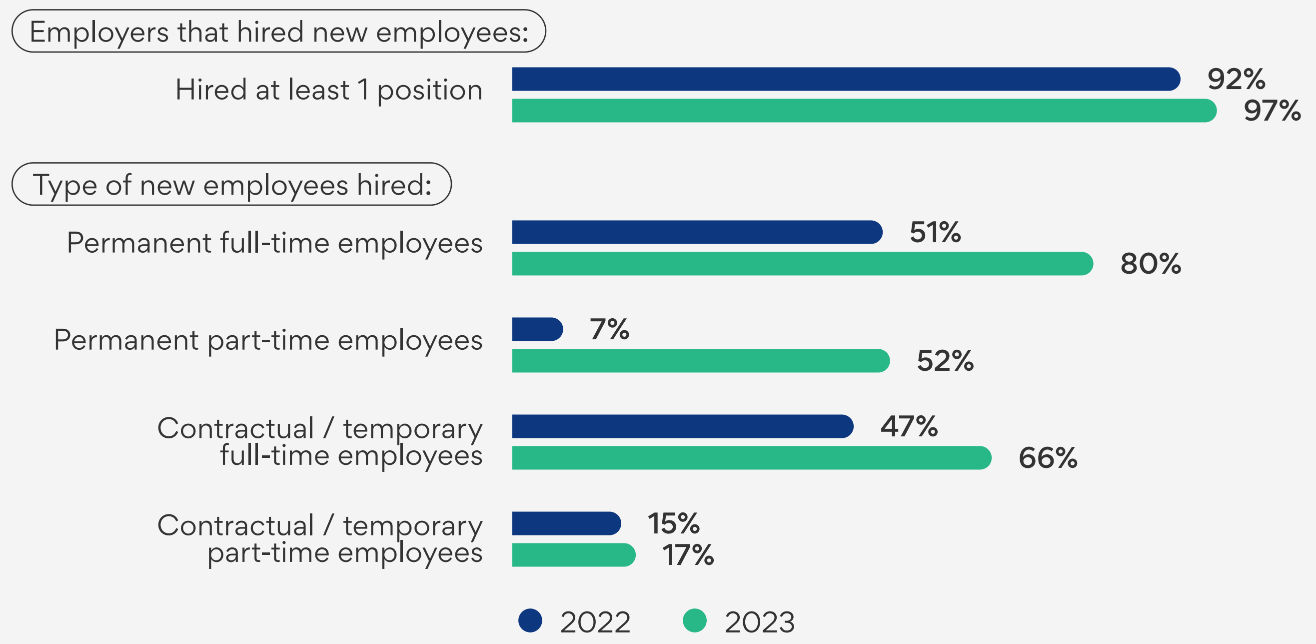


Overview of hiring activity in 2023

In the context of hiring patterns in 2023, there was a notable uptick in the number of companies engaging in hiring activities, with 97% of companies having hired at least one employee during the year, showcasing an improvement from the 92% reported in 2022. The data further reveals that permanent full-time employees constituted the largest share at 80%, while contractual/temporary full-time employees accounted for 66%, both experiencing significant increases compared to the figures from 2022. These robust numbers underscore a healthy and progressive trend in the hiring landscape within Indonesia.

In terms of growth, it is reflected not only across various types of employees but also shows the most significant increase among part-time employees, with a jump of +45% compared to the year 2022. Companies may hire more part-time employees to enhance scheduling flexibility, save on benefits costs, manage seasonal or fluctuating workloads, explore specialised skills, conduct trial periods, and attract individuals seeking better work-life balance.

Employers that were actively hiring in year 2023



Overview of hiring activity in 2023

Looking at hiring levels from a higher perspective, more small businesses explored hiring employees in 2023 with a 7% increase and the types of employees hired are mostly permanent full time (FT) or part time (PT) employees.

Large and medium businesses mostly maintained their hiring rate from the previous year, but also experienced increase in the types of staff hired throughout except contractual part time (PT). This indicates a strategic shift in workforce dynamics, likely driven by the need for flexibility and project-based roles.

Employers that were actively hiring in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	392	409	
Employers that hired new employees	88%	95%	+7%
Type of New Employees hired:			
Permanent FT employee (s)	51%	81%	+30%
Permanent PT employee (s)	5%	51%	+46%
Contractual/temporary FT employee (s)	40%	57%	+17%
Contractual/temporary PT employee (s)	13%	17%	+4%

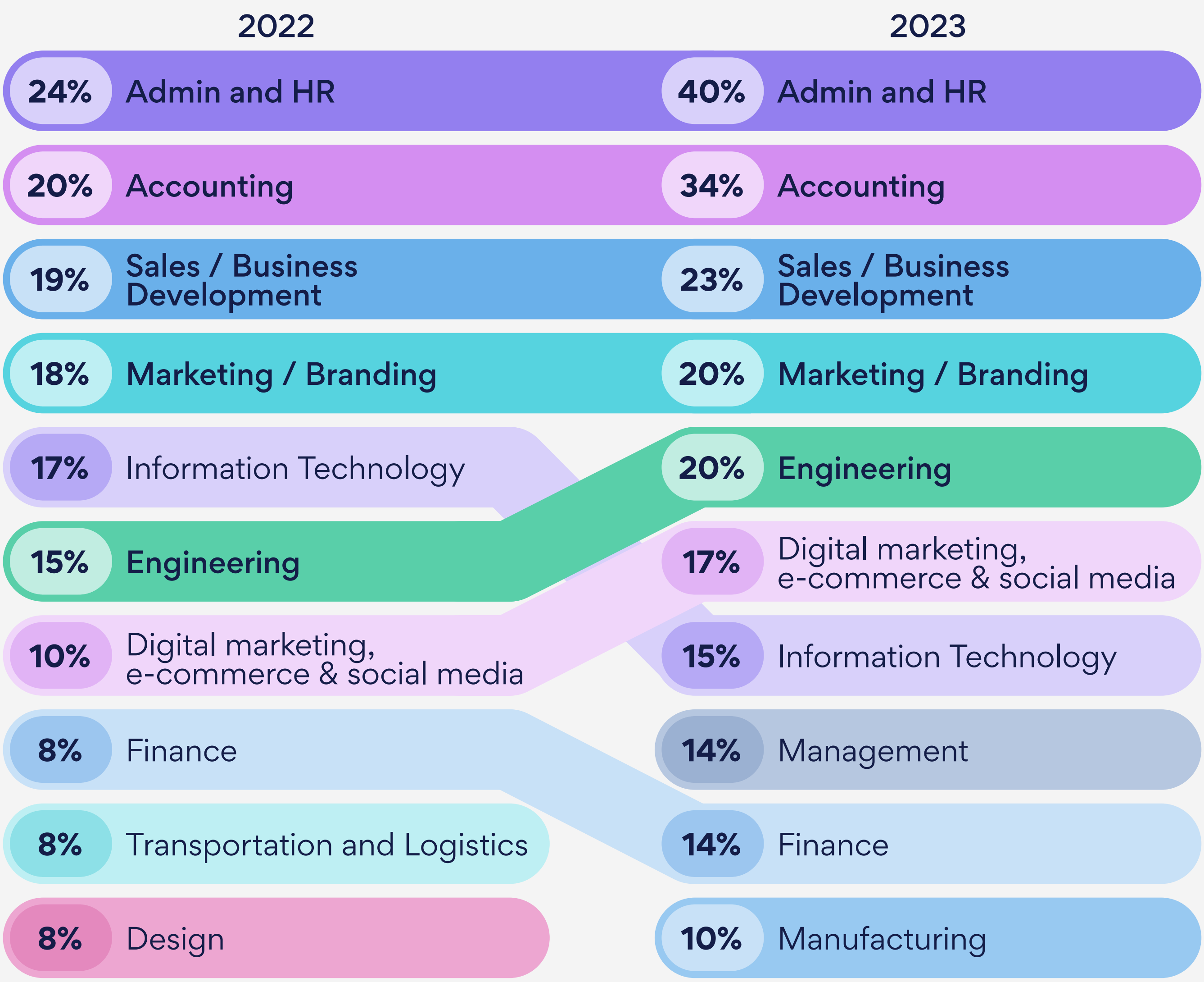
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	192	190	
Employers that hired new employees	93%	97%	+4%
Type of New Employees hired:			
Permanent FT employee (s)	49%	76%	+27%
Permanent PT employee (s)	9%	53%	+44%
Contractual/temporary FT employee (s)	44%	75%	+31%
Contractual/temporary PT employee (s)	13%	18%	+5%

Large Business (100 or more employees)	2022	2023	Gap%
Sample size	578	581	
Employers that hired new employees	97%	98%	+1%
Type of New Employees hired:			
Permanent FT employee (s)	52%	81%	+29%
Permanent PT employee (s)	10%	55%	+45%
Contractual/temporary FT employee (s)	60%	82%	+22%
Contractual/temporary PT employee (s)	20%	19%	-1%

Hiring activity by job function in 2023

Delving further into the 97% of companies which hired in year 2023, the top 5 job functions hired in the year remained mostly the same as compared to 2022, with Admin and HR being the top spot. The key difference is Engineering in 5th place at 20%, overtaking 2022's 5th place spot of Information Technology. This shift underscores the evolving priorities in hiring, highlighting the importance of various expertise in today's business landscape.

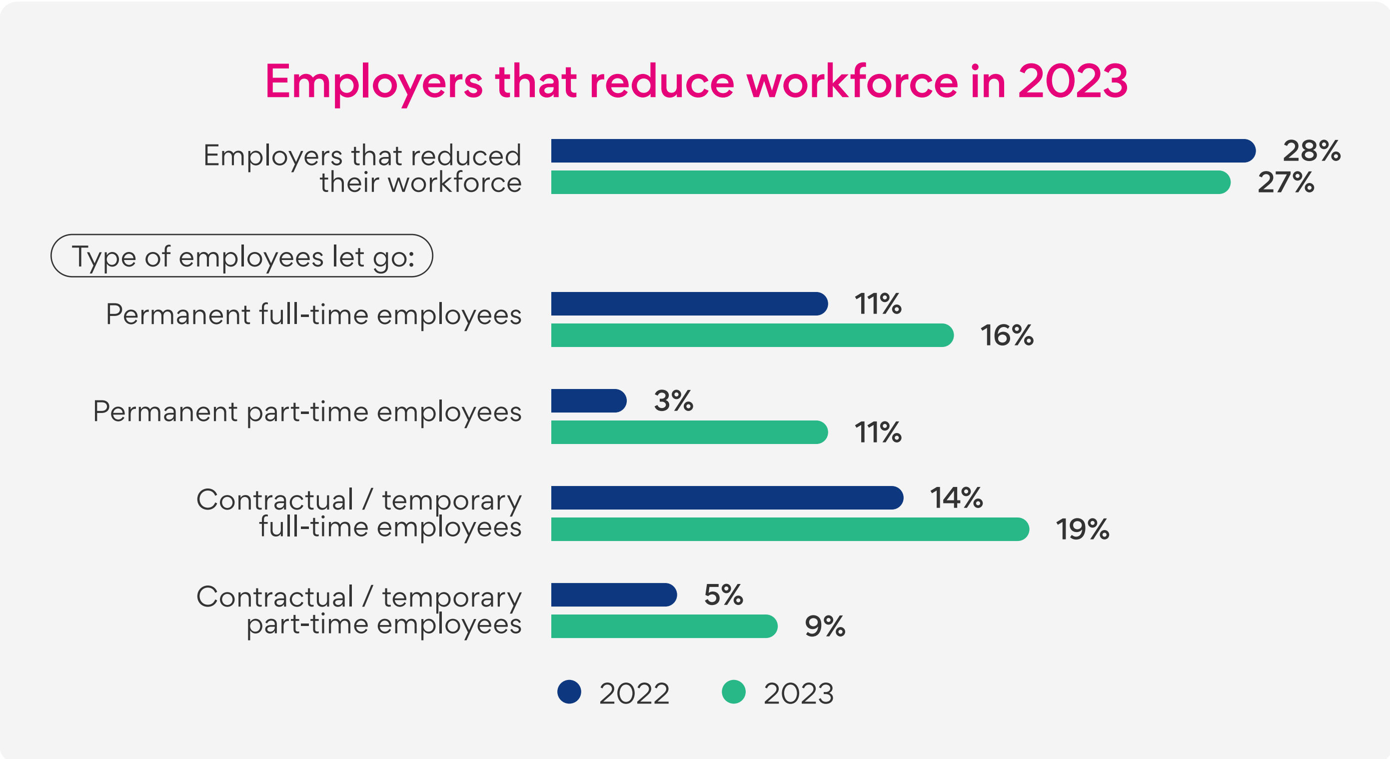
Top 10 permanent full-time job functions hired



Overview of workforce reduction in 2023

Similar to the trend observed in 2022, only 27% of companies decreased their workforce in 2023; however, there was an increase in the number of roles affected. Contractual/temporary employees constituted the largest portion of reduced staff at 19%, possibly due to non-renewal of contracts upon expiration. Permanent full-time employees comprised the second-largest group at 16%, indicating that employers may be reassessing long-term staffing strategies post-Covid-19.

