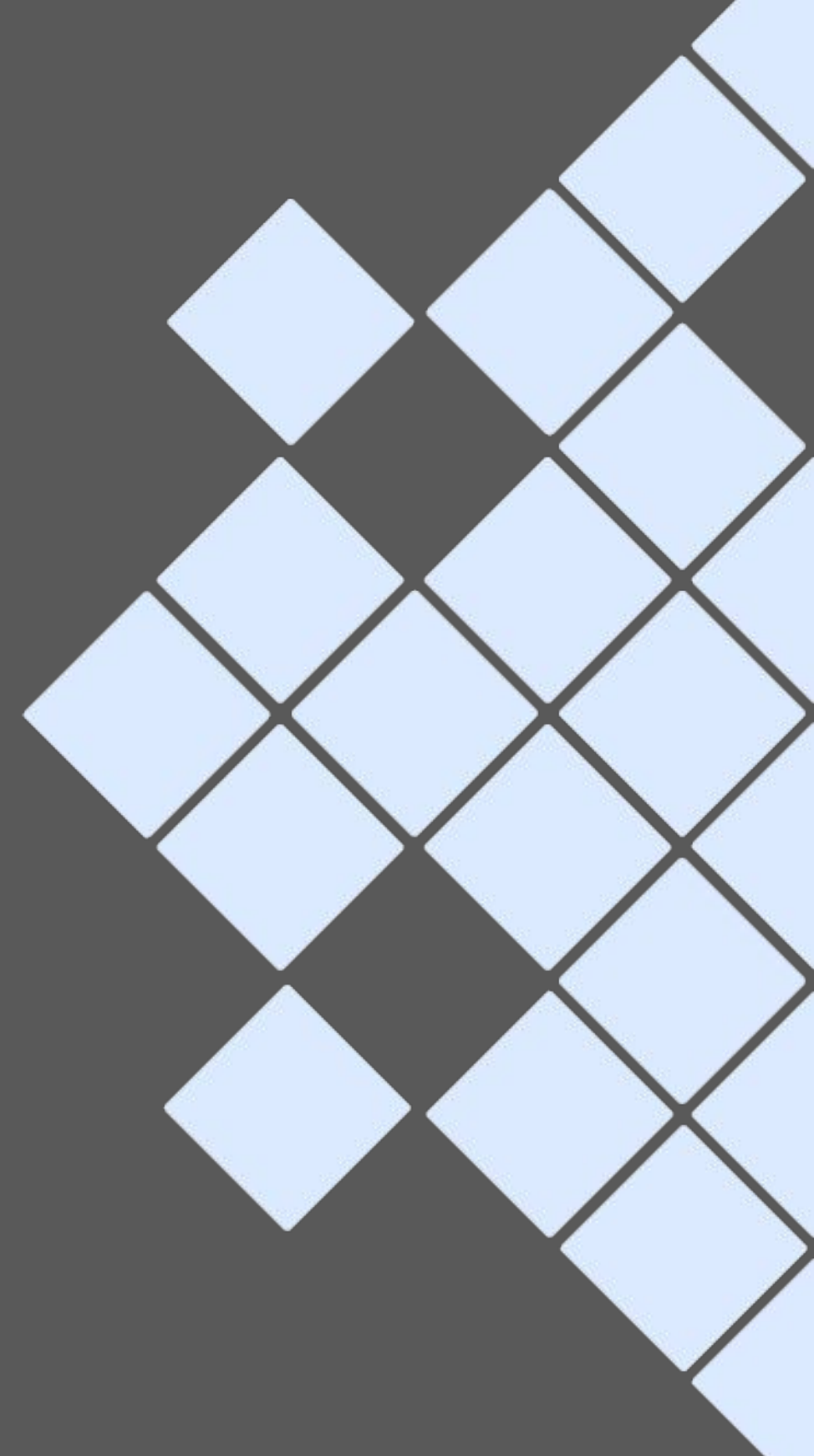![dicoding]

