

Ismi Rajiani,¹ Sebastian Kot²

¹University of Muhammadiyah Gresik (Indonesia),

²Czestochowa University of Technology (Poland)

²North-West University (South Africa)

Javanese Indonesia: Human Resource Management Issues in a Uniquely Collectivist Culture

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ABSTRACT

This study examines the interaction of culture and personality on how Javanese Indonesians mould their commitment by displaying loyalty or neglect behaviours. The hypotheses are tested with Structural Equation Modelling in a sample of 250 government employees. Likeability is revealed as the unique trait of respondents - that they attempt to avoid conflict and maintain harmony. Improper cultural management practices result in employees continuing "business as usual", but their productivity is extremely low.

KEY WORDS

Javanese, personality, culture, loyalty, neglect

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Ismi Rajiani is currently an Assistant Professor of Management at the University of Muhammadiyah Gresik, Indonesia. Previously, he was with Universiti Teknikal Malaysia Melaka. He has been awarded grants on sustainability issues from Malaysian and Germany Minister of Higher Education. Professor Rajiani authored and co-authored several articles published in reputable journals including *Sustainability* (Switzerland), *Polish Journal of Management Studies* (Poland), and *Acta Montanistica Slovaca* (Slovakia).

Email: ismi.rajiani@umg.ac.id

Sebastian Kot is currently Professor in management and supply chain management in the Faculty of Management, Czestochowa University of Technology. He has over 20 years of teaching, research and managerial experience in higher education. He is the Extraordinary Professor at the School of Economic Sciences of the North-West University, South Africa. He is a Founder and Co-editor of *Polish Journal of Management Studies*. He is a Member of Scientific Board: *Advanced Logistics Systems; Supply Chain Management Journal*.

Email: sebacat@zim.pcz.czyst.pl

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