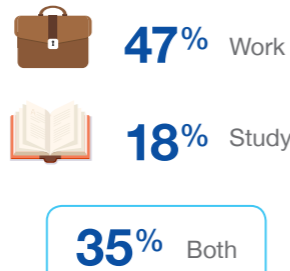


EMPLOYER'S GUIDE TO Indonesian Returnees

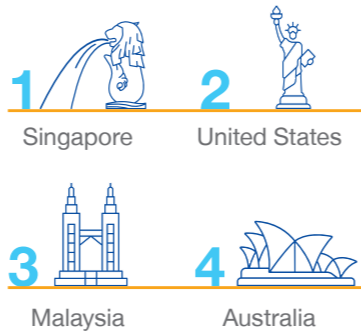
Returnees may have the skillsets you're after, but as employers, do you know what they really want? Get a glimpse into the motivations and demographics of these individuals to supercharge your hiring efforts.

UNDERSTANDING THE TALENT

Indonesians went abroad to



Overseas Indonesians have largely relocated to



3 reasons why returnees come home



In their job search, returnees are most attracted to

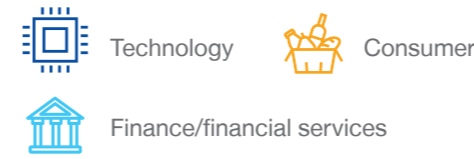


TALENT ATTRACTION

67% of returnees chose LinkedIn as their preferred social media platform when engaging with Indonesian businesses

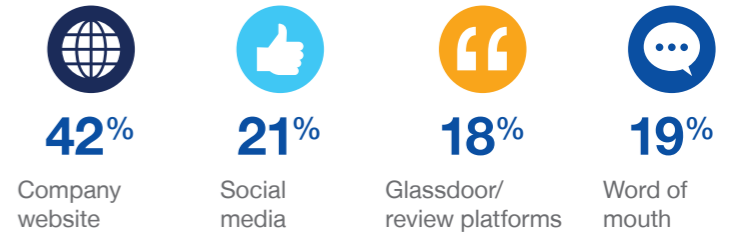
50% also prefer LinkedIn in their job search

The most attractive sectors are



In the job search and interview process, they value professionalism above transparency and efficiency.

In preparation for an interview, returnees turn to



On average, returnees expect to be paid

25% MORE THAN A LOCAL without overseas experience.

Returnees are attracted to companies who offer free flights home for them and their immediate family.

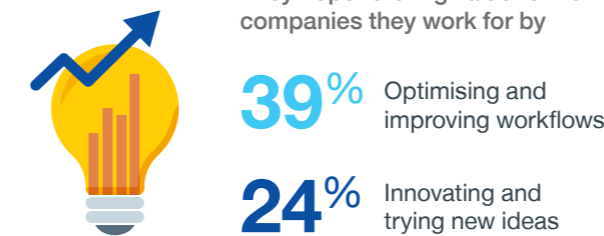
This trumps other moving home benefits such as flexible time off or temporary accommodation.

TALENT ENGAGEMENT & RETENTION

When considering long term prospects in a company, returnees value



They hope to bring value to the companies they work for by



56% of returnees prefer ongoing feedback with managers instead of waiting for formal appraisal sessions

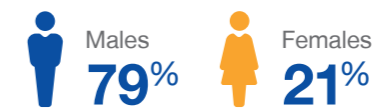
They will thrive best in an environment that has democratic leadership.

DEMOGRAPHICS

900+ Indonesian returnees responded

Surveyed in July 2019

Gender ratio



Age

