

◆ **Select the language for answering the survey.**

(Please choose one.)

<Indonesia>

1. Indonesian
2. English

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## Work style survey

**Thank you for accessing this questionnaire.**

**If you are ready to fill out the questionnaire, please click on the "Start" button.**

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**F1 What is your gender?**

(Please choose one.)

1. Male
2. Female

**F2 What is your current age?**

(Enter answer in single-byte characters)

( ) yrs old

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**F3 Where do you currently live?**

(Please choose one.)

1. Jakarta area
  2. Surabaya
  3. Medan
  4. Other
- 

**F4 Are you currently working?**

(Please choose one.)

1. Working
  2. Not working
- 

**F5 What is the highest level of education you have completed?**

(Please choose one.)

1. SMP or below
  2. SMA
  3. Vocational/Special school
  4. Junior college/Associate's Degree
  5. University/Bachelor's Degree and above
-

■ We will now ask about your work practice from the time you graduated school to now.

**Q1 When did you graduate university (graduate school)?**

(Enter answer in single-byte characters)

\* If you worked after graduating from university and then went back to school, enter the first time you graduated.

\* If you continued on to graduate school after university, enter when you graduated graduate school.

year(            ) month(            ) (            ) age at graduation

(ex. 12/2007, December 2007 → year 2007 month 12)

**SQ1-1 At that time, which did you graduate from?**

(Please choose one.)

1. University
2. Graduate school

**SQ1-2 Which department (graduate course)?**

(Please choose one.)

1. Humanities (literature, history, philosophy, psychology, education, etc.)
2. Social science (economics, business administration, commercial science, law, political science, etc.)
3. Natural science (engineering, physical science, agriculture, medicine, pharmaceutical science, etc.)
4. Architecture
5. Art (music, fine arts, etc.)
6. Physical education
7. Other

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**We will now ask about your career path (occupation, job category) after graduating university (graduate school).**

**Q2 When did you choose your career path after university (graduate school)?**

(Please choose one.)

1. Before graduating junior high school
2. During high school
3. Early years of university
4. Late years of university (includes graduate school)
5. After graduating university

**SQ2 What influenced your career path choice?**

(Please choose all that apply.)

1. Parents
  2. Siblings/ relatives
  3. University/ school teacher
  4. Friends
  5. University entrance exam
  6. Lecture or class in university or school
  7. Study overseas, living overseas
  8. University/ school club activities
  9. Job search activities
  10. Business experience, work experience such as internships
  11. Social or sports activities outside of school
  12. Publications
  13. Other
-

We will now ask about the job that is the main source of your income.

Q3 Please tell us about your first job after graduation.

<First job after graduation>

**(1) <First job> Year and month you started**

**\* If you started your own business, tell us when you started.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

**(2) <First job> Type of employment**

(Please choose one.)

1. Company employee/corporate personnel
2. Company executive/director
3. Public official
4. Independent business owner
5. Family employee (of independent business)

**(3) <First job> Work practice (full-time/part-time)**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Full-time (35 hours per week or more)
2. Part-time (less than 35 hours per week)

**(4) <First job> Type of contract**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Permanent
2. Temporary

**(5) <First job> Type of workplace**

**\* Please respond only if you answered "Company employee/corporation personnel" or "Company executive/director" under Type of employment (2).**

(Please choose one.)

1. Government/public-operated
2. Private (domestic capital)
3. Private (foreign capital)
4. Private (joint capital)

**(6) <First job> Year and month you left**

**\* If you were an independent business owner or family employee, enter the year and month when the business ended.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

Still currently at this job.

\* Check here if you have not left and still currently work at this job.

**(7) <First job> Main reason for leaving the job.**

**\*If are still currently at this job, you do not need to respond.**

(Please choose one.)

<Company reasons>

1. End of contract
  2. Company went bankrupt
  3. Early retirement, encouraged to retire, termination
- <Personal reasons>
4. Dissatisfied with salary
  5. Dissatisfied with working conditions, place of assignment, etc.
  6. Dissatisfied with personal relations
  7. Dissatisfied with nature of work
  8. Uncertainty about the future of the company, employment stability, etc.
  9. Injury or sickness (self)
  10. Marriage, child birth, childcare, nursing
  11. To work independently
  12. To enter to higher level school or to obtain certification
- <Other>
13. Other
-

**Q4 Was your first place of work after graduation decided while attending university (graduate school)?**

(Please choose one.)