Tech Salary Guide

Indonesia 2024

powered by Dicoding Jobs

g Jobs

Dicoding Jobs is an online job search and recruitment platform service that connects Dicoding's network of tech talents with companies in search of quality talent.
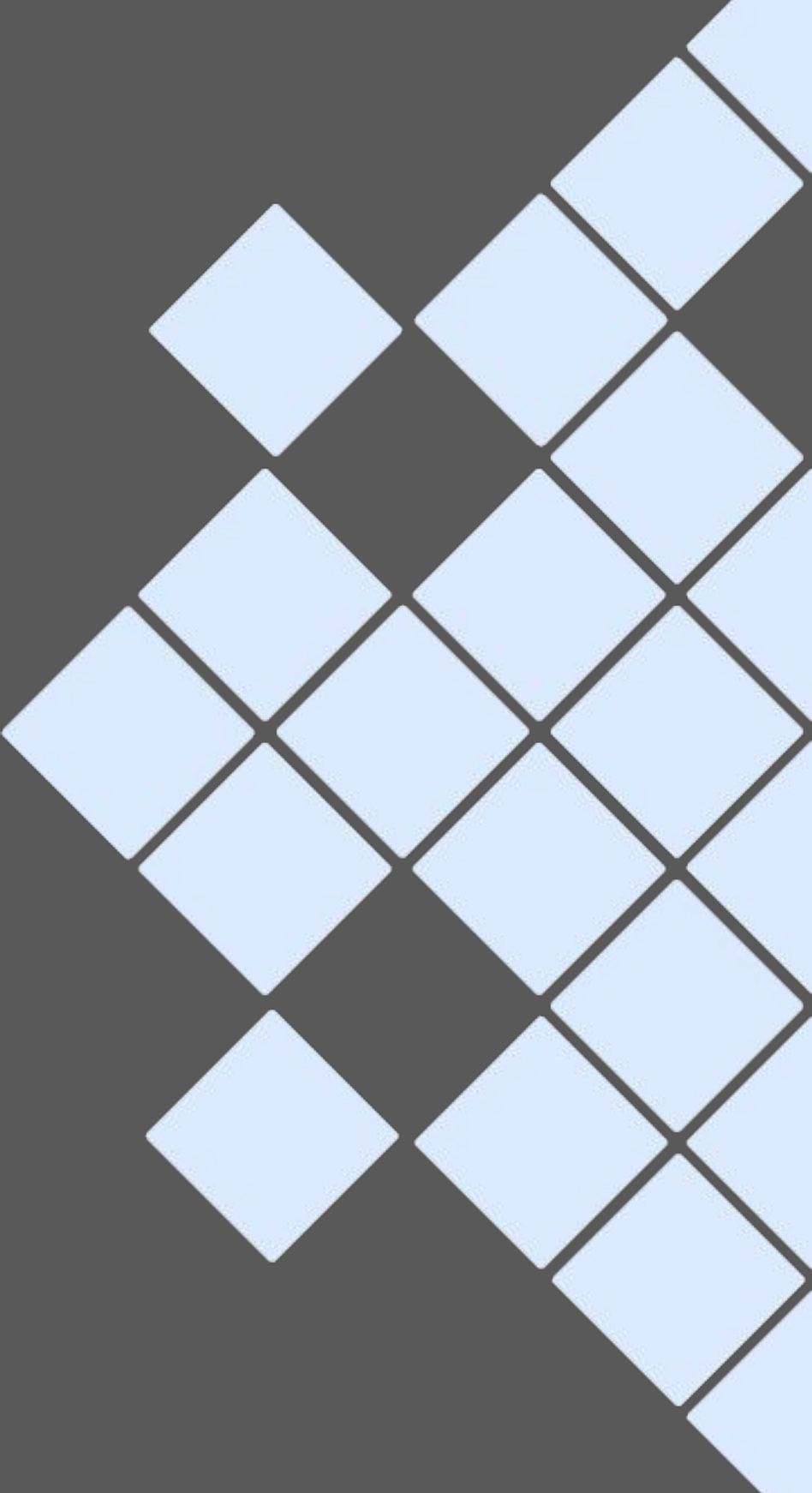
This service is provided by **Dicoding**, the tech education platform that produces global-standard tech talents. Currently Dicoding has more than **900,000+** members on its platform at **www.dicoding.com** and produced more than **520,000+** tech & programming graduates.

dicoding

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EXECUTIVE SUMMARY

The year 2024 is predicted to still be a challenging year for the tech industry. Tech winter that has been going on since 2022 will continue. Even early this year, the decline of interest and investment into the tech sector has caused various startup companies to layoff the employees. More than 700 tech companies have carried out various restructuring and organizational efficiencies, causing more than 200 thousand people to lose their jobs. This has resulted in an increase of experienced tech talent re-entering the job market.

