

Job Seeker Salary Report: Impact of Financial Tsunami



Introduction

To let job seekers better prepare for job hunting and employers have a better understanding on the recruitment market, JobsDB has compiled a report based on the most updated information of job seeker members obtained through an online questionnaire. More than 6,500 responses were received to consolidate this report.

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Scope and Methodology

1. Objective

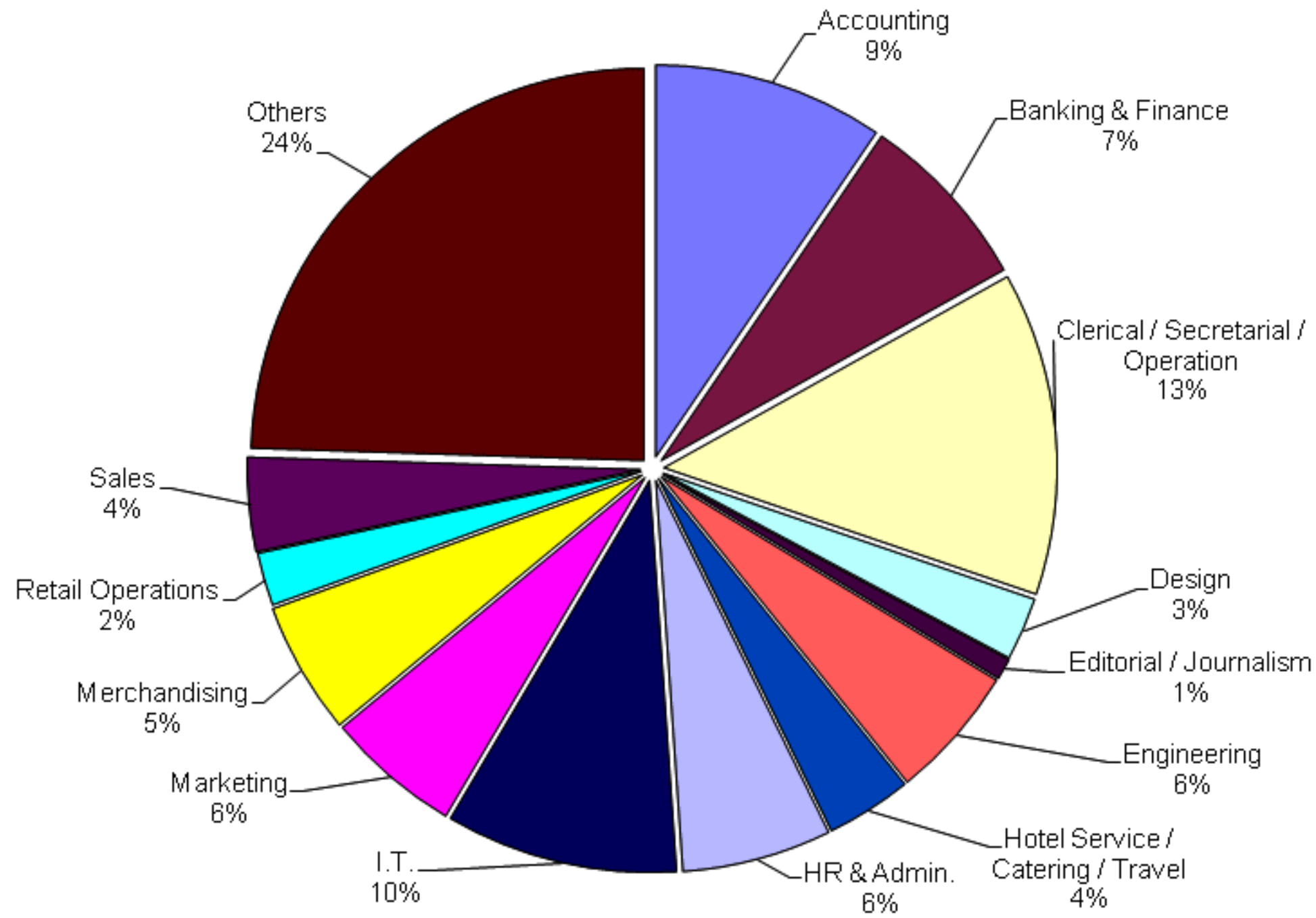
The aim of this survey is to collect information about the impact of financial tsunami to job seekers. We investigated the changes of job-hunting intention of job seekers and their reasons for job-hunting. Information on bonus and double pay for 2008 were also collected for analysis. These findings will help:

- 1) Job seekers review their present salaries, and adjust their expected salaries / benefits when they go job hunting.
- 2) Companies make informed hiring decisions, and pay/benefit adjustment on the current staff.

Scope and Methodology

2. Survey Coverage

The survey covered 6511 job seekers from 14 job functions.