1. Yes
2. No (decided after graduation)

**Q5 During your job search activities, what did you think your strengths were?**

(Please choose all that apply.)

1. Human relationship skills (leadership, cooperativeness, etc.)
2. Self-control skills (stress tolerance, persistence, etc.)
3. Problem detection and solving skills
4. Logical thinking skills
5. Expert knowledge/skills
6. Desire to succeed
7. Confidence
8. Name of university
9. Major in university
10. Lived overseas, studied overseas
11. Language skills
12. Work experience (business experience, internships, etc.)
13. IT skills (programming, network expertise, etc.)
14. Occupational qualification
15. Other

**Q6 How did you find your first place of work after graduation? Please select the most influential factor.**

(Please choose one.)

1. Introduced through university or school's career center
  2. University or school's job search website or publication
  3. Seminar hosted by university or school
  4. Internship or part-time job during school
  5. Introduced by teacher
  6. Introduced by family or acquaintance
  7. Private employment agency
  8. Private job search website or publication
  9. Private seminar
  10. Public employment agency
  11. Public job search website or publication
  12. Public seminar
  13. Contacted company directly
  14. Other
-

**We will now ask about your work experience up to now.**

**Q7 How many times have you changed jobs since graduation?**

\* "Changing jobs" refers to changing the workplace at which you are directly employed, changing from self-employment to employed work, and changing from employed work to self-employment.

\* If you worked as temp staff, changing companies where you were assigned is not included under "changing jobs".

(Enter answer in single-byte characters)

(        ) times

**We will now ask about the job that is the main source of your income.**

**Q8 If you left your first job, please tell us about your second to latest job in order.**

**\* For this section, only respond about jobs that you continued for 3 months or more.**

**\* However, please respond about your current job even if you have not continued it for 3 months or more.**

**Please tell us about your jobs up to now (as shown below).**

	(1) Year and month you started	(2) Type of employment	(3) Work practice	(4) Type of contract	(5) Type of workplace	(6) Year and month you left	(7) Main reason for leaving job
<First job after graduation> *You have already provided your answer.	2008 year 9 month	Company employee/corporation personnel	Full-time	Permanent	Private (domestic capital)	2008 year 9 month	Company went bankrupt
<2nd job>							
<3rd job>							
<4th job>							
<5th job>							

**(1) <2nd job> Year and month you started**

**\*If you started your own business, tell us when you started.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

**(2) <2nd job> Type of employment**

(Please choose one.)

1. Company employee/corporate personnel
2. Company executive/director
3. Public official
4. Independent business owner
5. Family employee (of independent business)

**(3) <2nd job> Work practice (full-time/part-time)**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Full-time (35 hours per week or more)
2. Part-time (less than 35 hours per week)

**(4) <2nd job> Type of contract**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Permanent
2. Temporary

**(5) <2nd job> Type of workplace**

**\* Please respond only if you answered "Company employee/corporation personnel" or "Company executive/director" under Type of employment (2).**

(Please choose one.)

1. Government/public-operated
2. Private (domestic capital)
3. Private (foreign capital)
4. Private (joint capital)

**(6) <2nd job> Year and month you left**

**\* If you were an independent business owner or family employee, enter the year and month when the business ended.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

Still currently at this job.

\* Check here if you have not left and still currently work at this job.

**(7) <2nd job> Main reason for leaving the job.**

**\*If are still currently at this job, you do not need to respond.**

(Please choose one.)

<Company reasons>

1. End of contract
2. Company went bankrupt
3. Early retirement, encouraged to retire, termination

<Personal reasons>

4. Dissatisfied with salary
5. Dissatisfied with working conditions, place of assignment, etc.
6. Dissatisfied with personal relations
7. Dissatisfied with nature of work
8. Uncertainty about the future of the company, employment stability, etc.
9. Injury or sickness (self)
10. Marriage, child birth, childcare, nursing
11. To work independently
12. To enter to higher level school or to obtain certification

<Other>

13. Other
-

**(1) <3rd job> Year and month you started**

**\*If you started your own business, tell us when you started.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

**(2) <3rd job> Type of employment**

(Please choose one.)