In comparison to 2022, there was a notable rise in the reduction of permanent part-time employees, with a significant increase of +8% compared to other employee categories. This indicates a change in the approach to workforce adjustments, where part-time positions were more affected in 2023.



Overview of workforce reduction in 2023

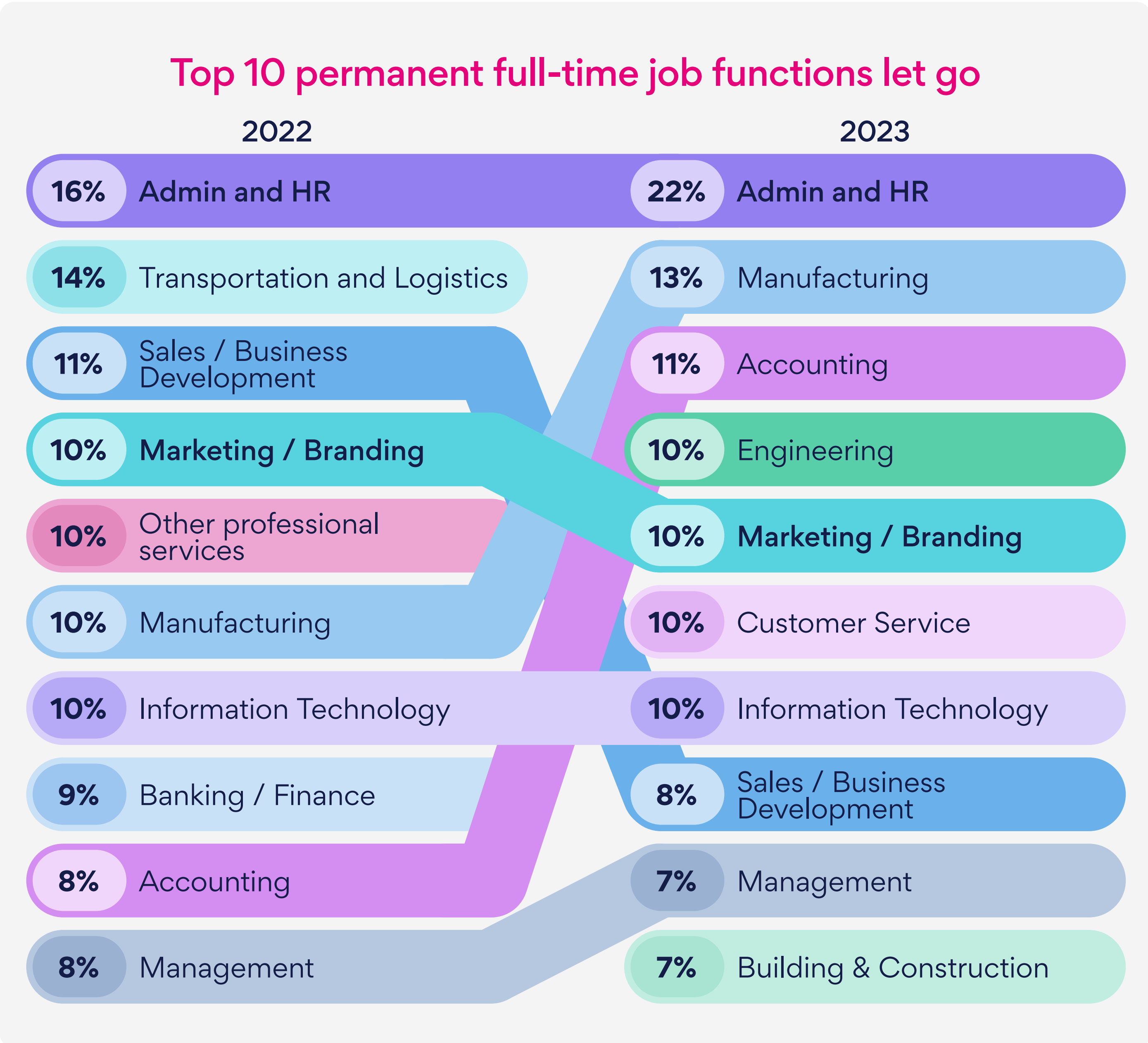
Workforce downsizing has declined amongst small businesses. More large businesses reduced their workforce as they are more likely to undergoing restructuring, downscaling and experiencing higher turnovers. The most impacted employee types were full-time and part-time employees, with their reduction rate at 10% and 11% respectively. The notable impact on both full-time and part-time employees indicates a broad-based adjustment in employment levels, possibly reflecting a comprehensive reassessment of staffing needs and cost structures within these businesses.

Employers that reduce workforce in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	392	409	
Employers that reduced their workforce	27%	22%	-5%
Types of Employee Let Go:			
Permanent FT employee (s)	11%	14%	+3%
Permanent PT employee (s)	3%	10%	+7%
Contractual/temporary FT employee (s)	12%	17%	+5%
Contractual/temporary PT employee (s)	4%	8%	+4%
Medium Business (51 – 99 employees)	**2022**	**2023**	**Gap%**
Sample size	192	190	
Employers that reduced their workforce	24%	22%	-2%
Types of Employee Let Go:			
Permanent FT employee (s)	13%	13%	0%
Permanent PT employee (s)	1%	11%	+10%
Contractual/temporary FT employee (s)	8%	17%	+9%
Contractual/temporary PT employee (s)	3%	7%	+4%
Large Business (100 or more employees)	**2022**	**2023**	**Gap%**
Sample size	578	581	
Employers that reduced their workforce	33%	33%	-%
Types of Employee Let Go:			
Permanent FT employee (s)	11%	21%	+10%
Permanent PT employee (s)	3%	14%	+11%
Contractual/temporary FT employee (s)	17%	24%	+7%
Contractual/temporary PT employee (s)	8%	11%	+3%

Workforce reduction by job function in 2023

For the 28% of companies which reduced their workforce in year 2023, the top 5 job functions are interestingly different from 2022. Manufacturing (13%), Accounting (11%) and Engineering (10%) roles now rank in the top 5 of job functions let go, having not ranked previously in 2022 at all.



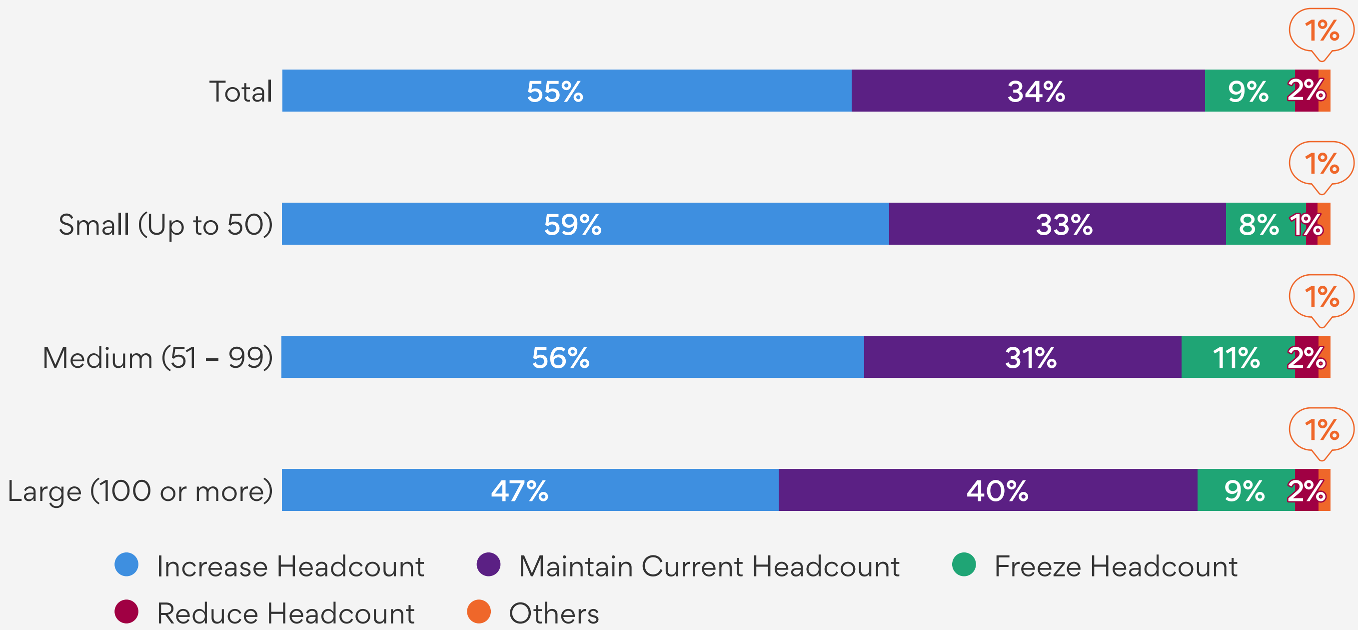
Hiring plans for H1 2024

For the first half of 2024, more than half of respondents across various company sizes expressed have plans to expand their workforce, reflecting a prevailing optimism and a focus on growth initiatives.

Significantly, small and medium-sized companies, which often play a crucial role in the business landscape, are at the forefront of this hiring surge. With 59% and 56%, respectively, intending to expand their workforce, they underscore their confidence in capitalising on opportunities and meeting increasing demands.

Meanwhile, a substantial portion of surveyed companies, while not pursuing workforce expansion, opt for workforce stability, signifying a commitment to maintaining operations without major downsizing or disruptions.

Jan – Jun 2024 hiring plans for permanent employees



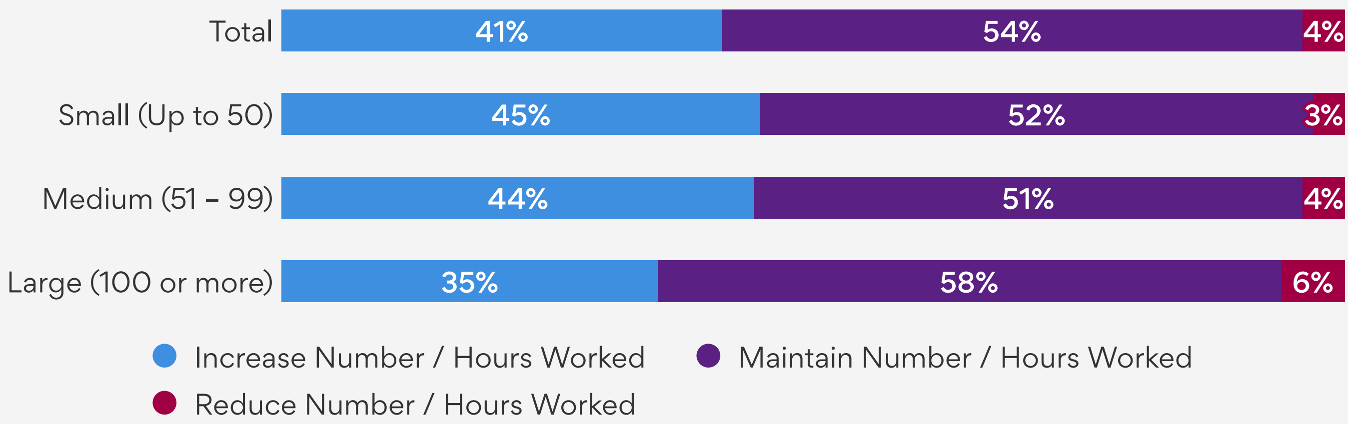
*Notes:
Maintain headcount = can replace / rehire if employee resigns
Freeze headcount = cannot replace / rehire if employee resigns
Reduce headcount = lay-off employees
Others = close / relocate business

Hiring plans for H1 2024

Alongside increasing their permanent headcount, small and medium-sized businesses are also leading the drive to recruit more contract / temporary staff in the first half of 2024, with an increase in hours worked, which may require them to build new skills.

