

Indonesia

1,000
respondents

16%
Gen Z

57%
Millennials

18%
Gen X

9%
Baby Boomers

33%
Female

67%
Male

78%
Employed full-time

18%
Employed part-time

63%
Have one job only

37%
Have more than one job

22%
Full-time in-person working

61%
Hybrid working

17%
Full-time remote working

Business viability

63% believe that their organisation will be in business for more than 10 years if they remain on their current path, 12% more than the Asia Pacific average of 51%, with Gen X being the most positive generation (72%) and Gen Z being the least positive (51%).

Climate action

There is a relatively strong sense of urgency from employees in Indonesia to push their employers to take climate action. 52% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



60% believe their company is taking the right amount of climate actions (vs. Asia Pacific 43%).

Workforce skills

53% believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).

59% are confident that their employers will provide them the opportunity to apply the skills that are most important to their career in the next five years (vs. Asia Pacific 48%).



Employees rank people skills as more important than technical or core business skills, including critical thinking skills (77%), being adaptable/flexible (77%) and leadership skills (76%).

Employee sentiment

75% are very or moderately satisfied with their jobs, consistent with last year, and 18% higher than the Asia Pacific average (57%).

Employees here are more likely to make changes in their jobs in 2023 than they were in 2022, yet less likely to do so than the Asia Pacific average.



	Indonesia 2022	Indonesia 2023	Asia Pacific 2023
Ask for a pay raise	31%	39%	43%
Ask for a promotion	29%	33%	38%
Change employer	16%	20%	28%

Inclusion:

- 66% can truly be themselves at work (vs. Asia Pacific 52%)
- 61% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

Indonesian employees are bullish about the potential of Artificial Intelligence (AI) in their career, they also place a high importance on digital skills.

56% think that AI will help them increase their productivity/efficiency at work (vs. Asia Pacific 41%)

51% think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)

30% think that AI will create new job opportunities for them (vs. Asia Pacific 25%)

8% don't think AI will impact their job (vs. Asia Pacific 16%)

71% think that digital skills are important to their career (vs. Asia Pacific 59%)



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Work environment

Indonesian employees are generally more positive about their workplace environment, culture and relationship with managers, which contribute to higher job satisfaction level.



Fairness

69% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



Workplace culture

31% agree that their manager often/usually tolerates small-scale failures (vs. Asia Pacific 31%).

33% of the employees agree that their manager often/usually encourages dissent and debate (vs. Asia Pacific 33%).



Empowerment

68% find their job fulfilling (vs. Asia Pacific 51%).



Feedback

67% would actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

66% would provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