1. Company employee/corporate personnel
2. Company executive/director
3. Public official
4. Independent business owner
5. Family employee (of independent business)

**(3) <3rd job> Work practice (full-time/part-time)**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Full-time (35 hours per week or more)
2. Part-time (less than 35 hours per week)

**(4) <3rd job> Type of contract**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Permanent
2. Temporary

**(5) <3rd job> Type of workplace**

**\* Please respond only if you answered "Company employee/corporation personnel" or "Company executive/director" under Type of employment (2).**

(Please choose one.)

1. Government/public-operated
2. Private (domestic capital)
3. Private (foreign capital)
4. Private (joint capital)

**(6) <3rd job> Year and month you left**

**\* If you were an independent business owner or family employee, enter the year and month when the business ended.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

Still currently at this job.

\* Check here if you have not left and still currently work at this job.

(7) <3rd job> Main reason for leaving the job.

**\*If are still currently at this job, you do not need to respond.**

(Please choose one.)

<Company reasons>

1. End of contract
2. Company went bankrupt
3. Early retirement, encouraged to retire, termination

<Personal reasons>

4. Dissatisfied with salary
5. Dissatisfied with working conditions, place of assignment, etc.
6. Dissatisfied with personal relations
7. Dissatisfied with nature of work
8. Uncertainty about the future of the company, employment stability, etc.
9. Injury or sickness (self)
10. Marriage, child birth, childcare, nursing
11. To work independently
12. To enter to higher level school or to obtain certification

<Other>

13. Other
-

**(1) <4th job> Year and month you started**

**\*If you started your own business, tell us when you started.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

**(2) <4th job> Type of employment**

(Please choose one.)

1. Company employee/corporate personnel
2. Company executive/director
3. Public official
4. Independent business owner
5. Family employee (of independent business)

**(3) <4th job> Work practice (full-time/part-time)**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Full-time (35 hours per week or more)
2. Part-time (less than 35 hours per week)

**(4) <4th job> Type of contract**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Permanent
2. Temporary

**(5) <4th job> Type of workplace**

**\* Please respond only if you answered "Company employee/corporation personnel" or "Company executive/director" under Type of employment (2).**

(Please choose one.)

1. Government/public-operated
2. Private (domestic capital)
3. Private (foreign capital)
4. Private (joint capital)

**(6) <4th job> Year and month you left**

**\* If you were an independent business owner or family employee, enter the year and month when the business ended.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

Still currently at this job.

\* Check here if you have not left and still currently work at this job.

(7) <4th job> Main reason for leaving the job.

**\*If are still currently at this job, you do not need to respond.**

(Please choose one.)

<Company reasons>

1. End of contract
2. Company went bankrupt
3. Early retirement, encouraged to retire, termination

<Personal reasons>

4. Dissatisfied with salary
5. Dissatisfied with working conditions, place of assignment, etc.
6. Dissatisfied with personal relations
7. Dissatisfied with nature of work
8. Uncertainty about the future of the company, employment stability, etc.
9. Injury or sickness (self)
10. Marriage, child birth, childcare, nursing
11. To work independently
12. To enter to higher level school or to obtain certification

<Other>

13. Other
-

**(1) <5th job> Year and month you started**

**\*If you started your own business, tell us when you started.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

**(2) <5th job> Type of employment**

(Please choose one.)

1. Company employee/corporate personnel
2. Company executive/director
3. Public official
4. Independent business owner
5. Family employee (of independent business)

**(3) <5th job> Work practice (full-time/part-time)**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Full-time (35 hours per week or more)
2. Part-time (less than 35 hours per week)

**(4) <5th job> Type of contract**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Permanent
2. Temporary

**(5) <5th job> Type of workplace**

**\* Please respond only if you answered "Company employee/corporation personnel" or "Company executive/director" under Type of employment (2).**

(Please choose one.)

1. Government/public-operated
2. Private (domestic capital)
3. Private (foreign capital)
4. Private (joint capital)

**(6) <5th job> Year and month you left**

**\* If you were an independent business owner or family employee, enter the year and month when the business ended.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

Still currently at this job.

\* Check here if you have not left and still currently work at this job.

(7) <5th job> Main reason for leaving the job.

**\*If are still currently at this job, you do not need to respond.**

(Please choose one.)