However, this challenge can also open up greater opportunities for companies that survive. More and more experienced workforce options are available to hire. Companies like Dicoding, a pioneer in tech & programming education since 2015, can provide a variety of fresh tech talents who can compete in quality and competence against talents that already have work experience. The take advantage of these opportunities, companies and HR need to depend of their capability to navigate rapid changes in the employment landscape.

We hope that the insights provided through the **Tech Salary Guide Indonesia 2024** can equip talents, recruiters, and companies to face the current tech winter.

REPORT METHODOLOGY

REPORT OBJECTIVE

Data and figures presented in the **Tech Salary Guide Indonesia 2024** are derived from Dicoding's and Dicoding Jobs' tech talent and company network. This network includes 900,000+ members and 520,000+ tech & programming course graduates from the tech education platform at **www.dicoding.com**, along with data from job vacancies, placements, and companies (hiring partners) that utilize the Dicoding Jobs service including its recruitment platform at **jobs.dicoding.com**.
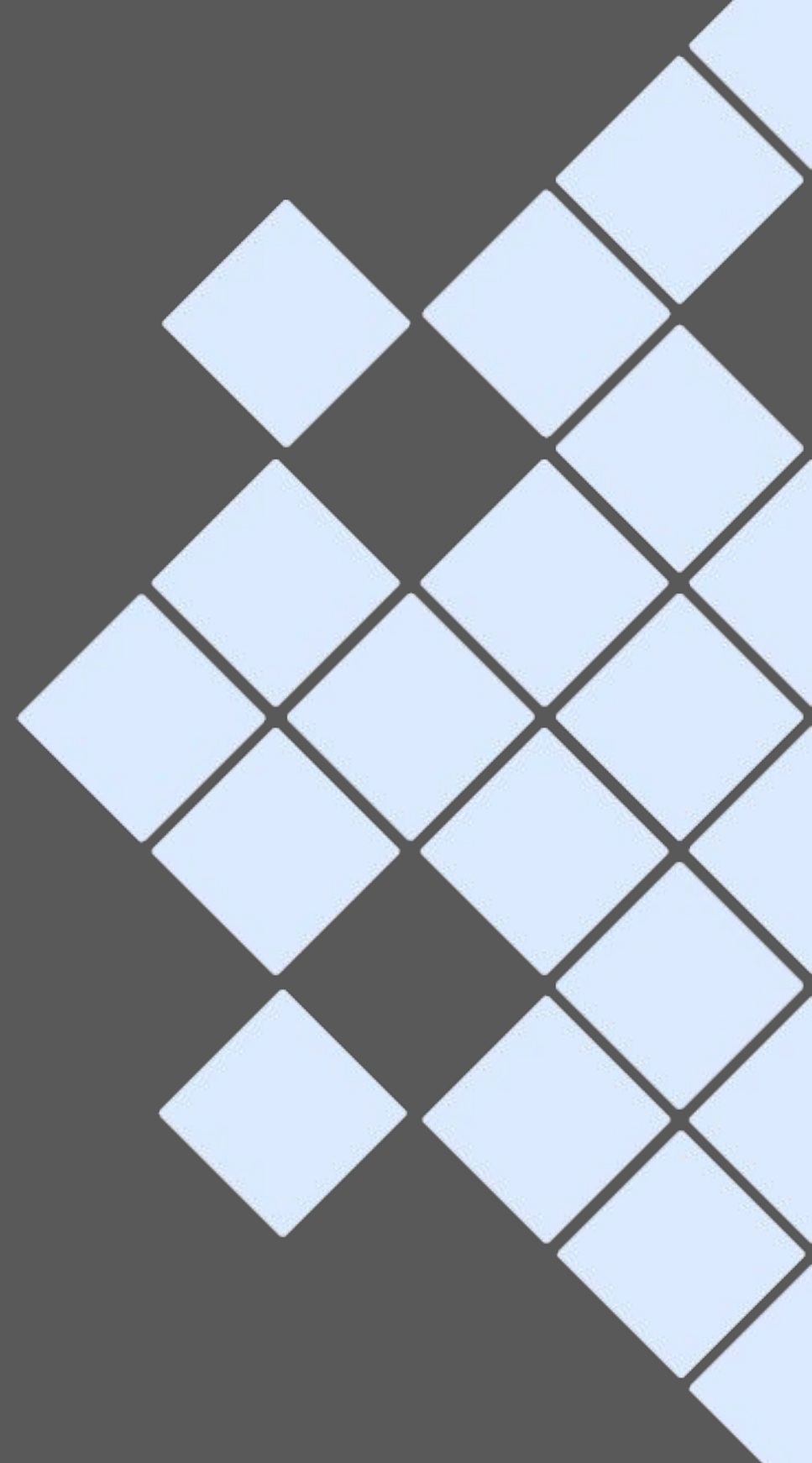
Data from year 2023 is incorporated in salary projections for 2024.