Large businesses are more likely to maintain their utilisation of contract / temporary staff from January to June 2024. A good balance of permanent and temporary staff are on the minds of these hirers to support their business objectives. Reasons to increase contractual or temporary staff cited include expanding the business (63%) and requiring new roles skillsets (36%).

Jan – Jun 2024 hiring plans for contract / temporary staff



Top reasons to increase contract / temporary staff:

63% Expanding the business

36% Requiring new roles skillsets

27% Want flexible staff arrangements (e.g. so can scale up / down)

Compensation and Benefits

Empowering your workforce: Compensation and benefits in Indonesia

In the dynamic landscape of Indonesian employment, employee wages and the country's inflation rate are tightly interwoven. Employee wages stand as one of the most vital factors influencing employment decisions. Related to this, the country's inflation rate influences compensation strategies and is a widely used metric to estimate employee increments. Recognising this is imperative for organisations striving to attract and retain top talent.

This section of our report delves deep into the ever-changing landscape of job compensation and benefits, shedding light on the innovative strategies that forward-thinking organisations are adopting to align with the evolving expectations of their workforce.

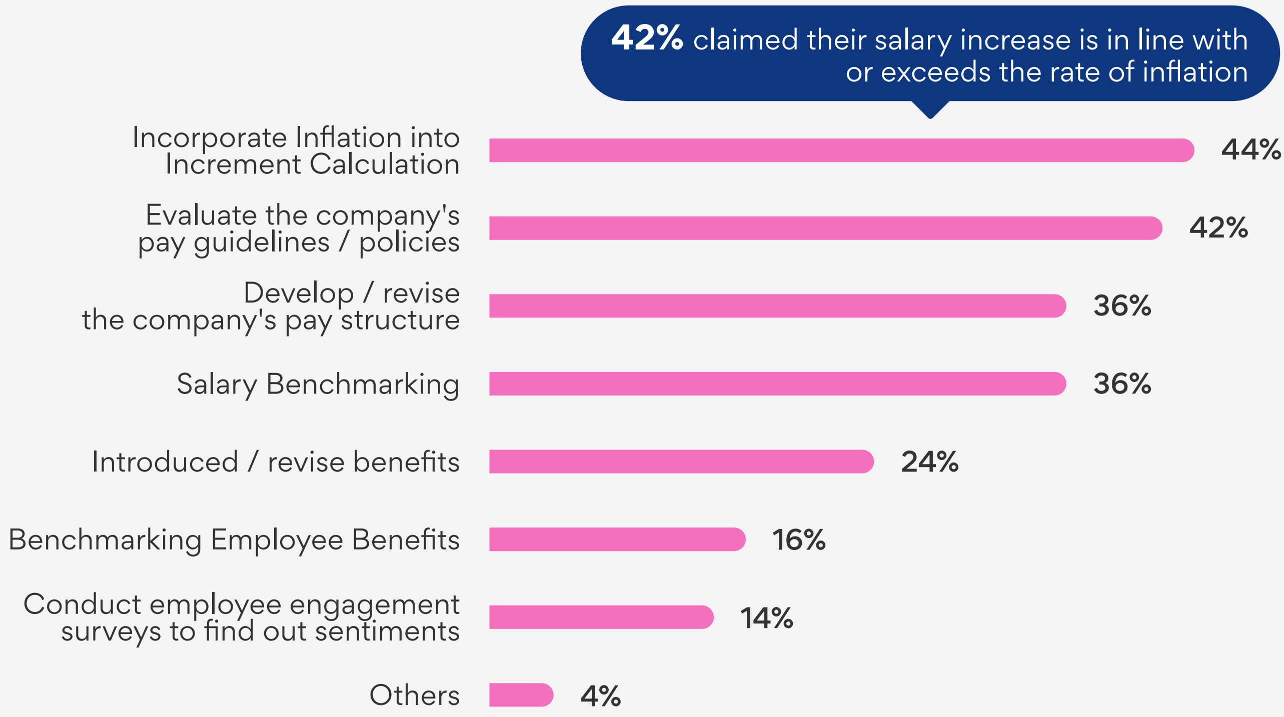
From salary benchmarking to fine-tuning benefit packages, we'll explore the nuanced strategies employed by employers in Indonesia. We'll also look at the intricacies of performance bonuses and salary adjustments in the past year, offering insights into the equitable compensation of the
Indonesian workforce.

Initiatives to evaluate and enhance compensation and benefits

Companies have proactively taken steps to retain employees, with factoring inflation when calculating increment the most common measure, followed by evaluation of the company's pay guidelines / policies. Most hirers who factored inflation reported that their companies' pay increases were either in line with or higher than the national inflation rate.

However, there is still room for improvement as more companies can engage in these activities to enhance their competitiveness to better attract and retain employees.

Initiatives undertaken by organisations to evaluate and enhance compensation and benefits



Initiatives to evaluate and enhance compensation and benefits by business size

Large companies are more likely to review compensation and benefits by factoring inflation in increment calculation, as well as developing and raising the company's pay structure, compared to other business sizes.

Despite the current efforts, there is significant room for improvement across businesses of all sizes. Specifically, focusing on conducting comprehensive employee satisfaction surveys to gauge sentiments and engaging in benefits benchmarking could provide valuable insights and contribute to refining and optimising overall compensation and benefits strategies. This approach allows organisations to better align with employee needs, enhance job satisfaction, and ultimately foster a more competitive and attractive work environment.

Initiatives undertaken by organizations to evaluate and enhance compensation and benefits by business size

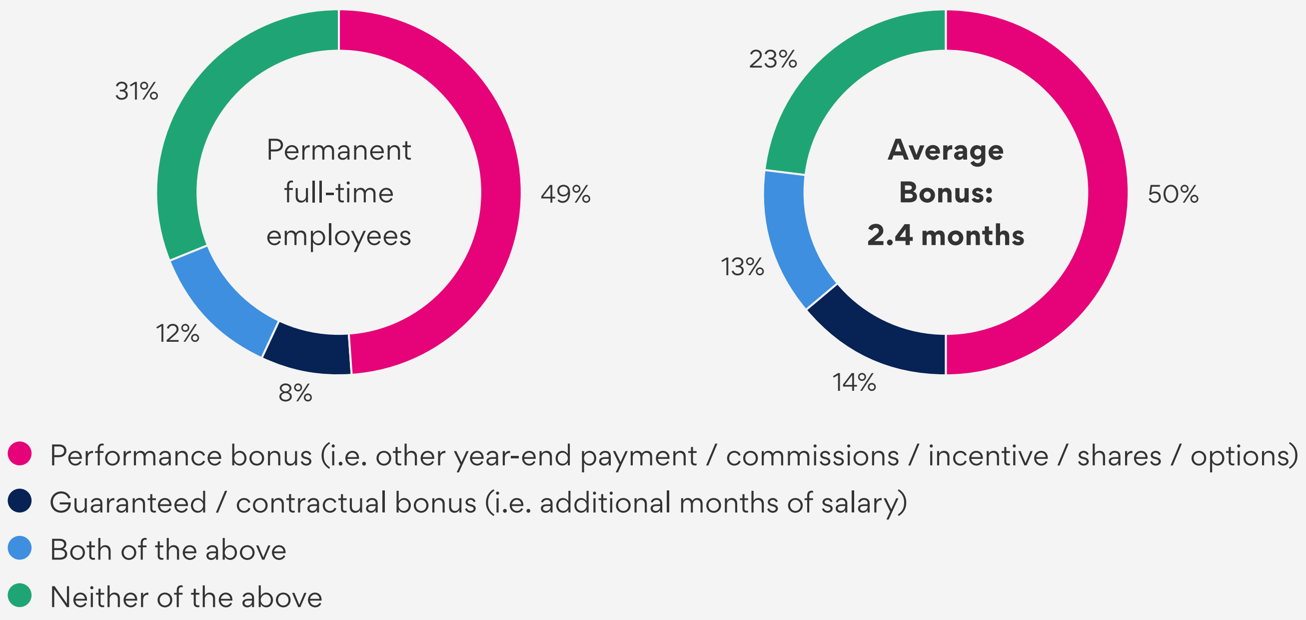
	Total	Small	Medium	Large
Sample size	1180	409	190	581
Incorporate Inflation into Increment Calculation	44%	42%	45%	**50%**
Evaluate the company's pay guidelines / policies	42%	41%	39%	44%
Develop / raise the company's pay structure	36%	33%	39%	**41%**
Salary benchmarking	36%	35%	37%	39%
Introduced / revised benefits	24%	22%	26%	25%
Benchmarking Employee Benefits	16%	16%	17%	16%
Conduct employee satisfaction survey to find out sentiments	14%	14%	12%	14%
Others	4%	4%	2%	3%

Performance bonuses in 2023

2023 was a positive year for employees as more companies gave out bonuses, especially in the context of guaranteed or contractual bonus category. Performance bonuses remain as the most popular form of bonus given, with the total amount of average bonus payout increasing to 2.4 months of salary, compared to just 1 month the year before.

In an effort to boost employee satisfaction and foster transparency, 68% of the surveyed companies disclosed the methodology behind bonus payout calculations—an commendable practice. Nevertheless, there is ample opportunity for improvement, including refining communication channels to ensure clarity and addressing any ambiguity in bonus structures. Moreover, organisations could consider soliciting employee feedback on the bonus process, promoting a more collaborative approach and cultivating a workplace culture that values input and collaboration.

Types of Bonuses Provided and Average Payout



Did you know?

68% of companies shared how bonus payout is decided and calculated to their employees.

Salary increases in 2023

The Covid-19 lockdown period was arguably a challenging period for most companies and their employees, but 2023 was a great recovery period. This past year showed a steady comeback, with most companies giving their employees an increment at an average of 7.57%, slightly higher than the 7% in 2022.

Encouragingly, the average increment is also above the national annual inflation value of 5.51% in 2022. This means that employees not only regained lost ground but also saw real wage growth, reflecting an improved economic climate and brighter prospects for the workforce.

Companies with salary increment

2022 — 76%

Average Increment: **7%**

37% @ 1 - 5% increment

34% @ 6 - 10% increment

2023 — 86%

Average Increment: **7.57%**

Did you know?

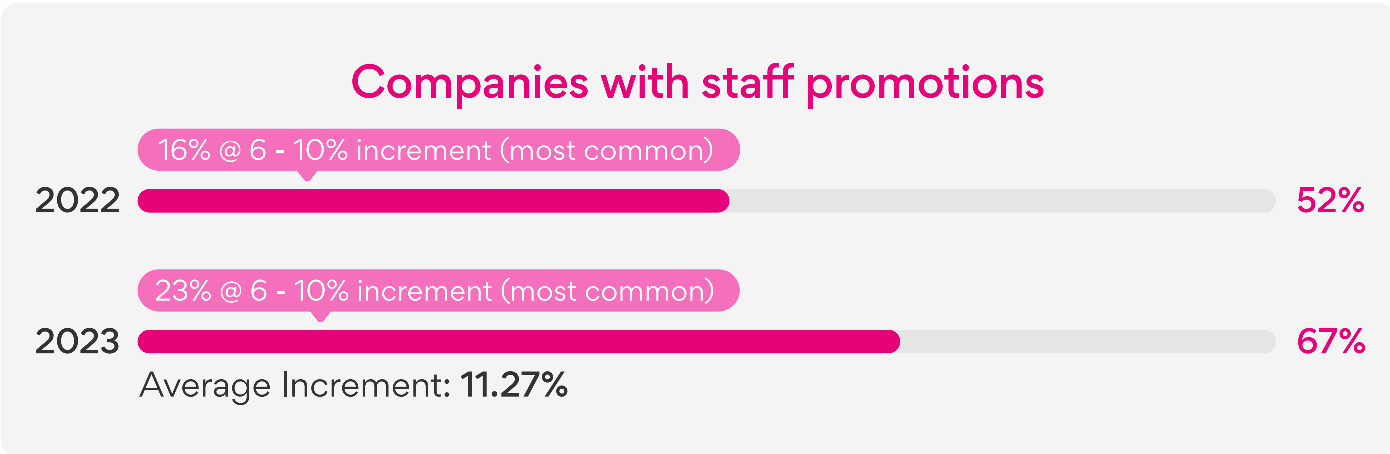
92% said that the the actual salary increase in 2023 either met or exceeded the initial budget.