<Company reasons>

1. End of contract
2. Company went bankrupt
3. Early retirement, encouraged to retire, termination

<Personal reasons>

4. Dissatisfied with salary
5. Dissatisfied with working conditions, place of assignment, etc.
6. Dissatisfied with personal relations
7. Dissatisfied with nature of work
8. Uncertainty about the future of the company, employment stability, etc.
9. Injury or sickness (self)
10. Marriage, child birth, childcare, nursing
11. To work independently
12. To enter to higher level school or to obtain certification

<Other>

13. Other
-

**We will now ask about your current job.**

**Q9** If you had more than a sixth job, tell us about each of the following items about your current job.

**<Current job>**

**(1) <Current job> Year and month you started**

**\*If you started your own business, tell us when you started.**

(Enter answer in single-byte characters)

year (            ) month (            )      (ex. 12/2007, December 2007 → year 2007 month 12)

\* If you cannot remember the exact month, use January for first half, June for middle, and December for second half of the year.

**(2) <Current job> Type of employment**

(Please choose one.)

1. Company employee/corporate personnel
2. Company executive/director
3. Public official
4. Independent business owner
5. Family employee (of independent business)

**(3) <Current job> Work practice (full-time/part-time)**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Full-time (35 hours per week or more)
2. Part-time (less than 35 hours per week)

**(4) <Current job> Type of contract**

**\* Please respond only if you answered "Company employee/corporation personnel", "Company executive/director", or "Public official" under Type of employment (2).**

(Please choose one.)

1. Permanent
2. Temporary

**(5) <Current job> Type of workplace**

**\* Please respond only if you answered "Company employee/corporation personnel" or "Company executive/director" under Type of employment (2).**

(Please choose one.)

1. Government/public-operated
2. Private (domestic capital)
3. Private (foreign capital)
4. Private (joint capital)

**We will now ask about your current job.**

**Q10 Please tell us about your current job category.**

(Please choose one.)

1. Office work (general office work, human resources, planning, etc.)
2. Retail (retail sales, cash register operator, etc.)
3. Sales (accounts)
4. Specialized/technical (engineer, programmer, physician, attorney, educator, etc.)
5. Services (beautician, chef, waiter/waitress, host/hostess, etc.)
6. Production process, manual labor (construction worker, repair work, production line worker, etc.)
7. Agriculture, forestry, fishery
8. Transportation (driver, train conductor, etc.)
9. Other

**Q11 Which of the following describes your current position?**

**If you are a management-level employee, please tell us at what age you became a manager.**

(Please choose one.)

1. Manager ( ) age at which you became a manager
2. Not a manager

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**Q12 Are you satisfied with your current job?**

(Please choose one.)

1. Very satisfied
  2. Satisfied
  3. Not sure
  4. Unsatisfied
  5. Very unsatisfied
-

■ The following is for those who have changed jobs.

**Q13 For which of the following reasons did you change to your current job?**

(Please choose one.)

1. Was not looking to change jobs, but was approached to.
  2. Actively looked to change jobs.
- 

**Q14 How did you find your current place of work? Please select the most influential factor.**

(Please choose one.)

1. Introduced through university or school's career center
  2. University or school's job search website or publication
  3. Seminar hosted by university or school
  4. Internship or part-time job during school
  5. Introduced by teacher
  6. Introduced by family or acquaintance
  7. Private employment agency
  8. Private job search website or publication
  9. Private seminar
  10. Public employment agency
  11. Public job search website or publication
  12. Public seminar
  13. Contacted company directly
  14. Other
- 

**Q15 How did your income change (before switching jobs and after)?**

(Please choose one.)

1. Increased
  2. Not much change
  3. Decreased
-

■ We will now ask about your job and career.

**Q16 Have you ever used a career consultant?**

(Please choose one.)

1. Contacted only when you searched for or changed jobs.
2. Contact even when you have no plans to search for or change jobs.
3. You have never used a career consultant.
4. You do not know what a career consultant is.

**Q17 What do you think is the most important with regards to working? Select three starting with the one that takes top**

(Please choose one for each.)

	Com pany' s statu s	Good perso nal relati ons at the work place	Work that you want to do	High salar y, subst antial empl oyee bene fits and welfa re	Place that you want to work	Appr opria te work hours and holid ays	Fair empl oyee evalu ation	Clear caree r path	Empl oyeme nt stabil ity	Educ ation and traini ng oppo rtunit ies
1st important	1	2	3	4	5	6	7	8	9	10
2nd important	1	2	3	4	5	6	7	8	9	10
3rd important	1	2	3	4	5	6	7	8	9	10

**Q18 Compare A and B below. Please select the answer that best fits your desired working style.**

(Please choose one for each.)