For professional tech recruiters, C-Level executives, and business strategists, this document provides valuable guidance for navigating the challenges and opportunities in the tech recruitment market.

Job Market Landscape Report

TECH TALENT SUPPLY & DEMAND 2023

	Full-Stack Development	Back-End Development	Web Development	Android Development	iOS Development	Multi-Platform Development
% of all vacancies	11.01%	9.29%	11.51%	2.96%	0.82%	4.35%
% of all job applications	7.83%	11.16%	12.24%	4.36%	0.19%	4.46%

	Game Development	Data Science/ Engineering	Database & Cloud	Security	Network Engineering
% of all vacancies	0.41%	9.53%	6.49%	1.97%	1.81%
% of all job applications	0.07%	23.31%	7.46%	0.63%	1.04%

	Product Management	UI/UX	QA	Other IT & Software Roles
% of all vacancies	6.49%	3.20%	5.26%	24.90%
% of all job applications	3.83%	3.55%	6.62%	13.25%

WORK TRENDS

During the pandemic, work from home (WFH) regulations was enforced as an effort to reduce the spread of the virus. Implementation of this policy is easier for employees working in IT.

The majority of companies in Indonesia has started to re-establish work from office (WFO) policies in 2022.

In 2023, already more than 80% of tech vacancies require candidates to work from office. This back-to-office trend is projected to grow in 2024, resulting in fewer chances for tech talent to work from home or request hybrid/work from anywhere (WFA) perks.

