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BEING A YOUNG INDONESIAN IN FACE OF NEPOTISM

Ключові слова: корупція, непотизм, публічний та приватний сектор, Індонезія, культура.

Keywords: corruption, nepotism, public and private sector, Indonesia, culture.

Анотація: Розглянуто проблему поширеності непотизму в культурі Індонезійських родин з точки зору молодих Індонезійців. Розкрито основні причини появи непотизму як явища.

Abstract: The problem of prevalence of nepotism in the culture of Indonesian is considered from the perspective of young Indonesians. The main reasons for the appearance of nepotism as a phenomenon are revealed.

Corruption remains deep-rooted to Indonesia's political, social and economic life [1] to the extent that Indonesia is ranked 90 out of 176 countries in the Corruption Perception Index 2016. One of the

reasons for this score is due to the widespread of corruption in Indonesian society in a form of nepotism. Nepotism is described as favoring members of their own group such as families and friends [2]. This practice is seen in various areas (business, politics and the government agencies). For example, the most widespread type of making business in Indonesia is when it is essential to have the right contacts in the right places to open up a business. Where as it may be necessary to have locals make the initial introductions – and these introductions can prove expensive [3].

The corruption tendency in Indonesia can be explained through Hofstede [4] cultural dimensions – power distance, uncertainty avoidance and collectivism/individualism. Countries that have high level of power distance tend to obey superiors and the social order is clearly distinguish between those with status and power and those without [5]. In Indonesia, seniority and elderly are highly valued and given an utmost respect. Thus, the high power distance in Indonesia reflects the tendency for high level of public officials to obtain personal benefits from their official position while underclass may try to improve through extortion [6]. High uncertainty avoidance is also seen in Indonesian culture. According to Getz and Volkema [7] and Seleim and Bontis [8], in high uncertainty-avoidance cultures, people seek stability and they prefer strong institutions with well-established norms, rules, policies, and procedures. However, the cultural rules may delimit behavior hence Indonesians have low tolerance for ambiguity and vagueness in most day-to-day situations which encourage a person to work through informal channel and behave unethically.

The most important aspect of Hofstede cultural dimension that can explain corruption is Indonesian being a collectivist culture. Collectivism refers to social units such as families, races, nations share a common values [9]. In Indonesia, collectivist is highly interlinked with familialism. The close tie between family members is highly valued in Indonesia. However, evidence emerged to demonstrate the notion of increased collectivism being linked to rampant bribery and corrupt tendencies [10]. In a traditional culture where family loyalties are stronger than state loyalties, a public official's duty to his office is secondary compare to the family or community. Any opportunities to further the economic or employment opportunities of that family will therefore be considered important in terms of the official's priorities [11]. The familialism cultural norm provides a strong supporting system for young Indonesia, which could give them a safe harbor in competitive study and job market. But this issue often goes against the equity in public area.

Methods of our study are mixed methods. The literature have shown that high power distance, uncertainty avoidance and collectivism are related with corruption but lack study has done in the area of nepotism in Indonesia. Therefore this study aims to investigate the cultural dimensions of young Indonesians in relation with nepotism. Initially, this study conducted a quantitative method – survey questionnaires distributed to students at Universitas Gajah Mada, Yogyakarta with 162 respondents to investigate the perception of young Indonesians towards nepotism. The data was analyzed using multiple regression. The second stage of the methodology was employing qualitative method – interview to one Indonesian student.

Our research showed the following results: figure 1 showed that young Indonesians perception towards nepotism is only related with high power distance ($p < 0.02$) while both high uncertainty avoidance ($0.9 < p$) and collectivism ($0.3 < p$) are not related with nepotism.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.067	.404		5.112	.000
	uncertaintyavoidance	.000	.082	.000	.001	.999
	collect	.103	.109	.078	.946	.346
	POWERDISTANCE	.134	.058	.188	2.316	.022

a. Dependent Variable: NEPOTISM_2ITEMS

Figure 1: multiple regression

However, the interview has shown that even though respondent agreed that power distance and uncertainty avoidance can influence a person tendency towards nepotism practice, the most important aspect for young Indonesian people nowadays are in terms of collectivism whereby close relationship with family, family duties in it and responsibilities among each other. Families are important and they

want to be with their family as close as they can. As there is closeness in typical Indonesian families, parents often have some expectations for their children. Such expectations could be expressed in terms of education, employment and future. But young generation in Indonesia tends to embrace the individualistic culture due to impact of globalization. Such collision of individualistic and collectivistic culture creates an internal tension of individual.

In conclusion, the result of this study validates the importance of a cultural perspective in explaining nepotism. Predicting nepotism using cultural dimensions is important in any society. Even though the quantitative finding suggested that only power distance encourages nepotism, the qualitative result suggested that collectivism may play a role in nepotism.

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