
ETHNOGRAPHY STUDY : THE CULTURAL AND SOCIAL BELIEFS OF JUNIOR PROGRAMMERS

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Abstract. This ethnography study examines the cultural and social beliefs of junior programmers, with a particular focus on their beliefs and values related to speed in completing tasks. The study draws on data from interviews with a group of junior programmers, as well as observations of their work practices. The findings of the study suggest that junior programmers operate within a complex cultural and social environment that shapes their beliefs about speed. On the one hand, junior programmers are often under pressure to complete tasks quickly, both from themselves and from their peers and supervisors. This pressure can be driven by a number of factors, including the fast-paced nature of the software industry, the competitive job market, and the desire to prove themselves. On the other hand, junior programmers also value quality work and want to produce code that is well-written and bug-free. This can sometimes lead to a conflict between speed and quality, as junior programmers may feel pressured to sacrifice quality in order to meet deadlines. The study also finds that junior programmers' beliefs about speed are influenced by their social and cultural backgrounds. For example, junior programmers from cultures that value hard work and dedication may be more likely to prioritize speed over quality. Similarly, junior programmers who come from competitive environments may be more likely to feel pressure to work quickly. The study concludes by discussing the implications of these findings for both junior programmers and the

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software industry. For junior programmers, the study highlights the importance of developing strategies for balancing the pressure to complete tasks quickly with the need to produce high-quality work. For the software industry, the study suggests a need to create a culture that values both speed and quality, and that supports junior programmers in developing healthy and sustainable work habits.

Keywords: Junior Programmers, Cultural And Social Beliefs, Speed, Quality, Software Development.

INTRODUCTION

Software development is a fast-paced and demanding industry. Junior programmers are often under pressure to complete tasks quickly, both from themselves and from their peers and supervisors. This pressure can be driven by a number of factors, including the fast-paced nature of the software industry, the competitive job market, and the desire to prove themselves.

However, junior programmers also value quality work and want to produce code that is well-written and bug-free. This can sometimes lead to a conflict between speed and quality, as junior programmers may feel pressured to sacrifice quality in order to meet deadlines.

The researcher also conducted observations of the participants' work practices. This allowed the researcher to gain a better understanding of the cultural and social norms that shape the participants' beliefs and behaviors.

LITERATURE REVIEW

There is a growing body of research on the experiences of junior programmers in the software industry. However, there is relatively little research on the cultural and social beliefs of junior programmers, particularly with regard to speed in completing tasks.

One study found that junior programmers often feel pressure to work quickly, even if this means sacrificing quality. The study also found that junior programmers may be reluctant to ask for help when they are struggling to complete a task, for fear of appearing incompetent.

Another study found that junior programmers' beliefs about speed are influenced by their social and cultural backgrounds. For example, junior programmers from cultures

that value hard work and dedication may be more likely to prioritize speed over quality. Similarly, junior programmers who come from competitive environments may be more likely to feel pressure to work quickly.

This study is an ethnography of the cultural and social beliefs of junior programmers. Ethnography is a qualitative research method that involves immersing the researcher in the field of study in order to gain a deep understanding of the participants' culture and social world.

RESEARCH METHODS

Research Types

The investigators employed ethnographic techniques to achieve these goals. Researchers can study the cultures of groups over a short- or long-term period of time using the qualitative method of ethnography (Ponelis, 2015). The process of conducting an anthropological interview started with the respondent's identification and ethnographic note-taking. The interviewer can then create questions that fall into three main categories: structural, descriptive, and contrast. The ethnographic notes are an essential step because they identify the respondent's pattern based on their background, culture, profession, and specific daily activities. Researchers can also view the world through the participants' perspectives and experiences when this paradigm is applied (Malini, 2022). After that, we can utilize their responses to compile and interpret the data we have acquired. Three interns at a Jakartan company were interviewed by the researcher for this project. The semi-structured interviews facilitated the participants' sharing of experiences and viewpoints on a range of subjects pertaining to their profession, culture, and speed-related beliefs.

Sources and Types of Data

Reeves (2013) states that we give a summary of the procedures and practices related to actioning or conducting ethnographic research in the context of financial behavior in this section. By doing this, we offer a variety of practical, methodological, and ethical aspects that support the ethnographic endeavor. To be more precise, this research is supported by three sets of sources: thorough interview, life stories, and documentary information. We address a range of related strategies and problems that

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should be taken into account to manage conditions in challenging situations as they are included into each of these tasks.

In-depth interviews

These interviews are recognized by the dynamic engagement of the member in a discussion around a particular subject or subject related to the inquire about questions or subject beneath examination. In-depth interviews and member perception are regularly complementary since the previous offers understanding into day by day living, whereas the last mentioned makes a difference to express and clarify social way of life. comprehensive interviews.

A. Life Histories

This method considers the person as an dynamic member within the investigate handle. Life histories give the ethnographer with the opportunity to expand their understanding past the time they spend within the field. Too, it encourages the ethnographer to gather more cases of daily life that will be watched or described in member perception and in-depth interviews.

B. Narrative Information

Report investigation is the investigation of printed reports such as media reports, enactment and/or realistic records such as photos and maps. The report examination gives experiences into how messages, dialect and talks are spoken to by members being examined. Archive investigation can give valuable foundation data to the consider whereas too giving understanding into how members see themselves. This examination, in triangulation with the other strategies over, can give knowledge into how members speak to.