(82%) Work from Office

Work Policy

(18%) Work from Home or Work from Anywhere
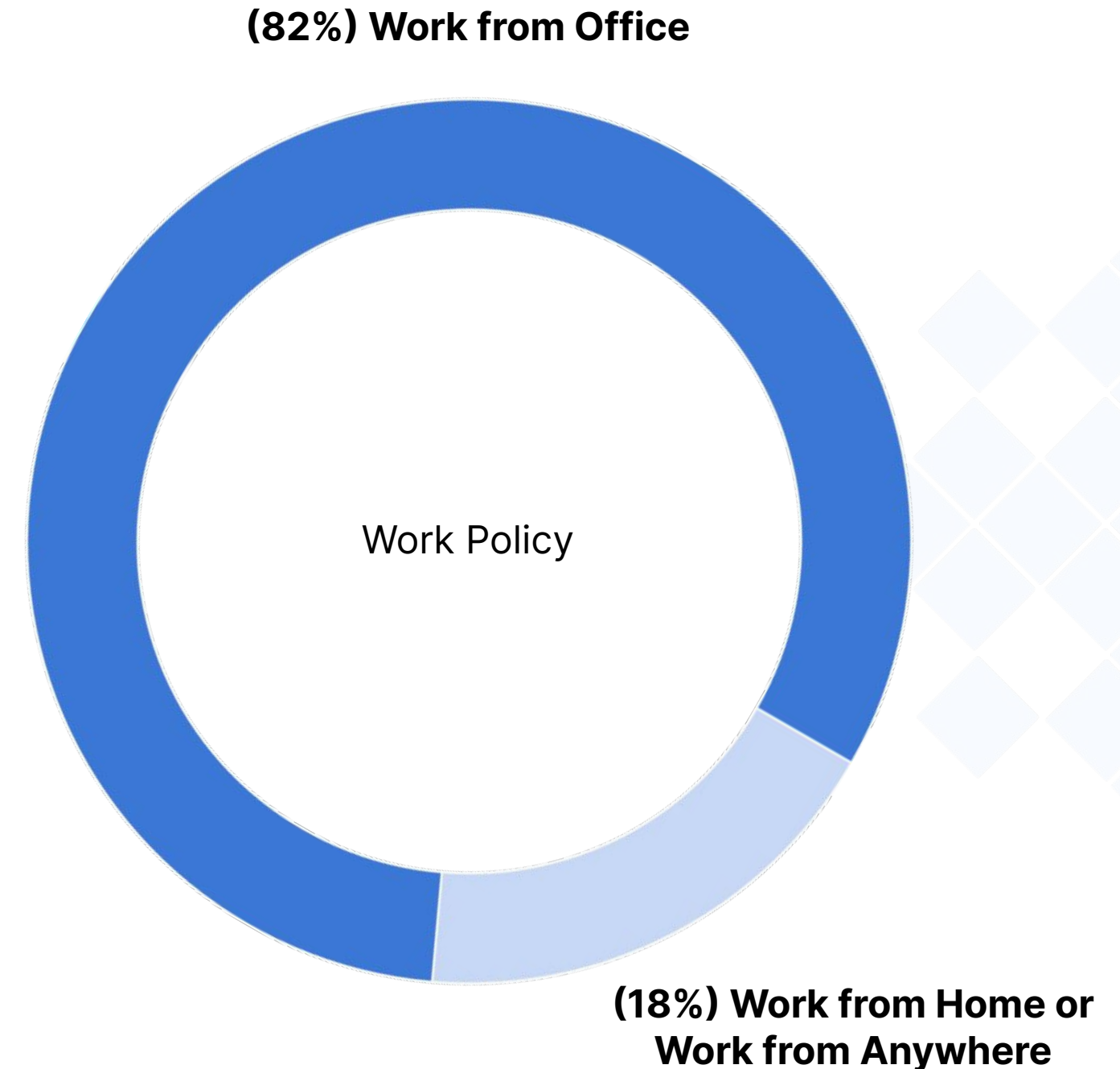
VACANCY STATISTICS

Job Type

69.08%	Full-Time
19.88%	Contract-Based
1.94%	Part-Time
9.10%	Internship
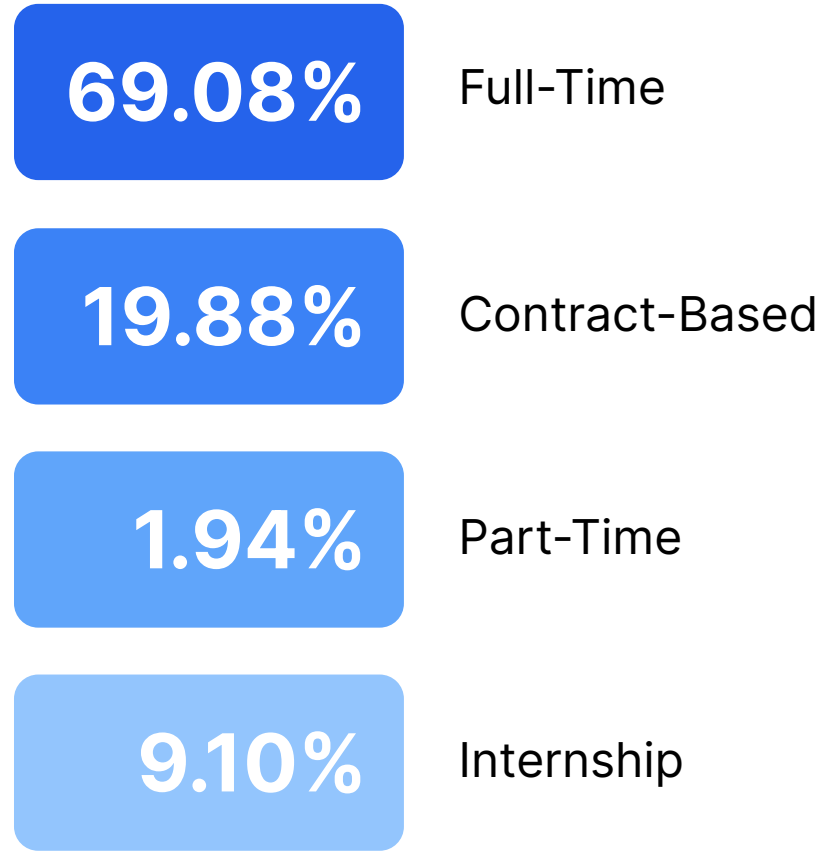
Minimum Work Experience