Compensation and Benefits

Staff promotion in 2023

In tandem with salary increments, staff promotions witnessed a noteworthy rise from 52% to 67% in 2023, facilitating greater career advancement opportunities.

The most prevalent range for salary increments remains in the 6% to 10% bracket, with the average increment at 11.27%. This reflects companies' commitment to both rewarding their employees and providing avenues for career growth, contributing to a more positive and progressive work environment.



Leave & General Benefits

Maximising Impact: Leave & general benefits

> "Happy employees ensure happy customers. And happy customers ensure happy shareholders, in that order."
>
> – Simon Sinek

Simon Sinek, a renowned authority on organisational culture, emphasises the pivotal role of employee satisfaction in driving business success. His words underscore the profound impact of employee well-being on the overall success of an organisation. It resonates with the truth that corporate culture is not just an abstract concept, but a tangible force that shapes the course of a business. How management chooses to treat its people impacts everything, for better or for worse.

In Indonesia, employees who have worked for an employer for more than three continuous months are entitled to benefits, including social security, health insurance, paid annual leave, sick leave, and maternity leave. Employees are entitled to 12 paid leave days per year after one year of tenure, with additional tenure bringing more entitlements.

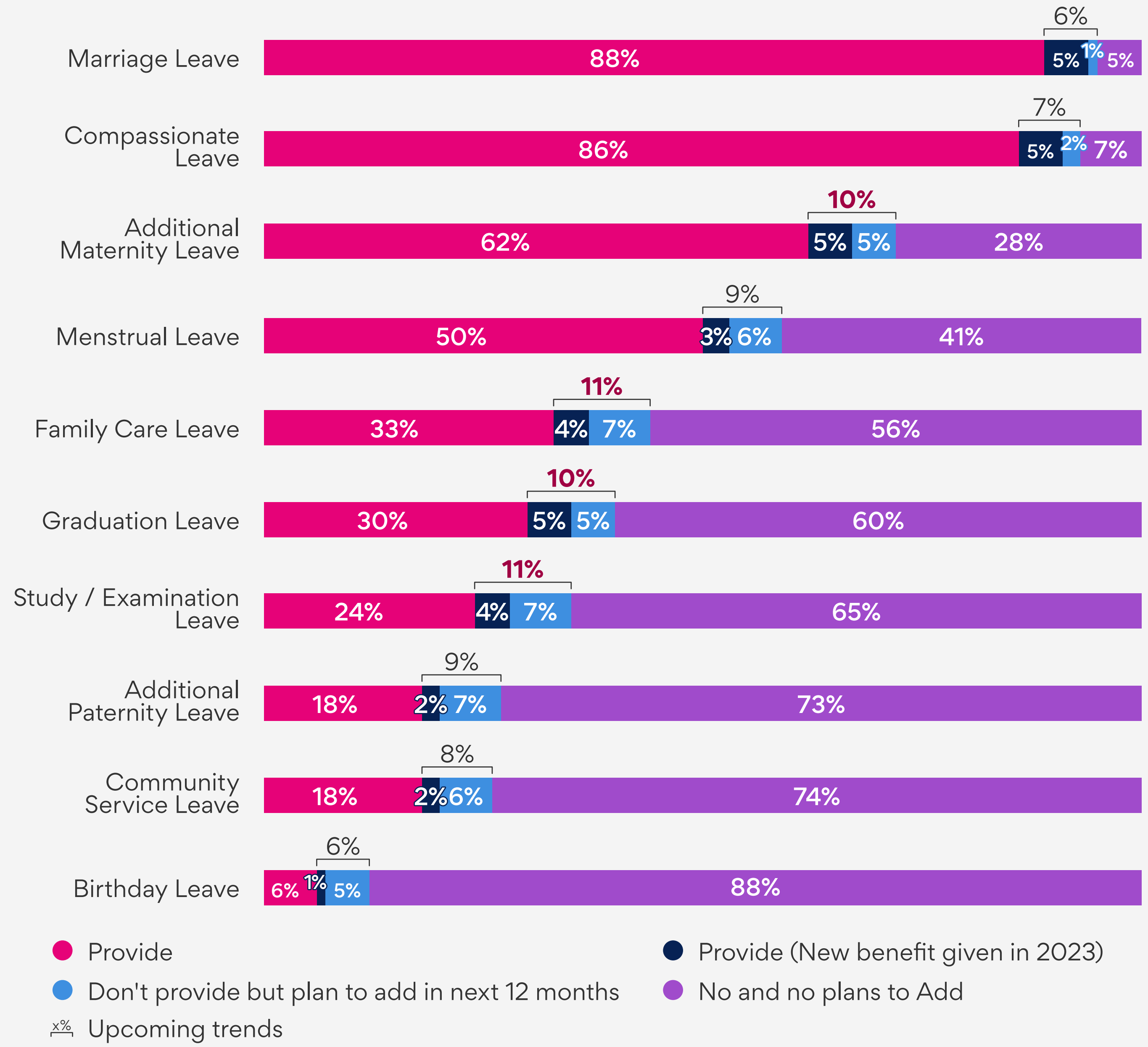
We will delve into the current and future of:

- Special leaves
- Accommodation benefits
- Career development programs
- Work-life balance benefits
- Financial benefits
- Other benefits

Current & future outlook of Special Leaves

In Indonesia, special leaves such as marriage leave, compassionate leave, additional maternity leave, and graduation leave have gained momentum, each experiencing a 5% increase in 2023.

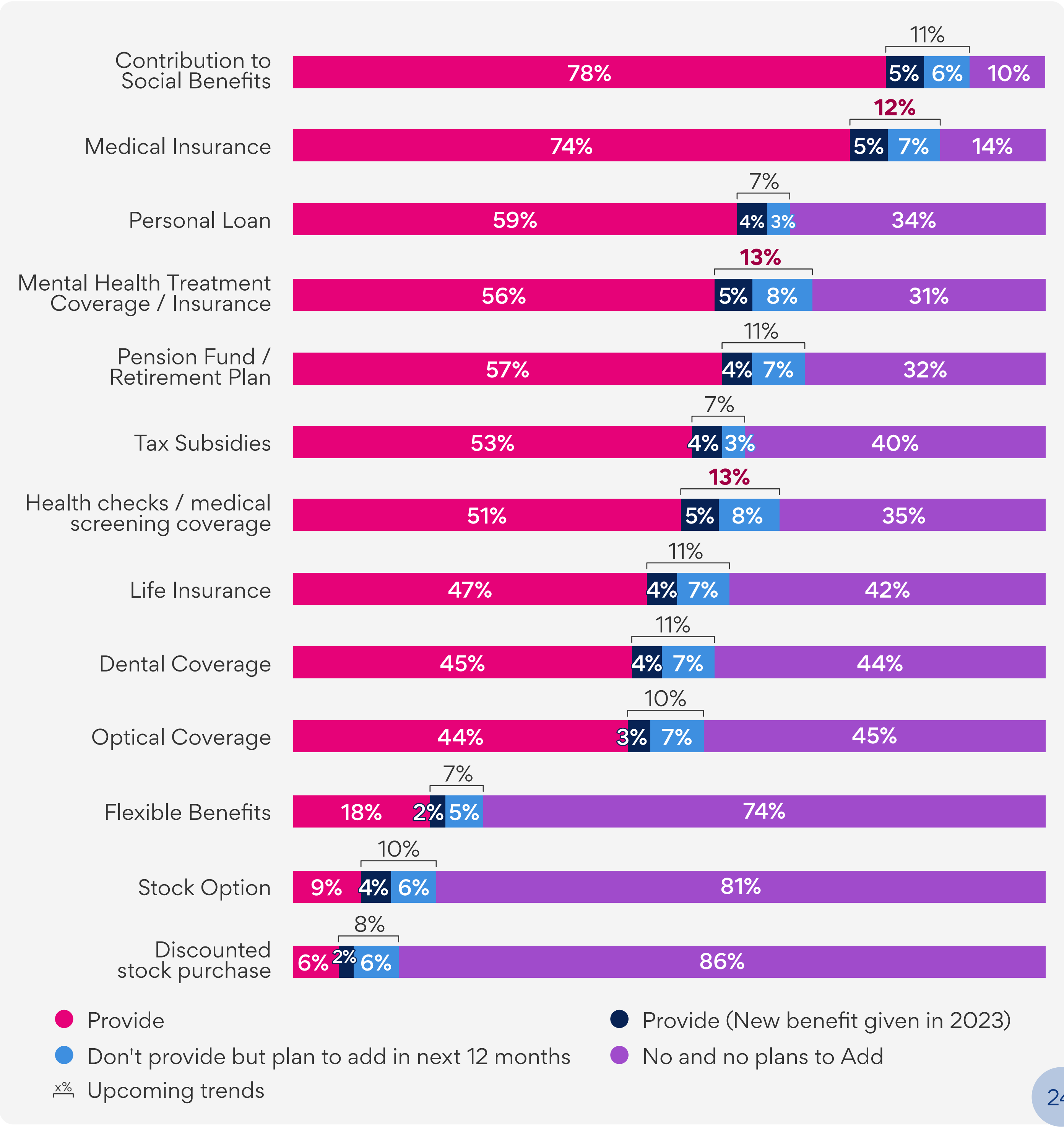
Looking ahead to 2024, there is a notable trend among companies planning to introduce new special leaves. Family care leave, study/examination leave, and additional paternity leave emerge as top priorities, with 7% of companies planning to implement them in the future.



