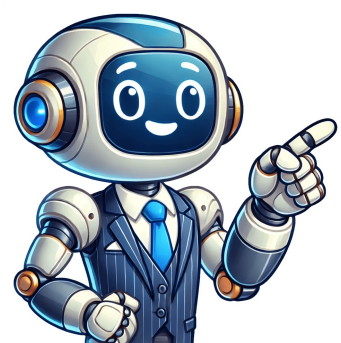


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Indonesia salary guide

Explore Indonesia's dynamic jobs market with our comprehensive salary guide! We provide inside information to keep you ahead, not just up-to-date. Our data-led benchmarking tool offers insights on permanent, contract, and interim positions across Indonesia and Jakarta for various disciplines. Discover your true worth with our Salary Comparison Tool, which shows how your salary compares to industry standards. Calculate your salary's distance from industry benchmarks using job titles from Michael Page placements and advertised roles over the last 12 months. Whether you're seeking a new role or preparing for a pay rise, research beforehand with our guide. If you're underpaid, we'll direct you to suitable live jobs matching your criteria. Our Salary Comparison tool is free to use - simply enter basic details to see if you're being paid fairly. The Michael Page Salary Guide 2025 empowers employers and job seekers alike. 44% of companies rely on social media and online community sources for hiring, while 31% use recruitment agencies. As President Director Indonesia, Monico Lim notes that despite a measured approach to hiring, promising opportunities await across multiple sectors. Stay informed about market trends and gain salary insights to optimize compensation for your team's talent. Access comprehensive salary data for various roles and sectors, gathered from thousands of verified industry insights. With Michael Page, you'll get accurate and reliable information to navigate your job search effectively. Our guide compiles information from thousands of placements over the past year, providing a complete picture of the current job market. Leverage 40 years of recruitment experience with Michael Page for expert knowledge and proven success in the global marketplace. Given article text here Looking forward to seein everyone at the meeting tomorrow and discussin our strategies, according to market trends. Our guide serves as the most trusted resource for staying competitive in today's job market. We cover various sectors including Accounting & Finance, Banking & Financial Services, Construction, Digital, Engineering & Manufacturing, Executive Search, Healthcare, Hospitality & Leisure, Human Resources, Information Technology, Legal, Life Sciences, Marketing, Mining, Energy & Resources, Procurement & Supply Chain, Property, Retail, and Sales. The biggest influence on salary is a multifaceted issue, with factors such as job function, experience, education level, skill sets, location, demand for the job in the market, company budget and compensation policies, collective bargaining agreements, state of the economy, and industry impacting it. Staying up-to-date with our current salary guide in Indonesia is crucial to navigate these changes. Positions that drive revenue growth tend to offer higher earnings potential than those without sales involvement. Specialized skills or extensive experience-based roles often have a higher salary than entry-level positions. Location plays a significant role, with major metropolitan areas offering more lucrative compensation packages than suburban regions. Company size and financial stability also influence salaries, with established companies typically offering higher pay than smaller businesses or startups. When asking a candidate about their salary expectations, it's essential to approach the topic professionally and respectfully. Provide context for the question, explain why you're asking about salary expectations, and how the information will be used. Ask clear and direct questions about the desired salary range for the position, and consider waiting until the end of the initial job interview or possibly after a second or third interview to facilitate a productive conversation. When discussing salary expectations with candidates, consider their skills and experience in relation to the position's requirements. You can also ask them to provide their expected salary range in the initial application form, allowing you to shortlist those within your budget. The timing of salary discussions depends on individual circumstances and preferences. To negotiate salary effectively, understand the market value of the position through salary surveys, ensuring a competitive offer. Be clear about your budget and willing to negotiate other job aspects, such as vacation days or work-from-home arrangements, if the salary request exceeds your offer. Maintain respect and professionalism throughout the negotiation, aiming for a mutually beneficial agreement. For candidates, researching the job market and salary ranges is crucial. Consider your qualifications, experience, and unique skills to support your case for a higher salary. Be transparent about your expectations but prepared to compromise, considering other job aspects like benefits and growth opportunities. If the offer doesn't meet your expectations, be willing to walk away, remembering that other opportunities are available. Don't settle for a job that doesn't pay you fairly. By following these tips, you'll be able to negotiate a good salary for your role. Employers ask about your salary expectations because they want to know if it fits within their budget and company policies. If your expectations are too high, it might not work out for the job. They also use this question to see how much you know about the job market and if you're experienced enough. If you seem knowledgeable, it shows that you're a good candidate. Plus, they want to understand what's important to you - like a higher salary or more benefits. It helps them decide if you're the right fit for their company. When an employer asks about your salary expectations, be honest but also consider all the factors that affect how much you can earn. Research the average salary in your area so you know what's fair. Be flexible and think about other benefits like health insurance or bonuses. And remember, you bring value to the job, so don't be afraid to ask for a good salary. Most employers expect employees to negotiate their salaries. It's a normal part of the hiring process. They want to see how much you know about the market and what you're worth. This helps them make informed decisions about who to hire and how much to pay. Negotiating salary can be beneficial for both employers and employees, helping them find a mutually acceptable agreement on compensation. By discussing job offer details such as benefits and perks, parties can reach an agreement that meets their needs. Preparing for salary negotiation is essential to secure a higher salary than if you accepted the first offer. Utilizing the Michael Page Salary Guide 2025 can provide valuable insights into Indonesia's job market trends and help employers and job seekers make informed decisions. Understanding one's market value is crucial in today's competitive landscape, and this guide equips individuals with the knowledge to navigate salary negotiations with confidence. Given recent stagnant wage growth in Indonesia, having a reliable resource for average wages is vital. The Michael Page Salary Guide 2025 serves as that resource, offering insider information necessary for fair and confident salary negotiations based on qualifications, skills, and experience. When creating a job description, hiring managers rely on salary data and industry benchmarks to determine average salaries. Employers can use salary calculators to ensure they offer competitive compensation packages aligned with current market trends. However, attracting and retaining top talent requires more than just a competitive salary; effective retention strategies are crucial for encouraging employees to stay with the company.

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