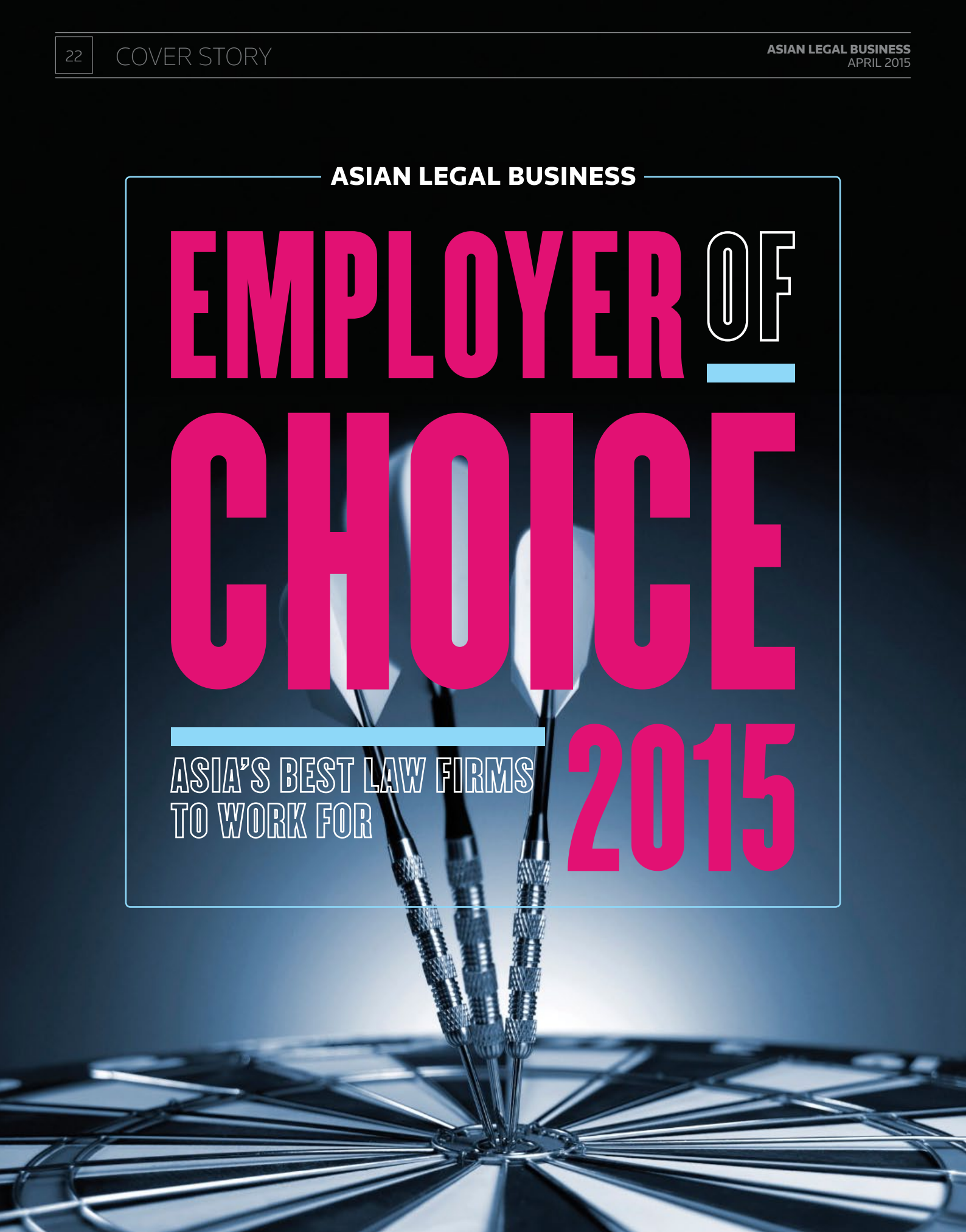


— ASIAN LEGAL BUSINESS —

# EMPLOYER OF CHOICE 2015

ASIA'S BEST LAW FIRMS  
TO WORK FOR



## INDONESIA

Assegaf Hamzah & Partners  
Budidjaja & Associates  
Hanafiah Ponggawa & Partners

Job satisfaction levels of 91 percent in Indonesia come on the back of opportunities for training and professional development (96 percent) and to receive mentoring. And while the path to partnership is not very transparent for a significant chunk, more than 70 percent of respondents find their firm “very collaborative.” Knowledge management is also solid for more than 90 percent, and 89 percent appreciate the work life balance their firm offers. With nearly half the respondents feeling “extremely valued” and job security at more than 72 percent, it is no surprise that 83 percent “definitely” or “probably” see themselves in the same firm in five years’ time.

**Assegaf Hamzah & Partners** boasts a “good work environment, no boundaries between lawyers and non-lawyers, and easy going partners,” according to an associate. And an associate at **Hanafiah Ponggawa & Partners** says: “I love my working environment and the partners are very generous to all associates and staff. The workload is quite reasonable.”

At **Budidjaja & Associates**, principal and managing partner Tony Budidjaja says besides professional development activities, the firm engages the well-being of its employees by holding social activities at least once a week to help employees get to know each other in a more personal level, holding sporting activities at least once a week to keep employees stay in shape, holding other big events for employees and their family members to create a sense of belonging and family atmosphere within the firm. “Lawyers and staff members feel that they’re a part of a B&A family,” he says. “We all work together as a team to accomplish tasks. There is no stratum among lawyers and staff members, which makes us a very close-knit team working in a family environment.”

## JAPAN

Atsumi & Sakai

An underwhelming year for responses from Japan meant a small sample size, but it was the only country with a 100 percent job satisfaction rate among the respondents. Within this relatively small group, **Atsumi & Sakai** emerged as the runaway sole winner. “I am able to do a variety of challenging work in a relaxed atmosphere,” says a partner.

## KOREA

Bae, Kim & Lee  
Kim & Chang  
Yulchon

Outside of China, Korea provided the largest number of responses to the Employer of Choice survey, showing just how enthusiastic the country’s lawyers are, and how passionate they are about the firm they work for. Job satisfaction was at about 97 percent, and it was the only market where the majority of lawyers (74 percent) felt they were paid at above the market standard. Salary structure is also thought to be transparent (95 percent), as are opportunities for training and professional development (96 percent) and opportunities to receive mentoring in the firm (94 percent). Near 70 percent of the respondents believe that the path to partnership is very transparent, and nearly 85 percent believe the firm is very collaborative. Work-life balance is good or excellent for 93 percent, and nearly 70 percent feel “extremely valued” – to go with 75 percent job security. A whopping 82 percent would recommend their firm unreservedly.

According to Sky Yang, partner at **Bae, Kim & Lee**, the firm believes that its people are its greatest assets. “BKL consistently strives to recruit top notch professionals

# BUDIDJAJA & ASSOCIATES

## LAWYERS

*“We Serve with Excellence and Integrity”*

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