Current & future outlook of Financial Benefits

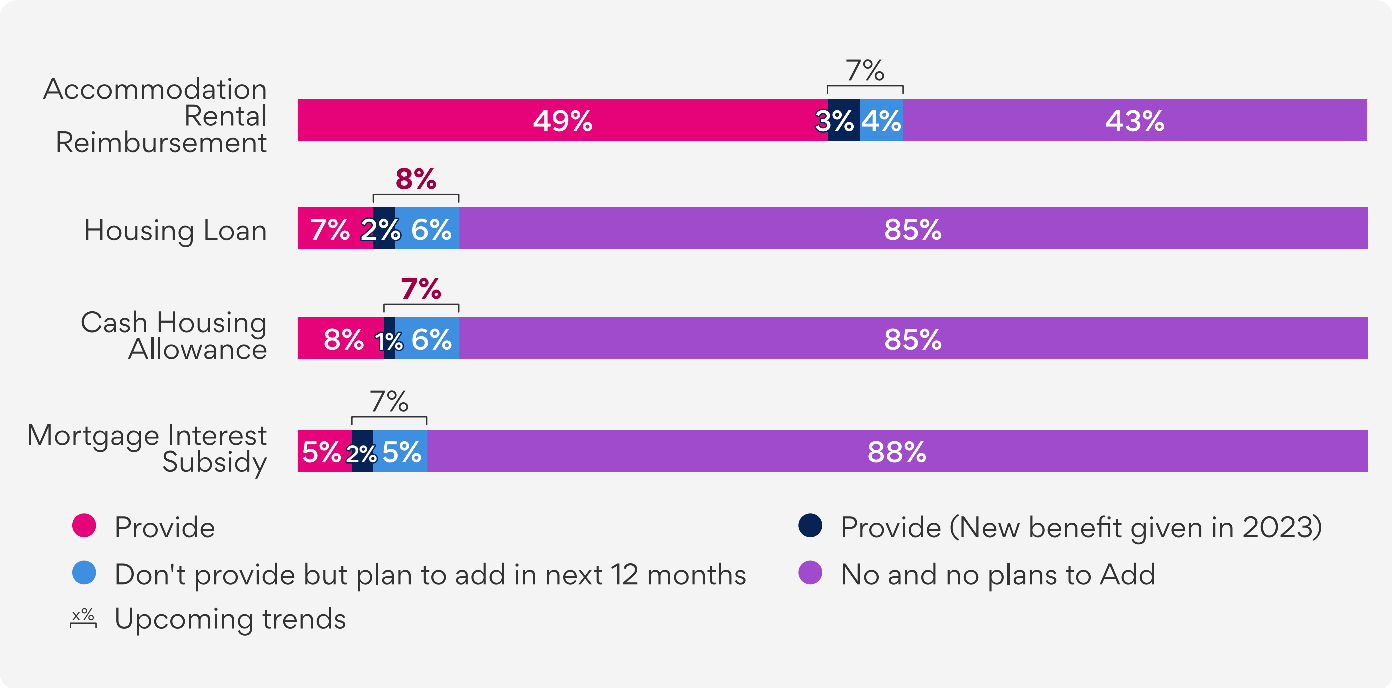
On Financial Benefits, the top recent benefits (all 5%) are mostly health related such as medical insurance, mental health treatment and health checks / medical screening coverage alongside contributions to social benefits.

These medical benefits are also identified by companies as their top priorities to offer in the future which indicates a sustained commitment to employee welfare.



Current & future outlook of Accommodation Benefits

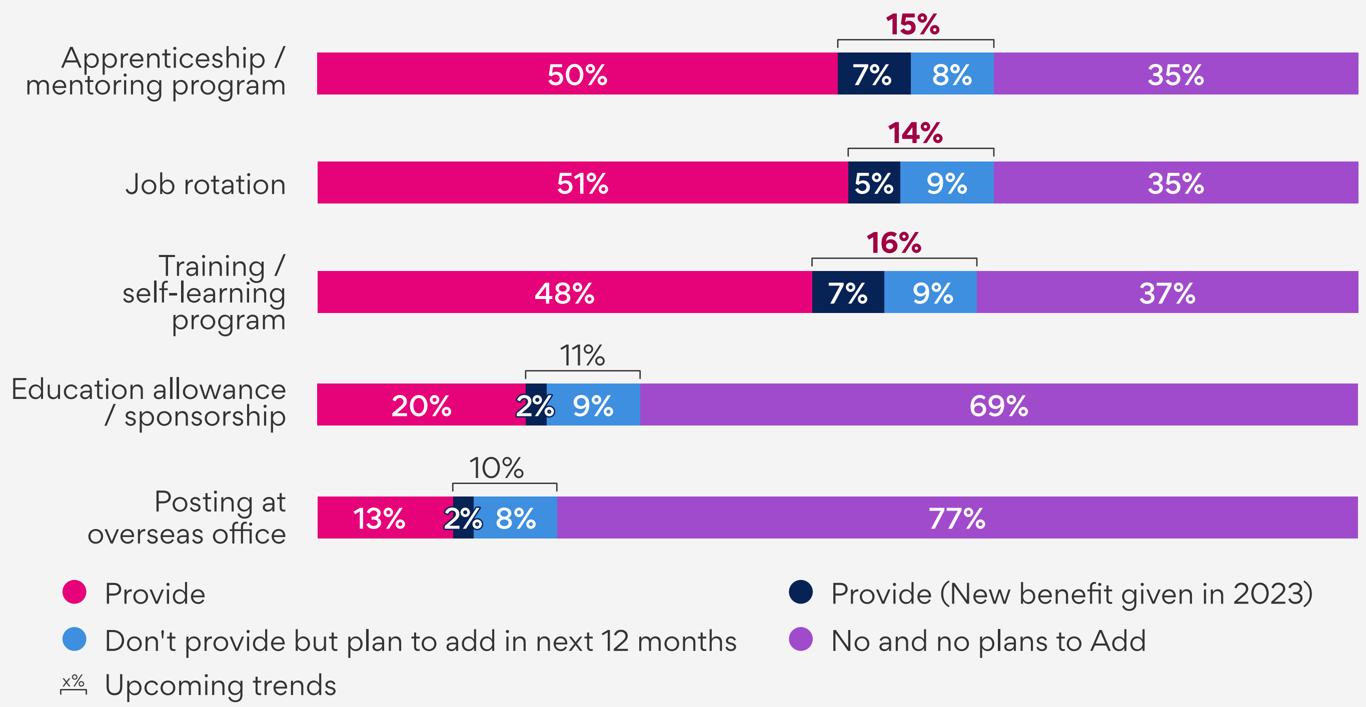
Accommodation benefits, which encompass various forms of assistance related to housing or lodging, are not commonly extended by companies as part of their employee compensation packages. Among companies that offer such accommodations, the most prevalent and widely provided benefit is accommodation rental reimbursement.



Current & future outlook of Career Development Programmes

In an era where upskilling is more important than ever, more companies are prioritising the development of their employees by offering apprenticeship / mentoring and training / self learning – both +7% in 2023.

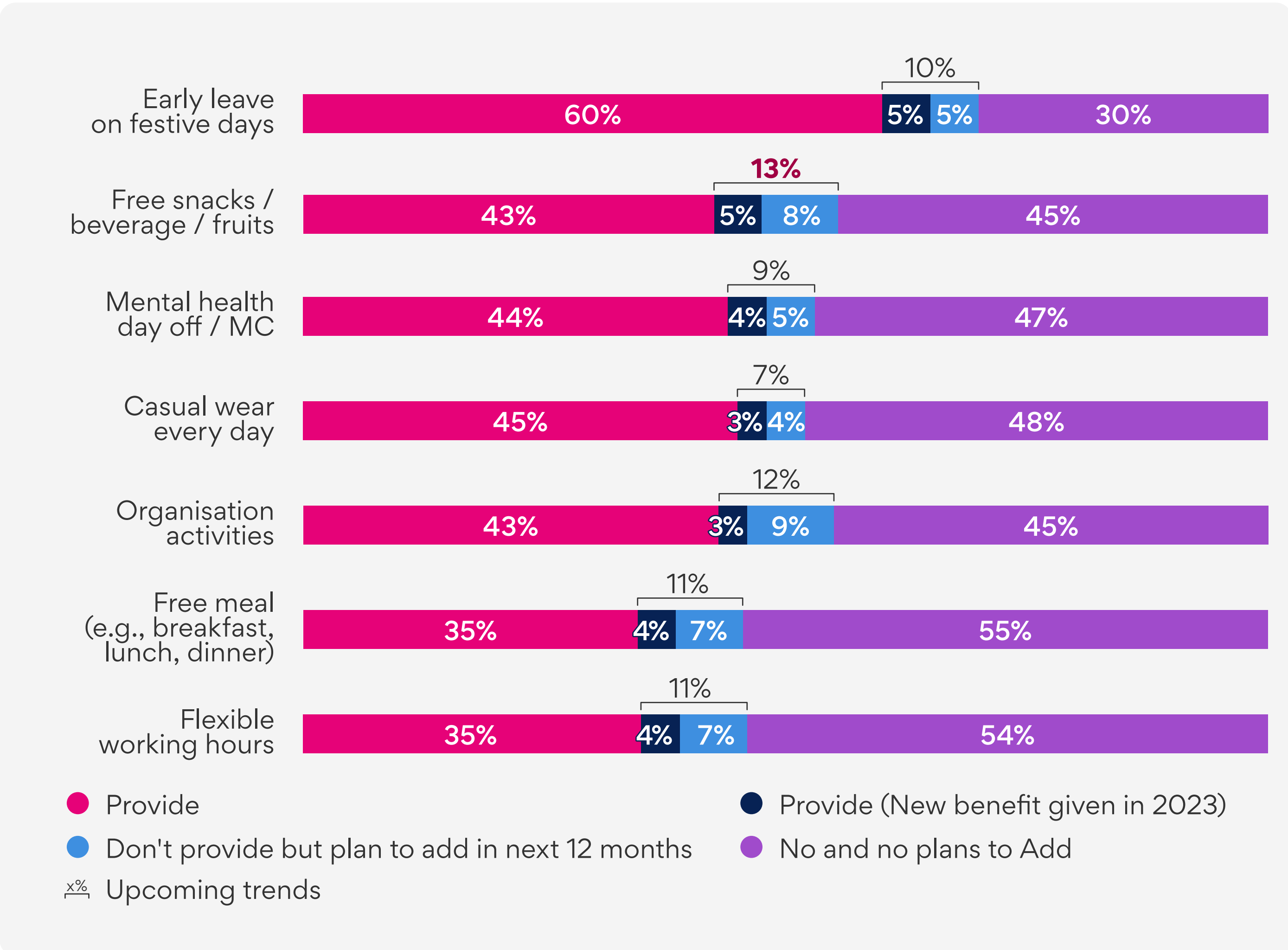
Career development remains a top priority to help employees to keep up the pace with evolving industry demands, with all forms of programs being considered for implementation in the coming year.



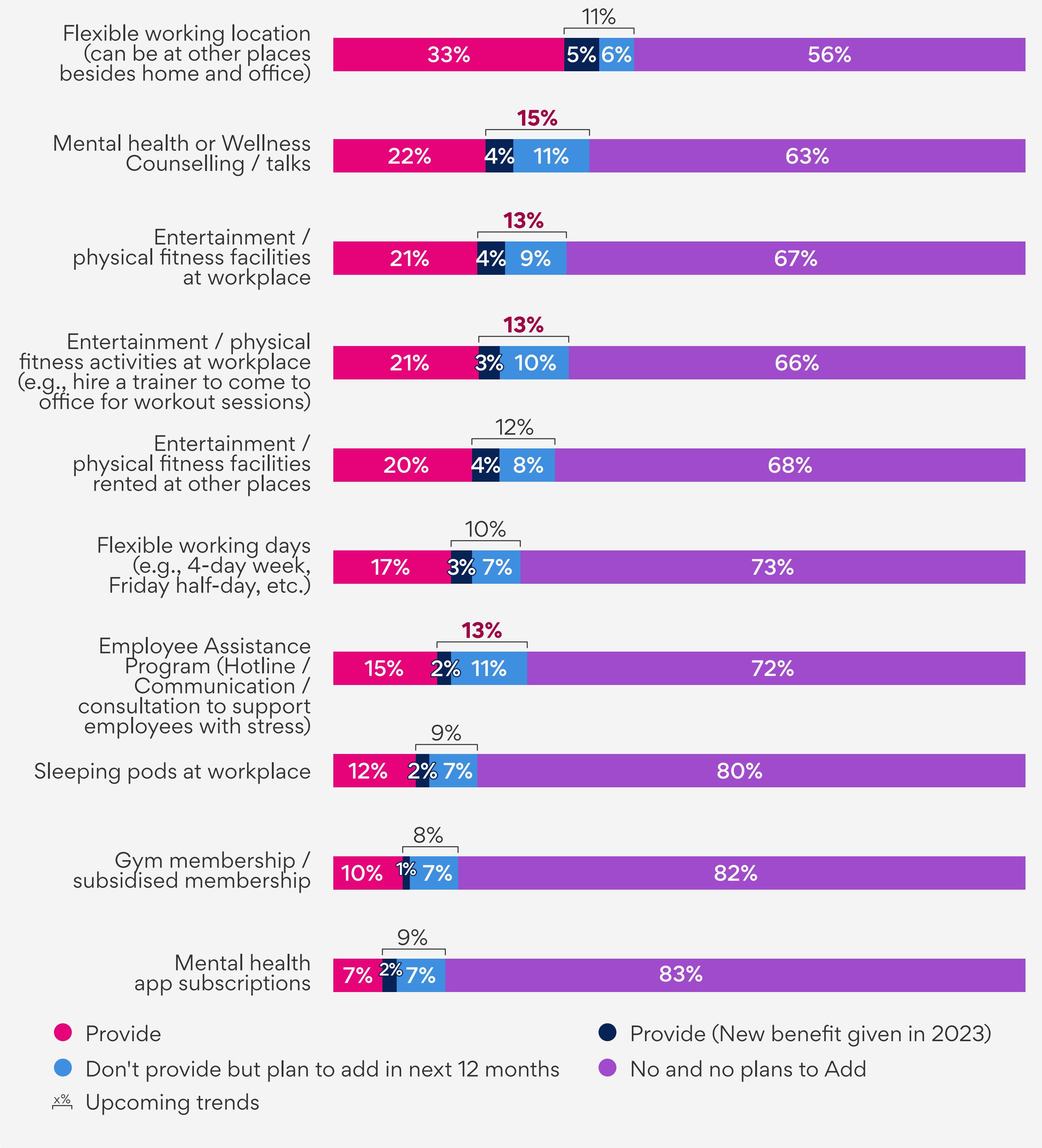
Current & future outlook of Work-life Balance Benefits – part 1

The top new work life benefits provided by companies in 2023 are early leave on festive days (+5%), free snacks / beverage / fruits in the office (+5%) and flexible working location (+5%) – perhaps as part of an effort to encourage employees to go back to the office.