25.37%	Entry-level <1 year
54.33%	1–3 years
11.45%	4–5 years
8.85%	6 years or more

LIST OF
SALARY RANGE

FULL-STACK DEVELOPMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	8,500,000
1–3 years	5,000,000	17,000,000
4–5 years	6,000,000	35,000,000
6–10 years	8,300,000	40,000,000
> 10 years	17,800,000	75,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,100,000	2,800,000
1–3 years	2,100,000	10,000,000
4–5 years	5,000,000	35,000,000
6–10 years	6,000,000	40,000,000
> 10 years	10,000,000	75,000,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	7,000,000
1–3 years	4,500,000	12,000,000
4–5 years	5,000,000	19,000,000

Sumatra	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	3,500,000	4,000,000
1–3 years	4,000,000	8,000,000

BACK-END DEVELOPMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	12,000,000
1–3 years	5,000,000	18,000,000
4–5 years	6,000,000	30,000,000
6–10 years	7,500,000	35,000,000
> 10 years	8,000,000	40,000,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	5,500,000
1–3 years	4,500,000	10,000,000
4–5 years	5,000,000	13,000,000
> 10 years	10,000,000	15,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,100,000	4,200,000
1–3 years	3,000,000	15,000,000

Sumatra	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	3,000,000	8,000,000

WEB DEVELOPMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	12,000,000
1–3 years	4,650,000	24,000,000
4–5 years	7,000,000	37,000,000
6–10 years	8,000,000	40,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,100,000	4,000,000
1–3 years	2,500,000	10,000,000
4–5 years	3,900,000	14,000,000
6–10 years	4,500,000	23,900,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	4,210,000	14,000,000
4–5 years	7,000,000	15,000,000
6–10 years	8,000,000	18,600,000

ANDROID DEVELOPMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	12,000,000
1–3 years	5,000,000	15,000,000
4–5 years	12,000,000	18,000,000
6–10 years	16,000,000	30,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,175,000	5,000,000
1–3 years	2,500,000	6,500,000
6–10 years	8,000,000	12,000,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	7,000,000
1–3 years	4,250,000	7,700,000
4–5 years	4,500,000	11,500,000

Sumatra	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	2,820,000	5,000,000

iOS DEVELOPMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	7,000,000	15,000,000
4–5 years	8,500,000	28,500,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	2,500,000	9,000,000

MULTI-PLATFORM DEVELOPMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	8,500,000
1–3 years	4,700,000	18,500,000
4–5 years	7,000,000	79,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	3,000,000	4,000,000
1–3 years	3,500,000	7,000,000

DATA SCIENCE/ENGINEERING SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	10,500,000
1–3 years	4,700,000	15,000,000
4–5 years	5,000,000	40,000,000
6–10 years	11,000,000	65,000,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	6,500,000
1–3 years	4,500,000	11,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,500,000	7,000,000
1–3 years	3,000,000	13,500,000
6–10 years	7,700,000	47,000,000

Sumatra	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
4–5 years	4,000,000	21,000,000

Kalimantan	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	4,500,000	7,500,000

DATABASE & CLOUD SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	18,000,000
1–3 years	4,700,000	23,000,000
4–5 years	5,000,000	56,000,000
6–10 years	6,000,000	65,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,500,000	7,000,000
1–3 years	2,600,000	11,000,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	4,600,000
1–3 years	4,500,000	6,000,000

Sumatra	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	3,000,000	7,000,000

SECURITY SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	13,000,000
1–3 years	5,000,000	18,000,000
4–5 years	8,000,000	20,000,000
6–10 years	10,000,000	25,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	5,000,000	7,000,000
1–3 years	6,000,000	10,000,000

