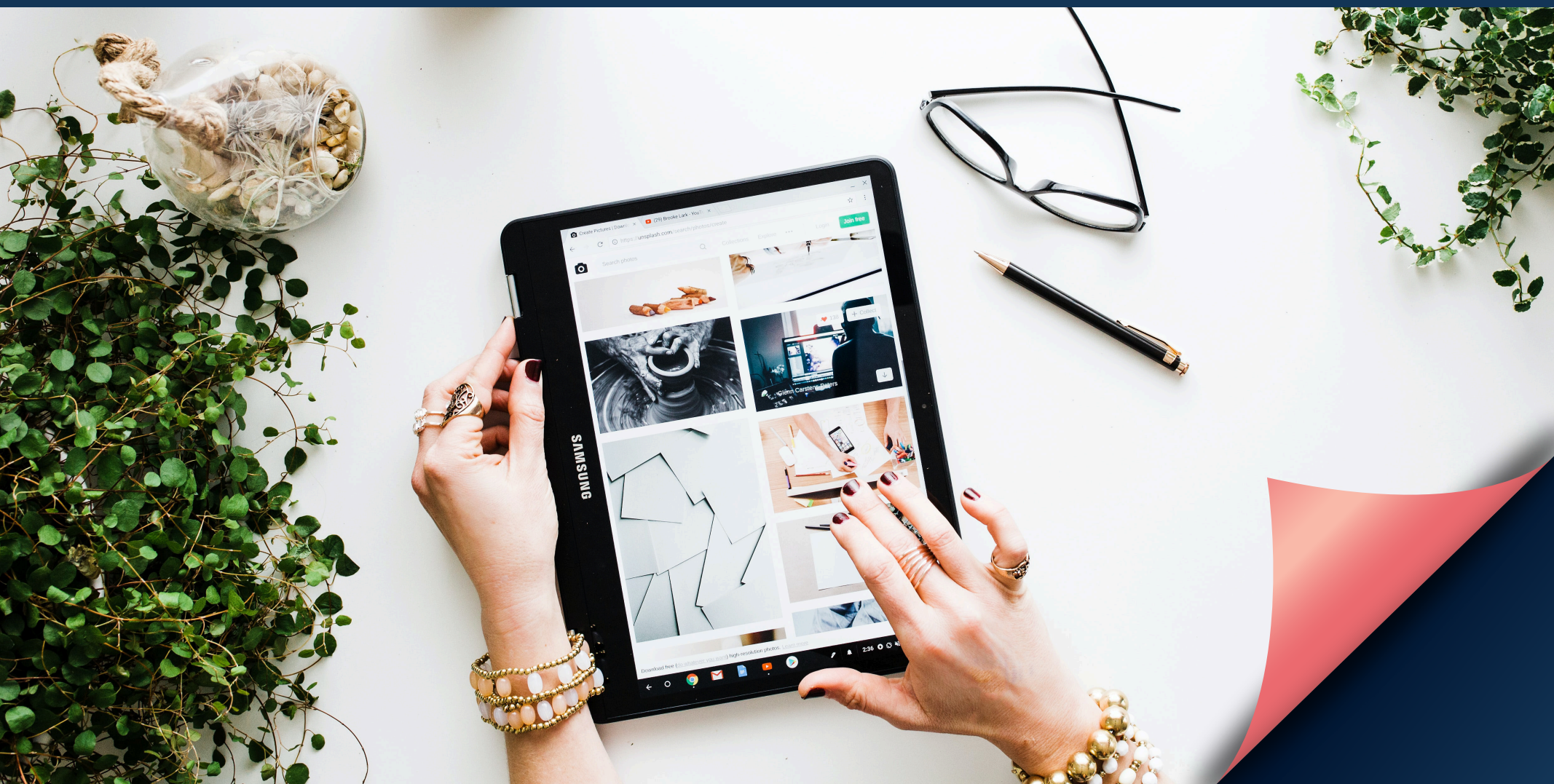


Global companies making EX experiential

Tokopedia's EX cyclopedia



tokopedia



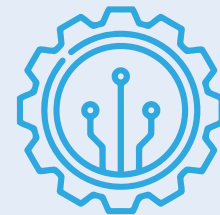
67%

Employees
as customers



83%

Culture



100%

Technology



100%

Practiced
empathy



67%

Rewards
and benefits



83%

Overall average

*twimbit ratings for best practices



CEO: William Tanuwijaya



Mission: To democratize commerce through technology.



Revenue USD MM (FY20): \$800.00



Headcount: 4,529

Tokopedia is an online marketplace that allows individuals and business owners in Indonesia to open and maintain their stores for free.

Highlights



The sense of purpose is to elevate small businesses in Indonesia



Encourages all Nakamas (people) to build products for customers



Promote risk taking



No COVID induced layoffs or pay cuts

Drivers of culture

1 Customer focus

2 Intrapreneurship mindset

3 Make it happen, make it better

EX objectives

Sustain a sense of purpose

Lay the cultural foundation for people to thrive

Encourage people to try new ideas

Provide a solid ground for learning

Leaders step up to help others succeed



I see that Tokopedia is a mission-driven company that wants to create a positive impact in Indonesia. Understanding their mission, I felt inspired. “There are a lot of challenges in Tokopedia, but at the same time there are people with the capability and enthusiasm to tackle this obstacle together. ”

Alfredo Setiabudi (Edo), Associate Vice
President of Product

Key ratings



301

Total ratings on Glassdoor



4.3

Overall rating



84%

Recommend to friend



97%

CEO approval rating

Leaders step up to help others succeed

Benefits

1

Personal development workshops

2

Bonus over and above CTC

3

Mental health engagements & tele-health services


4

Open office culture and no cubicles

5

No micro-management



In Tokopedia, all Nakamas are encouraged to pursue whatever their dreams are, and running a business is not an exception. The freedom and support given by Tokopedia will bring you to a point where you are confident enough to fight through any challenges. Simply put, Tokopedia will help you fulfill your purpose. 

Rudy Dalimunthe, VP of Operations

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How can we help?

reachus@twimbit.com

Match-up to Tokopedia!



Let employees try new ideas without fear of blame



Promote camaraderie over compliance