However, more companies are also planning for employee mental health by introducing mental health or wellness counselling / talks (+11%), employee assistance programme (hotline / consultation) (+11%) and entertainment / physical fitness activities at the workplace such as hiring a trainer to come to office (+10%).

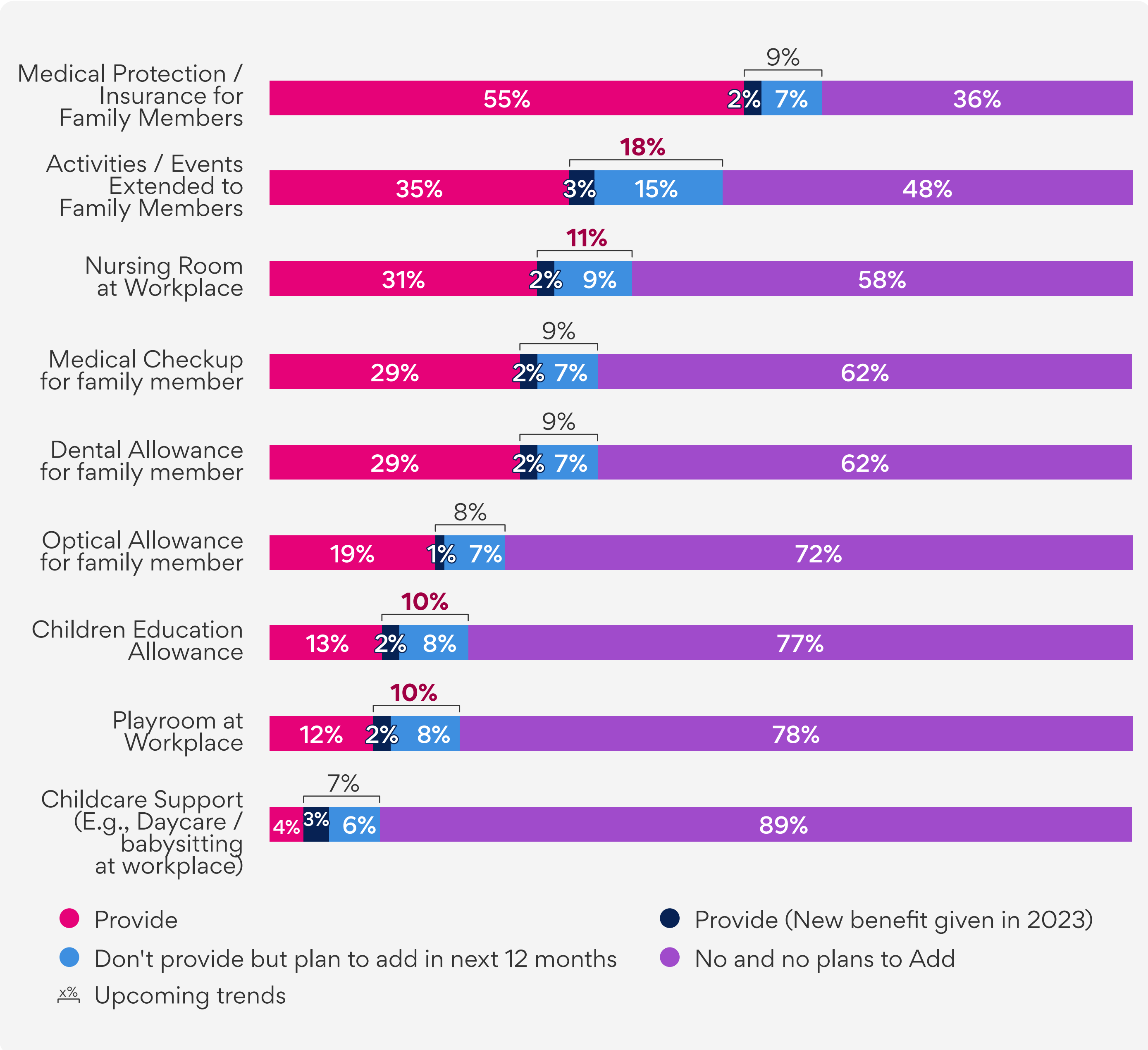


Current & future outlook of Work-life Balance Benefits – part 2



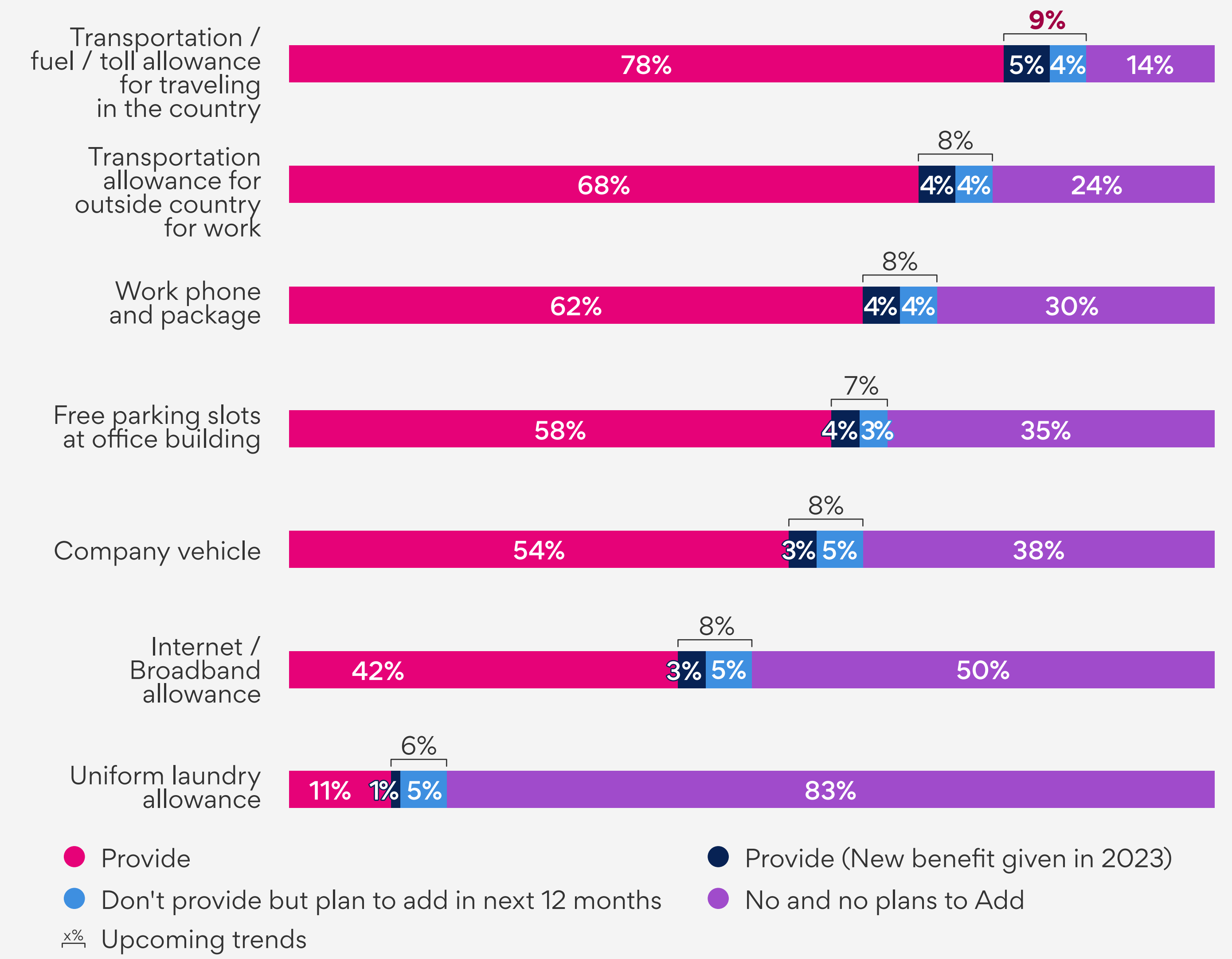
Current & future outlook of Family-Friendly Benefits

Companies are increasingly extending activities/events for family members, with a 3% rise. Looking ahead, 15% of employers plan to introduce more family-centric activities in the coming year, along with the addition of nursing rooms at workplaces for the benefit of working mothers. This underscores a commitment to enhancing family-friendly benefits and supporting work-life balance.



Current & future outlook of Other Benefits

Transportation allowances in and outside the country are the most common newly offered benefits in 2023, at 83% and 72% respectively, as work travel starts to increase globally as well. However, working from home is very much prevalent and more companies are starting to provide internet allowance.



The Future Workplace

Beyond office walls: Indonesia's future workplace

As Indonesia steps into 2024, the concept of the workplace undergoes a profound transformation. In this section of our report, we examine the compelling trends and paradigm shifts that are redefining how and where work unfolds in 2023.

Delving deeper, we explore the changing workplace landscape in 2023 and consider how it will evolve further. Is there still a need for permanent office spaces? For both employees and employers, it's a recognition that remote work is no longer a perk but a fundamental aspect of organisational culture, reflecting a deep understanding of the changing needs and aspirations of the modern workforce.

Furthermore, we'll also look at the range of support employers are providing to adapt to the ever-shifting workplace situation, from flexible working hours to the seamless integration of cloud storage solutions.

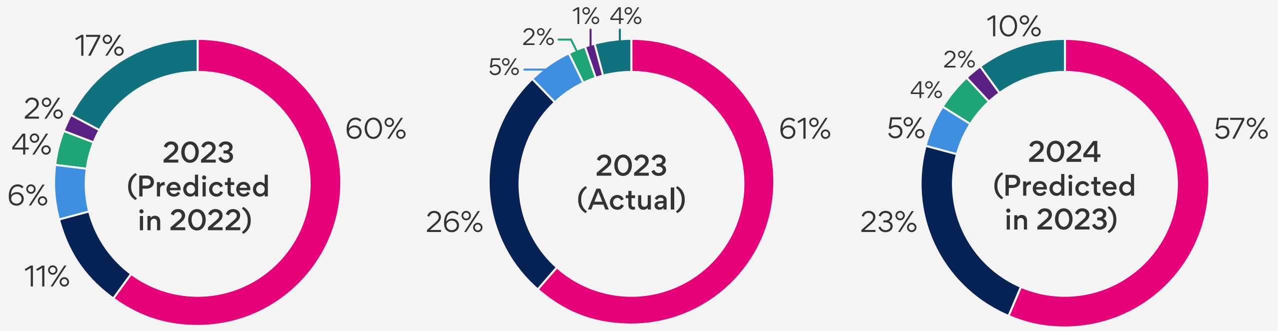
Join us as we navigate this dynamic shift and equip your organisation for a future of work that transcends boundaries.

