

Indonesian transcript:

Pewawancara: Kemudian saya mau bertanya, eee...kalau setelah lulus dari kuliah, untuk melamar pekerjaan di Indonesia sistemnya seperti apa?

Susan: Melamar pekerjaan di Indonesia, biasanya kita melihat iklan misalnya di surat kabar atau uh...ada juga yang iklan-iklan yang ditempelkan di career center. Jadi kalau di sebagian universitas ada tempat untuk yang disebut career center. Mereka memasukkan...beberapa perusahaan menempatkan uh...lowongan-lowongan di situ, untuk menjaring siswa-siswa dari universitas yang mereka tuju, mereka harapkan. Lalu kita menulis surat lamaran. Dan berbeda dengan di Amerika, surat lamaran di Indonesia harus ditulis dengan tangan. Karena mereka berpendapat kalau tulisan tangan mencerminkan kepribadian seseorang. Yang kalau di Amerika itu sudah tidak dilakukan saya rasa. Apalagi jaman elektronik seperti sekarang, mereka kebanyakan langsung dengan internet ya dengan email. Tapi kalau di Indonesia harus tulis tangan, dan yang saya ingat perbedaan yang mendasar adalah mereka meminta kita mencantumkan pas foto. Karena hampir sebagian besar perusahaan Indonesia masih melihat karyawan harus berpenampilan menarik. Yang saya rasa sangat berbeda dengan di Amerika karena mereka hampir tidak pernah meminta foto, karena menurut mereka, kemampuan seseorang itu bukan dicerminkan oleh penampilan, tetapi benar-benar kemampuan mereka...kemampuan matematika atau kemampuan lain seperti menulis atau berbicara yang bukan berdasarkan wajah. Jadi biasanya mereka di Indonesia harus ada foto dan umur biasanya dan status sudah menikah atau belum, yang di beberapa Negara seperti misalnya Amerika biasanya mereka sudah tidak menggunakan, atau tidak meminta itu untuk dicantumkan.

Pewawancara: Untuk system seleksi masuk kerja sendiri, pengalaman mbak Susan sendiri, ada tes-tes seperti apa ?

Susan: Uh...waktu saya masuk ke pekerjaan, uh...saya diinterview dua kali. Jadi pertama saringan pertama kalau sudah lolos saringan pertama baru interview yang kedua. Biasanya interview kedua itu dengan higher management. Setelah...untuk memastikan bahwa orang ini benar-benar mampu atau tidak, dan juga ada psikotest. Tapi psikotest itu...setelah interview untuk memastikan bahwa setelah mereka menyukai atau meloloskan para karyawan ini, benar-benar mereka mempunyai kemampuan yang cukup. Jadi...saya mengalami tiga test; dua interview satu psikotest.

Pewawancara: Apakah ada keharusan kita bekerja di bidang yang sama dengan yang kita pelajari di masa kuliah?

Susan: Hmhhh...saya sendiri kebetulan bidangnya sama. Tapi saya melihat dan mendengar banyak sekali orang yang tidak bekerja di bidangnya. Biasanya mereka justru

leb...memenuhi kualitas yang lebih. Jadi misalnya; insinyur yang bekerja di bank. Mereka mempunyai kemampuan yang sangat tinggi karena bisanya insinyur ...biasanya sangat pandai yah. Tapi mereka mau bekerja di bank, di bank mau menerimanya. Tapi tidak sebaliknya. Kalau lulusan ekonomi tentu enggak bisa bekerja di construction atau perusahaan..kons...uh...konstruksi begitu. Jadi saya lihat banyak ..eee...orang-orang tidak bekerja di bidangnya. Tapi biasanya mereka over qualified gitu, artinya mereka bersedia untuk bekerja, walaupun mereka sebenarnya leb...mempunyai kemampuan yang lebih.

Pewawancara: Apakah ketika mbak Susan bekerja, sudah umum ditemui perempuan bekerja di Indonesia?

Susan: Uh... yah. Pada zaman saya bekerja, sudah cukup banyak perempuan yang bekerja...uh...atau yah kemungkinan karena saya bekerja di bank, jadi memang banyak perempuan. Tapi kalau di perusahaan yang lain saya kurang tahu, soalnya saya cuma pernah bekerja di bank selama lima tahun. Cuma di satu bank juga. Jadi saya belum banyak melihat di perusahaan yang lain yang bukan bank.

English translation:

Interviewer: I also wanted to ask you, uh ... after graduating from college, what kind of system did you go through to apply for a job in Indonesia?

Susan: To apply for a job in Indonesia, usually we find job vacancies from the newspaper or uh ... from job advertisements at the career center. Some universities have an office that functions as a career center. They put ... some company announcements ... uh ... job vacancies in that office in order to select students from their respective universities. Then we need to write an application letter, which is different from the American system. The application letter in Indonesia should be hand-written. Indonesians believe that [one's] handwriting reflects [one's] personality. And I don't think that Americans do that anymore. Especially in an electronic era, they make application letters using the internet, via email. However, in Indonesia, handwriting is a must. I also remember one of the basic differences between the Indonesian system and other countries is that the employer would ask us to attach our photos in the application letter, since the majority of companies believe that employees must have an attractive appearance. I feel it's very different because in America, the employers almost never ask for a photo. They think that their [employees'] performance is not reflected by [their] appearance, but by their abilities ... such as mathematical ability or other abilities e.g. writing or speaking, and not based on your outer appearance. Well, usually in Indonesia, you must include your photo, age, and marital status, which, in other countries, are no longer asked by the employer.

Interviewer: For the selection system, based on your own experiences, what kind of tests do we need to take?

Susan: Uh ...when I applied for the job, uh ... I was interviewed twice. The first stage selection was an interview. If we pass the first stage, we go onto the second interview. Usually, the second interview is held by higher [level] management. Well ... to make sure that the candidate has an ability to work ...there is also a psychological test. But the psychological test is conducted after the interviews in order to make sure that the selected or the referenced candidates are qualified. Thus ... I did three tests; two interviews and one psychological test.

Interviewer: Is there any requirement that states that we have to work in the same field as our majors in college?

Susan: Hmhhh ... In my case, I worked in the same field. But I saw and heard that many people end up working in different fields. Usually they have more ... they are over-qualified, for example, an engineer working at the bank. The engineer has an excellent ability, well, because engineers ... usually are very intelligent. But the engineer is willing to work in the bank and the bank accepts him/her. But not reversely, an economist can't work in a construction or ... cons ... uh ... construction company. So I saw lots of ... uh ... people working in different fields. But they're usually over-qualified. They were willing to work although they have higher ... higher abilities ...

Interviewer: When you worked, was it common to find females in the workforce in Indonesia?

Susan: Uh ... yes. When I was working, the number of females working was quite high ... uh ... maybe because I worked at the bank, so they had lots of females. I'm not sure about other companies because I've only worked in bank for five years ... so I can't tell much about the condition in other companies apart from banks.

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