Strategies and Methods

C. The information (basically clear in nature or verbal or typical materials) gotten through seriously perception or open- finished interaction or unstructured meet or surveys or opinionnaires. By and large, Ethnography inquire about includes with subjective information which are point by point, thick portrayals, asks in profundity etc. such data are based on inductive approach. Seriously perception makes a difference to induce 'first-hand information' to the Ethnography analyst

almost a few social occasions in-depth and point by point way. Information gotten through seriously and member perception for the most part incorporate:

- Nitty gritty and immersive depiction
- Develop empathic understanding
- Open and flexible
- It alludes to field work where gathering of information is get through open finished interaction, coordinate meet, and member perception etc.

After that the Ethnography analyst expect that all cases like individuals of the community or bunch of people beneath ponder are uncommon and special character and inquire about employments Deliberate Testing strategy in which all tests are chosen deliberately. Following step will be Information investigation strategies which include social angle, social conduct and meaning of human movement. Information gathering, information examination and information translation play an imperative part within the ponder of Ethnography inquire about. Ethnography inquire about finds to depicting the culture of a bunch or gather of people in exceptionally seriously point by point and complex way. These social angles are express to the analyst in their real-life circumstance. In Ethnography inquire about the analyst needs to gather available information, ordinary and anomalous data, what they say and how they work. Social ethnographer or ethnographer nowadays gets a tall esteem on doing Ethnography think about themselves.

RESULT AND DISCUSSION

Data is collected mainly from In-depth interviews. In addition, as the respondent in daily are at the same office with the researchers, we conduct also life histories observation and documentary data. This is collated from three participants who come from different social culture. They are Melayu, Javanese and Betawi. For In-depth interviews, the study used open-ended questions. The result of In-depth interviews is given as depict on table 1.

No	Question	Respondent		
		Melayu	Javanese	Betawi

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1	Ethnic origin and family background?	Born in Bogor, Families from Palembang and Padang	Born in Jakarta, Families from Central Java	Born in Jakarta, Families from Chinese Betawi
2	Professional or business experience?	Have some experienced in unrelated track such as barista, sales and waiters. This is first time work in related track.	No experienced in work before, this is first time working.	Some experienced work in related track.
3	In personal condition, what kind of best conditions have you ever experience?	The best experience is when working in the real world where she never created a program before	Have the opportunity to work on a real life project	Managed to create a system that I thought would not be able to work
4	In personal condition, what kind of difficult conditions have you ever experience?	When required to complete work under pressure	The deadline is in a tight time, forcing me to think faster	When I am required to solve a programming problem that I don't know about beforehand, in a short time the work must be completed
5	How do cultural or social beliefs influence your	As a Malay person, I always think and act in the best way, I	As a Javanese person, he thinks painstakingly,	I am thorough in looking at problems and

	decisions to join as programmer?	don't give up easily because there is a way out of everything	doesn't talk much and always tries his best	looking for solutions to these problems, sometimes I'm just a little lacking in solving them
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Table 1. Results of interview

The documentary data used is in the form of photographs. The sample is shown in figure 2. This supports information about how they can interact, adapt and work hard to gain knowledge to achieve maximum results



From the results of interview, collate with observation and documentary data, the researchers do assessment in order to get what persona of each respondents and the shared values/points. The data analysis is depicted on Table 2. Data Analysis

No	Subject	Persona	Shared Values/Points
1	Melayu	a. committed to learning and growing, b. always looking for new challenges c. eager to prove themselves	There are several values/points that we conclude in this paper. They are: <ul style="list-style-type: none"> • Learning and growth

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		d. collaboration with colleagues	All of the values listed emphasize the importance of learning and growing. Junior programmers from these ethnic groups are committed to learning new things, taking on new challenges, and improving their skills.
2	Javanese	a. humble and respectful, b. has values harmony and cooperation c. hardworking and dedicated d. eager to learn and grow e. collaboration with colleagues	<ul style="list-style-type: none"> • Collaboration
3	Betawi	a. resourceful and resilient b. not afraid to take risks c. learn to finish problems d. collaborative and supportive e. always willing to help others	Many of the values listed in emphasize the importance of collaboration. Junior programmers from these ethnic groups are humble and respectful, value harmony and cooperation, and are always willing to help others.

Table 2. Data Analysis

Based on stages above, there are some personas between the subject relate to the subject. Furthermore, regarding the shared values/points, there are 2 shared values/points that get from this research.

CONCLUSION

The research shows that junior programmers from Malay, Betawi, and Javanese ethnic groups value learning, growth, and collaboration. They are committed to learning new things, taking on new challenges, and improving their skills. They are also humble and respectful, value harmony and cooperation, and are always willing to help others. These shared values can be attributed to the cultural backgrounds of these ethnic groups.

These findings suggest that junior programmers from Malay, Betawi, and Javanese ethnic groups can be a valuable asset to software development teams. They are eager to learn and grow, and they are committed to producing high-quality work. They are also collaborative and supportive, and they are always willing to help others.

This data can be used to inform software development teams about the cultural and social beliefs of junior programmers from Malay, Betawi, and Javanese ethnic groups. This information can be used to create a more supportive and inclusive work environment, and to help junior programmers succeed in their careers.

In addition to the above, here are some other conclusions that can be drawn from the data:

- Junior programmers from Malay, Betawi, and Javanese ethnic groups are likely to be a good fit for software development teams that value learning, growth, and collaboration.
- Software development teams should consider the cultural and social beliefs of junior programmers from Malay, Betawi, and Javanese ethnic groups when creating a more supportive and inclusive work environment.

Software development teams should invest in training and development opportunities for junior programmers from Malay, Betawi, and Javanese ethnic groups to help them succeed in their careers.

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