Working arrangement: Current and H1 2024

When asked about future working arrangements back in 2022, majority of the employers predicted that they would be back physically at the workplace, but there were also a higher amount of uncertainty.

In 2023 (actual), they were mostly right with the same number of companies going for a fully return to the office arrangement (61%). Surprisingly, a higher percentage (26%) also allowed some remote work, depending on the job function.

In the outlook for 2024, higher uncertainty is anticipated, particularly among companies currently adhering to a fully return-to-office arrangement. This uncertainty stems from the increasing preference for flexible workplace options among employees. Companies may consider adopting this flexibility to attract talent, especially from in-demand sectors such as technology.

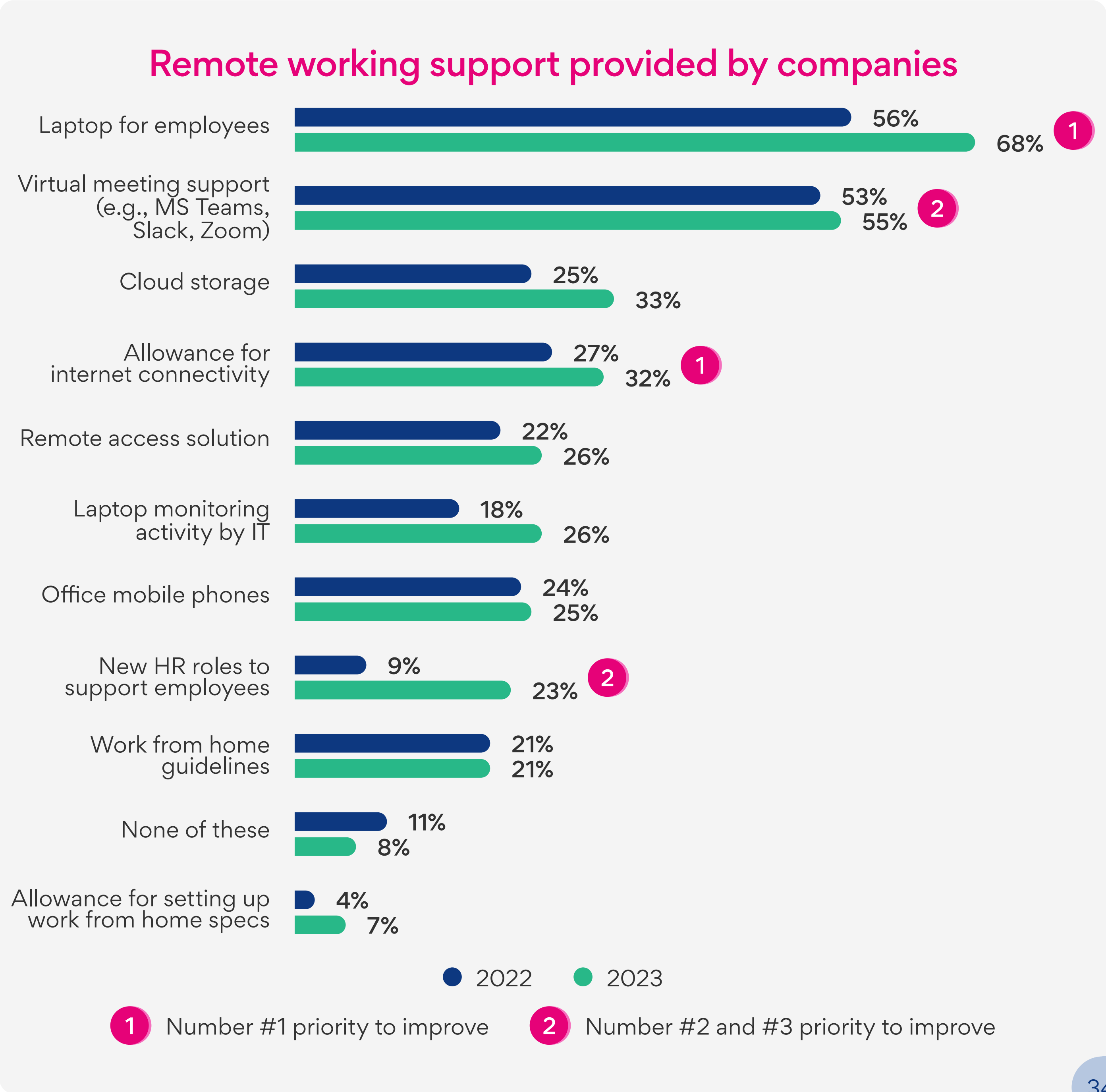


- All employees fully at the workplace / office
- Some employees fully at the workplace, and some work remotely depending on job function
- All employees fully at the workplace for a few days (e.g. In office 3 days and work remotely for 2 days)
- Employee rotation between workplace and work remotely (e.g. Team A / B rotation)
- All employees working remotely
- Don't know / not decided yet / others

Remote working support

With flexible working arrangements here to stay for the long run, remote working support continues to be more important than before. The most common form of support provided are laptops for employees (68%), virtual meeting support (55%). Provision of these supports by companies have also improved compared to 2022, both seeing increases.

In order to further support remote working, hirers felt that the next support that needs to be prioritized are internet allowance (+5%) and new HR roles (+14%) to support employees working from home – perhaps to help to maintain employee productivity and motivation.



Workplace Mental Health

Nurturing workplace mental health for a productive workforce

> "Mental health problems don't define who you are. They are something you experience."
>
> – Matt Haig

Delving into the heart of Indonesia's workforce, a study by BMC Psychiatry revealed staggering statistics: 8.5% grapple with moderate to severe depression, 20.6% battle anxiety, and 6.3% contend with high-stress levels. These numbers underscore a pressing need for mental health support, especially at the workplace.

This section of our report highlights the vital topic of workplace mental health in 2023, illuminating the challenges that organisations and their employees face.

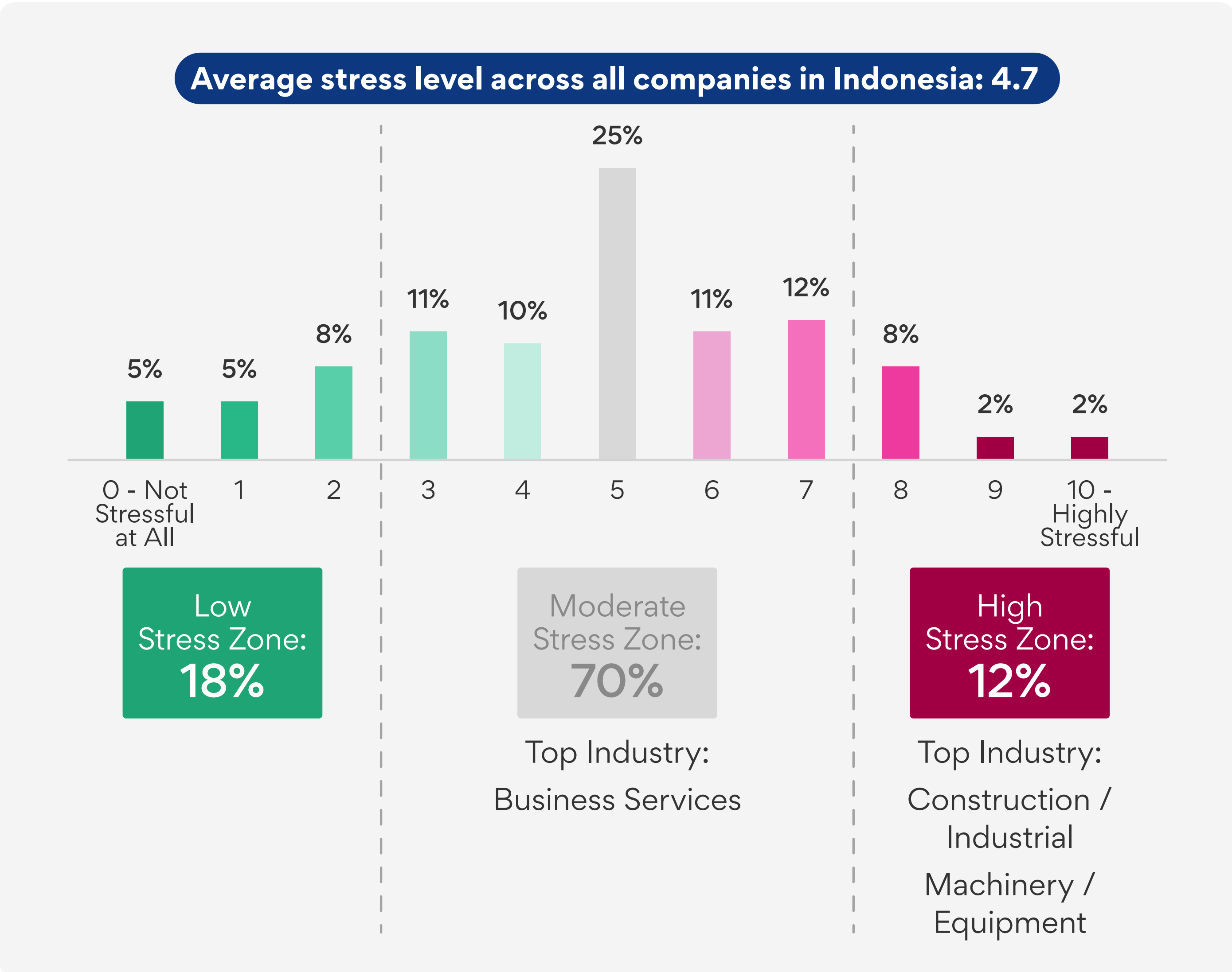
Ahead, we'll understand the triggers, manifestations, and the profound impact on the employees' mental well-being. We'll look at overall stress levels, causes, and examine the initiatives organisations are employing to champion the mental health of their workforce.

It is essential to recognise that addressing these challenges is not only a duty to employees but also a strategic investment in the success and sustainability of the organisation.

Organisation stress level

Encouragingly, 70% of hirers rated their companies as a moderately stressful workplace (between level 3 to 7) with the average stress level at 4.7. The highest was level 5 at 25%, indicating that most workplaces had an average stress level.

However, around 12% of companies were categorised as highly stressful, with the Construction / Industrial Machinery / Equipment industry as the top contributor. Companies in this zone may need to implement effective measures to provide support and address the well-being of their employees, acknowledging the need for a healthier work environment.