NETWORK ENGINEERING SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	7,000,000
1–3 years	4,610,000	25,000,000
4–5 years	7,500,000	50,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
1–3 years	2,700,000	11,000,000
> 10 years	7,500,000	57,000,000

PRODUCT MANAGEMENT SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	8,000,000
1–3 years	4,800,000	30,000,000
4–5 years	9,000,000	88,000,000
6–10 years	11,500,000	90,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,900,000	4,000,000
1–3 years	2,900,000	9,000,000
6–10 years	8,500,000	21,000,000

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	7,000,000

UI/UX SALARY RANGE

Jabodetabek

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	**4,610,000**	**10,000,000**
1–3 years	**5,000,000**	**18,000,000**
4–5 years	**6,000,000**	**22,500,000**
6–10 years	**8,000,000**	**45,800,000**

Jawa & Bali

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	**2,100,000**	**4,800,000**
1–3 years	**2,900,000**	**10,000,000**
6–10 years	**5,000,000**	**25,000,000**

Bandung

Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	**4,210,000**	**4,500,000**
1–3 years	**4,500,000**	**9,500,000**

QUALITY ASSURANCE SALARY RANGE

Jabodetabek	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,610,000	7,000,000
1–3 years	4,610,000	20,000,000
4–5 years	6,000,000	20,000,000
6–10 years	8,000,000	29,000,000

Jawa & Bali	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	2,100,000	6,500,000
1–3 years	2,800,000	9,000,000

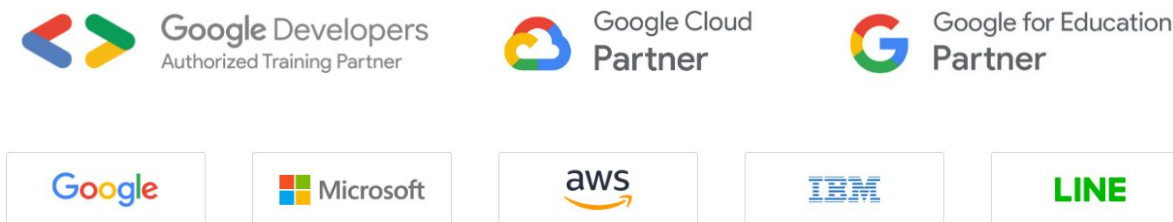| Bandung	Min. Monthly Salary (IDR)	Max. Monthly Salary (IDR)
0–1 year	4,210,000	4,500,000