	Close r to A	If you had to choo se, close r to A	If you had to choo se, close r to B	Close r to B	
A : Work globally	1	2	3	4	B : Work concentrated in a certain region
A : Be part of a large organization	1	2	3	4	B : Become the leader of a small organization
A : Experience work in various fields	1	2	3	4	B : Concentrate on one field over a long period
A : Involve many people	1	2	3	4	B : Complete work alone
A : Follow a well-defined model for performing work	1	2	3	4	B : Work your own way
A : Build relationships with a diverse range of people	1	2	3	4	B : Build deeper relationships with specific people you can trust
A : Private life takes priority over work	1	2	3	4	B : Work takes priority over private life
A : Heavy workload, but there is potential to grow	1	2	3	4	B : No potential to grow, but the workload is light
A : Develop countries and regions	1	2	3	4	B : Provide well for yourself and <b>your</b> family
A : Raise your personal stock to beat the competition	1	2	3	4	B : Seek your own happiness rather than competing

■ We will now ask about you.

**Q19** Have you ever lived overseas? If you have, please select the country/region.  
If you lived in multiple countries/regions, select the one where you lived longest.

	(1) Select the country/region you lived in (Please choose all that apply)	(2) Select the country/region that you lived in the longest (Please choose one.)
Unites States	1	1
Europe	2	2
Singapore	3	3
China	4	4
Hong Kong	5	5
Korea	6	6
Japan	7	7
India	8	8
Thailand	9	9
Vietnam	10	10
Malaysia	11	11
Indonesia	12	12
Other	13	13
Never lived overseas	14	-

---

We will now ask you about "●●" (where you lived the longest).

**SQ19-1** Choose the length of time you lived there.

(Please choose one.)

1. Less than 1 year
2. 1 year or more to less than 3 years
3. 3 years or more to less than 5 years
4. 5 years or more to less than 10 years
5. 10 years or more

**SQ19-2 Choose your purpose or reason for living there.**

(Please choose one.)

1. Your job
  2. You studied abroad
  3. Other (family reasons, etc.)
- 

**Q20 Please choose the answer from below that best describes your English skills.**

(Please choose one.)

1. Advanced (business presentations, negotiation capability)
2. Intermediate (can handle business-level communication, participate in meetings, report to supervisors, etc.)
3. Beginner/Entry (can handle minimal everyday conversation)
4. Below Beginner/Entry level

**SQ20 Please choose from the below languages in which you are Intermediate or higher.**

**\*Intermediate indicates you can handle business-level communications (participate in meetings, report to supervisors, etc.)**

(Please choose all that apply.)

1. Chinese
  2. Korean
  3. Japanese
  4. Malay
  5. Indonesian
  6. Hindi
  7. Vietnamese
  8. Thai
  9. None of these apply
-

**Q21 Would you like to be assigned to any of these places? Please answer for each below.**

(Please choose one for each.)

	Would willin gly work there	Wouldn't mind worki ng there	Wouldn't want to work there
United States	1	2	3
Europe	1	2	3
Singapore	1	2	3
China	1	2	3
Hong Kong	1	2	3
Korea	1	2	3
Japan	1	2	3
India	1	2	3
Thailand	1	2	3
Vietnam	1	2	3
Malaysia	1	2	3
Indonesia	1	2	3

**Q22 To what extent do you wish to work for foreign companies affiliated with the following countries/regions?**

(Please choose one for each.)

	Would willin gly work there	Wouldn't mind worki ng there	Wouldn't want to work there
America (United States)	1	2	3
Europe	1	2	3
China	1	2	3
Korea	1	2	3
Japan	1	2	3

---

**We will now ask about the image of Japanese companies.**

**Q23** To what extent to the following descriptions fit Japanese companies?  
(Please choose one for each.)

	True	Some what true	Not true for the most part	Untr ue	Don't know
Can learn skills and expertise for work over the long term	1	2	3	4	5
Can utilize your own specialty	1	2	3	4	5
Trustworthy management	1	2	3	4	5
Can create your own career path	1	2	3	4	5
High compensation	1	2	3	4	5

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**Q24** Please choose the answer that describes you.  
(Please choose all that apply.)

1. Have a spouse (married)
2. Have children
3. Live with parents
4. Live alone
5. None of these apply

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**Q25** Please provide your income from last year.  
(Answer each below using half-width numeric)

- a: From your current primary job ( )Rupiah  
b: From other jobs ( )Rupiah