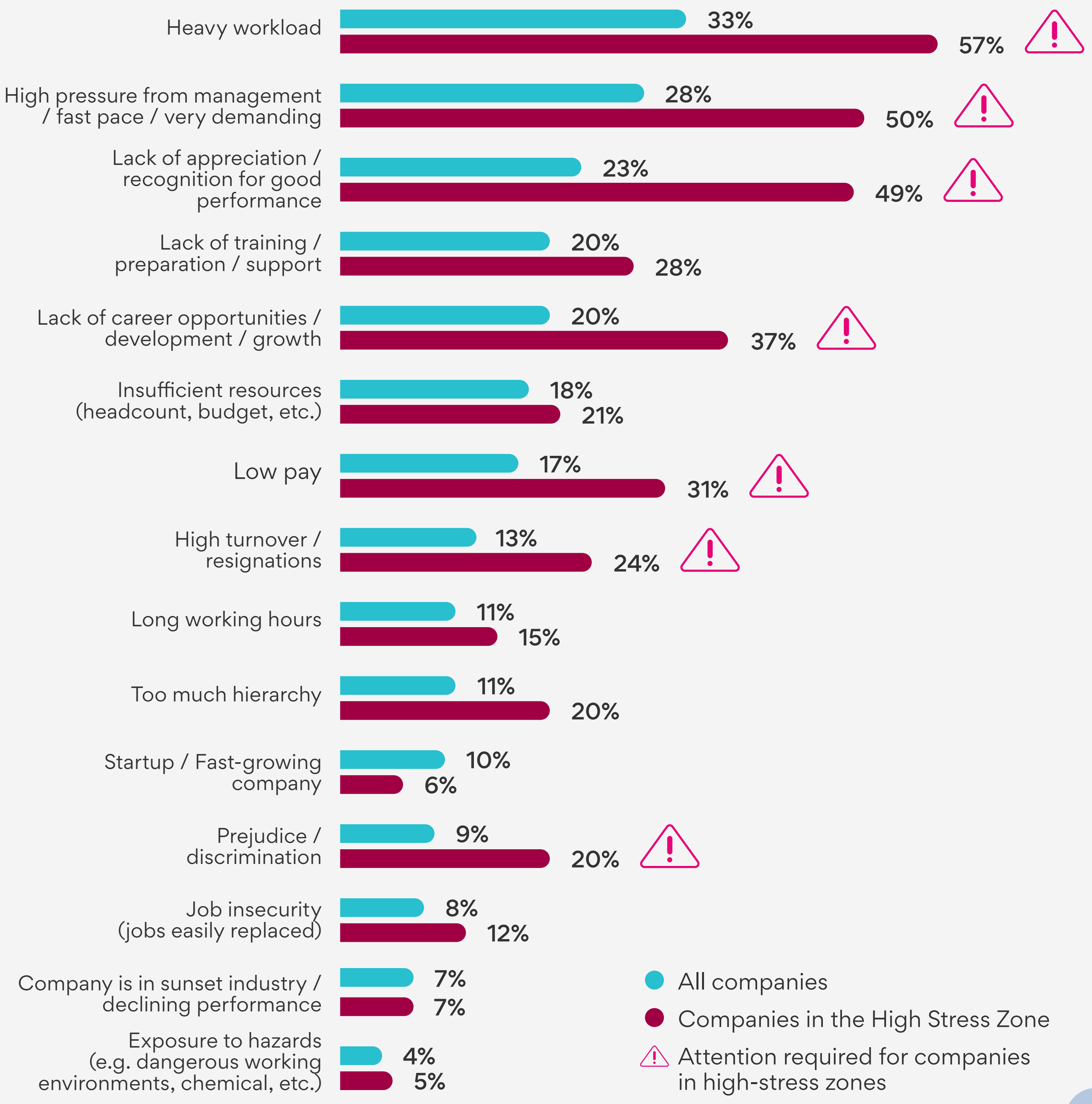


Causes of employee stress

Most hirers felt that the top causes to the stress levels in their organization are heavy workloads (33%), high pressure from management / fast pace (28%), and lack of appreciation / recognition for good performance (23%).

These trends are further amplified amongst companies in high stress zones where issues such as lack of career opportunities (37%), low pay (31%), high turnover / resignations (24%) and prejudice / discrimination (20%) are more prevalent.

Top causes to employee stress



Efforts by organisation to help employees

While mental health is of utmost priority for the new generation, the need for employers to do more to help employees is evident with only 57% of hirers sharing the sentiment that their organisations is doing enough to help employees cope with stress. The low percentage indicates that there is still much room for improvement in 2024.

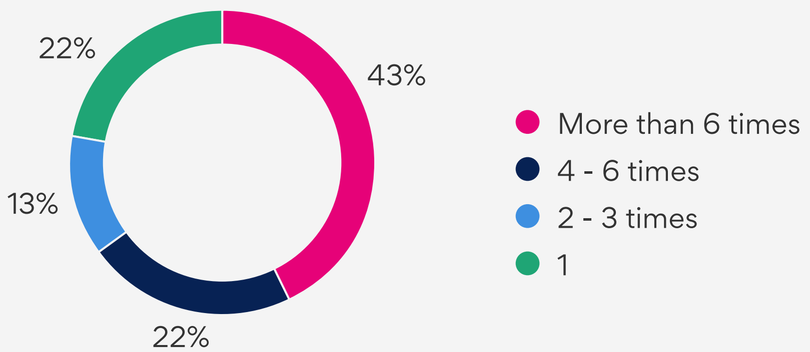
Still, 43% of organisations expressed that they've started new initiatives in 2023 to help their employees, such as mental health day off and wellness counselling.

To conclude, it is positive that more companies are offering mental health and wellness talks in 2023, with 42% having it more than 6 times. Still, 22% of companies only conduct it once a year, with the overall average at 4.4 times a year.

Only **57%** agree that their organisations are doing enough to help employees cope with stress.

43% Organisations started new initiatives to help employees to cope with stress in 2023.

Frequency of mental health / wellness talks by companies in 2023:



Average: 4.4 times

Summary

Key Takeouts and Recommendations

Seize the opportunity to recruit top talent for your company in H1 2024
Many employers view this period as active for hiring, presenting a favourable chance for those seeking skilled professionals. The demand for both permanent and contractual employees varies based on business functions, and most employers are likely to adopt a balanced approach aligned with their specific business objectives.

Enhance your compensation and benefits strategy by conducting more frequent and comprehensive reviews.
Many companies only focus on factors like inflation and evaluating pay guidelines but there is room for more proactive measures. Use benefits benchmarks to conduct simple internal surveys to gauge employee sentiments and needs. These cost-effective and efficient methods can significantly contribute to improving your compensation and benefits structure.

Enhance your benefits package by introducing popular offerings from each category.
In the current landscape, many new benefits have emerged, and additional plans are underway to attract and retain employees. Seize this opportunity to make impactful changes. Consider the following examples of top benefits within each category that can significantly contribute to attracting and retaining a motivated and satisfied workforce.

Special leaves: family care leave and examination leave
Financial benefits: health checks / medical screening coverage and mental health treatment coverage / insurance
Career development: All
Family Friendly: activities / events extended to family members and nursing rooms
Other benefits: internet / broadband allowance and travelling allowance

Enhance efforts to boost employee morale and support those experiencing stress within your organization.
As most companies fall into the moderate stress zone, it's crucial to provide ample support for employees navigating stressful situations. Consider prioritising work-life balance benefits to address this need. Top recommendations include offering mental health or wellness counseling/talks and implementing an employee assistance program. These initiatives can significantly contribute to creating a supportive and healthier work environment.

Hiring Advice: Action Plan #1

Identify deal breakers

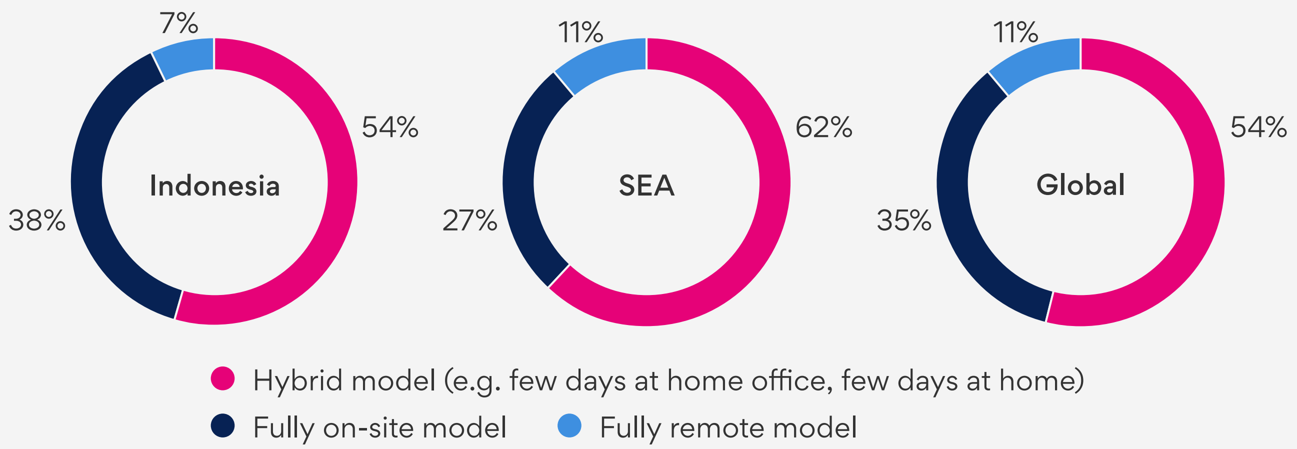
Indonesians are in general more flexible about job offers, fewer percentage of respondents listed any issue a deal breaker. Compared to global average, they place more emphasis on paid time off, insurance and retirement benefits, challenging job assignments and leadership opportunities when accepting a job.

Deal Breakers	Indonesia	SEA	Global
Financial compensation (salary, bonuses)	8%	22%	21%
Amount of paid time off/holiday	7%	14%	14%
Retirement & insurance benefits	6%	13%	13%
Flexible work location and/or work schedule	6%	12%	14%
Challenging job assignments	6%	5%	7%
Company values in line with personal values	6%	9%	12%
Opportunities to lead and take responsibility	6%	8%	9%
Work-life balance	6%	17%	19%
Job security	6%	14%	15%
Family support solutions (i.e. child care/support, parental leave)	6%	10%	10%

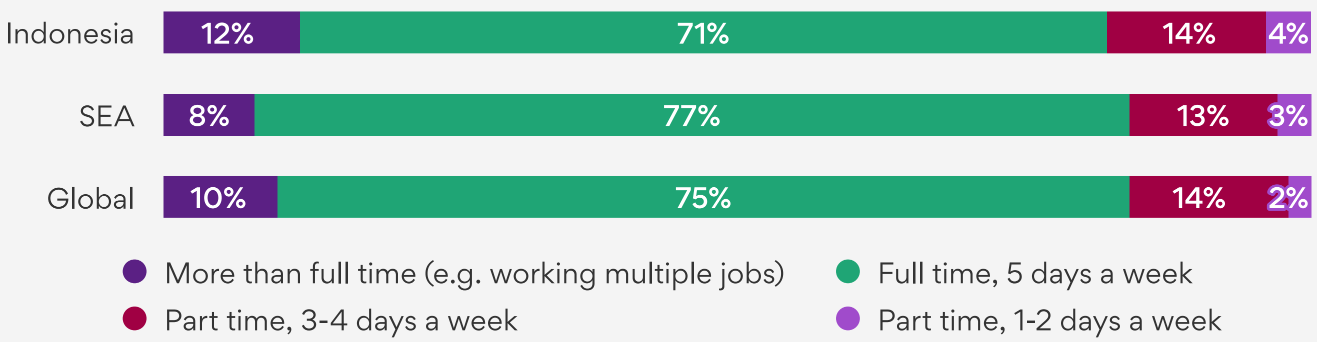
Identify working models

Most **Indonesians** prefer to work in hybrid settings, but 38% could imagine going back to the office full time. When it comes to working time, they are in line with global results, preferring a traditional 5-day workweek.

Preferred work location



Preferred working hours



Hiring Advice: Action Plan #3

Shift the hiring paradigm

Most **Indonesians** prefer to work in hybrid settings, but 38% could imagine going back to the office full time. When it comes to working time, they are in line with global results, preferring a traditional 5-day workweek.

Reach Out to Talent Proactively

With increasing competition to hire the best talent, reach out to them before your competitors do. Contact talents with the right skillsets directly in our talent database with **Premium Talent Search**.

Focus on Employer Branding

The job market recovery is a great opportunity to improve your branding. Apart from remuneration, values like diversity & inclusion and environmental responsibility are crucial too. Portray your company's values every time you hire with **Branded and Premium Ad**.

Get Help for Hard-to-fill Roles

Filling in-demand roles can be a strain in terms of time and money. **Premium Plus** provides a dedicated talent consultant to deliver candidates of the right qualifications and aptitude.

Continue your journey with a Trusted Talent Partner

With the global crisis still resolving, our continuing research is part of our commitment in providing actionable insights for employers to navigate the supply and demand of the Indonesia job market. As the region's **No. 1 career partner**, we have the right tools to connect jobseekers to jobs faster and easier. As of Q3-2023, Jobstreet has:

A talent pool of **15.4 million, one of** the largest in Indonesia	**#1 top of mind, usage and placement** among talent	**1st choice among jobseekers** in Indonesia
3x faster and easier to find the right talent	Over **329.6 million** page views	**32 minutes** – average time spent per unique visitor on website

* Source: https://id.employer.seek.com/page/candidate-fact-sheet and Jobseeker - Employer Market Survey 2021 by a third-party research agency 2021 by a third-party research agency

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