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Dicoding Jobs Services
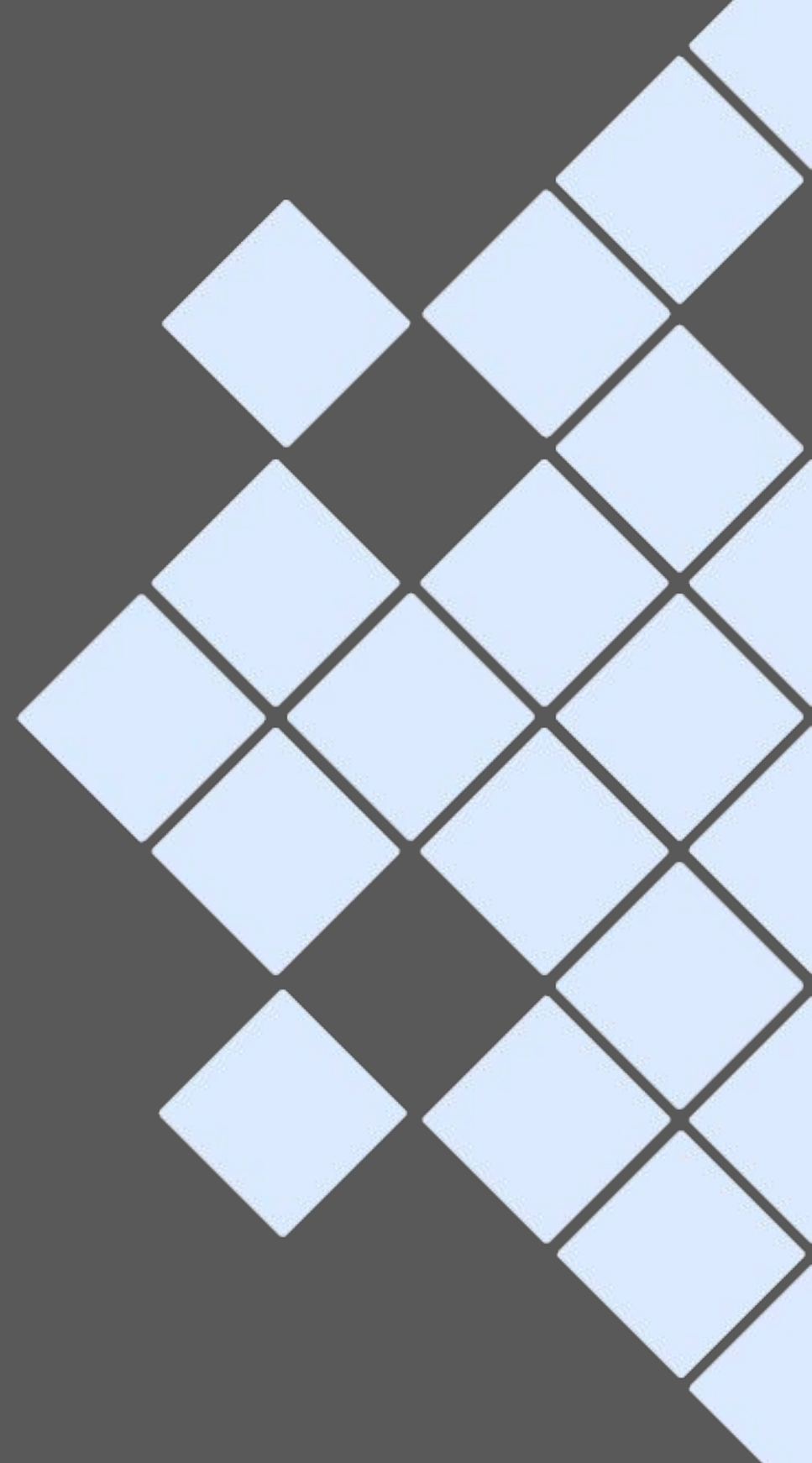
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Since its founding in 2015, Dicoding has become the center for learning and hub for events in the field of tech & programming in Indonesia. This is solidified through its leading level of curriculum standards built together with principal tech owners and industry players.
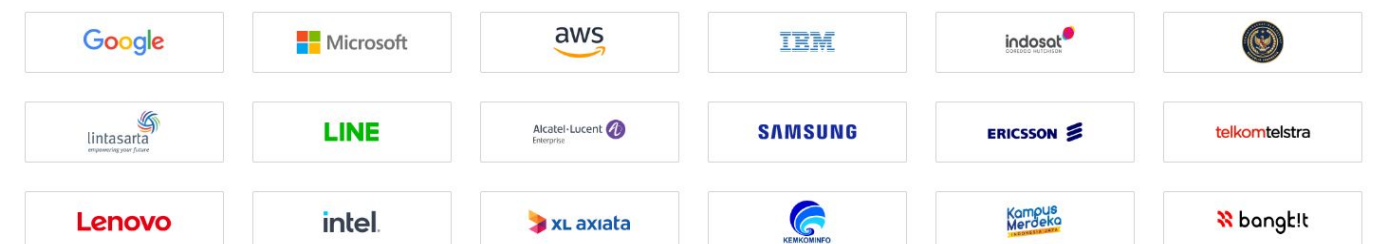
Google Developers Authorized Training Partner · Google Cloud Partner · Google for Education Partner

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Dicoding Jobs recruitment platform and its services connects Dicoding's network of tech talent with companies that in search of quality talent.

Dicoding is the platform behind the largest tech talent training initiatives in Indonesia.

Apart from running various official programs held by principal tech owners such as Google and AWS, we are also the driving force for various tech training programs held by the government and global companies.

A few examples of our programs,
- Bangkit Academy by Google, GoTo, Traveloka
- AWS DevOps and Back-End Developer Scholarship Program
- Indosat Ooredoo Hutchison Digital Camp (IDCamp)
- DBS Foundation Coding Camp
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