Scope and Methodology (con't)

3. Datum Point

Present basic monthly salaries (excluding any bonuses, but including commission) of surveyed job seekers as at 1 February 2009 were recorded and adjustment of basic monthly salaries compared with that in 2008 was also captured.

4. Data Collection Method

The survey was conducted by an online questionnaire. Job Seekers were invited to fill in the questionnaire from 16 February to 27 March 2009.

5. Data Analysis

Surveyed job seekers were requested to provide data of their basic monthly salaries as at 1 February 2009, recent salary adjustment, their intentions of changing jobs before and after the financial tsunami and reasons of looking for new jobs.

The data was analyzed to determine the “arithmetic average” for salary adjustment, bonus and double pay received. The upper and lower 5% of the data were being trimmed to avoid the extreme values.

Analysis was conducted to identify any differences that might exist:

- 1) Among 14 job functions
- 2) In intention of changing jobs before and after the financial tsunami

Definition

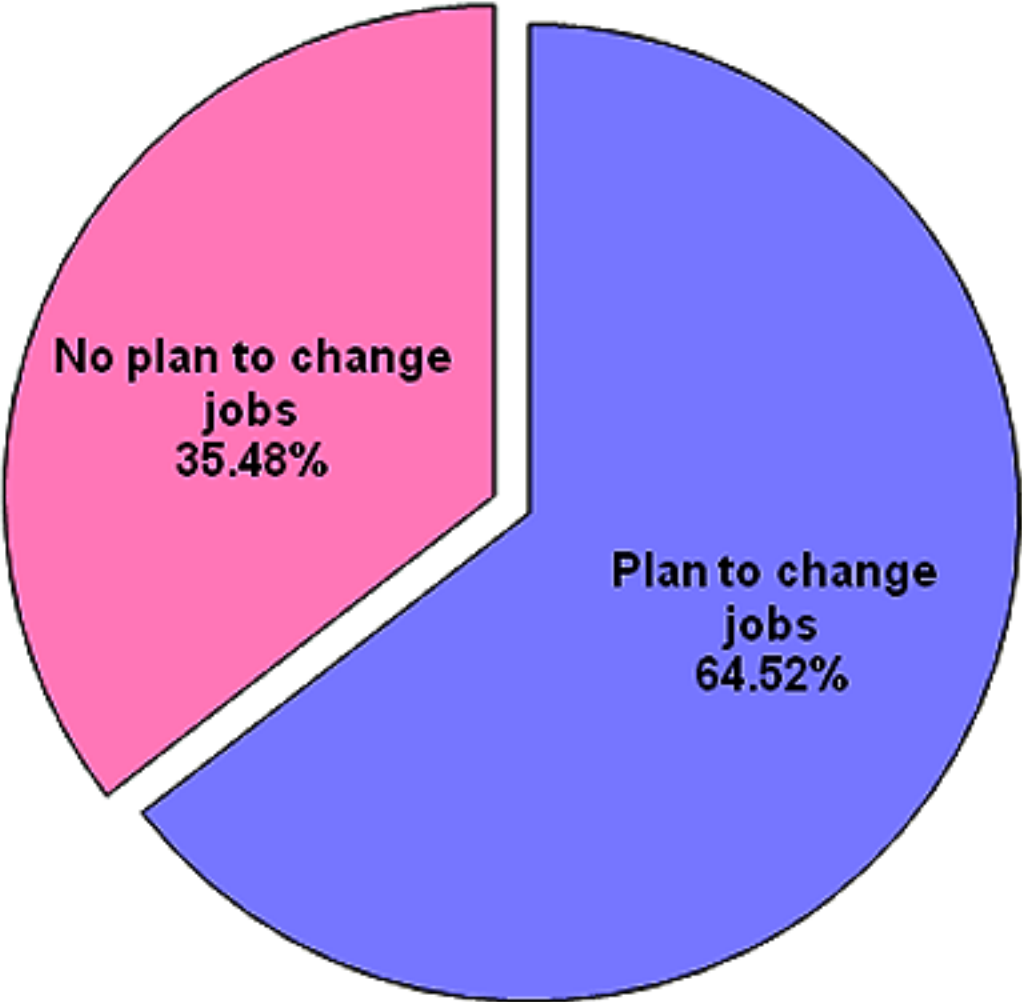
Basic monthly salary (HK\$): the present monthly salary excluding any bonuses (both guaranteed and non-guaranteed bonuses) but including commission in a particular job position. The present salary was recorded as at 1 February 2009.

Average: a mathematical average of a set of data values (basic monthly salaries, salary adjustments, and bonus received). The upper and lower 5% of the data were being trimmed to avoid the extreme values.

1. Job-hunting Intentions and Reasons

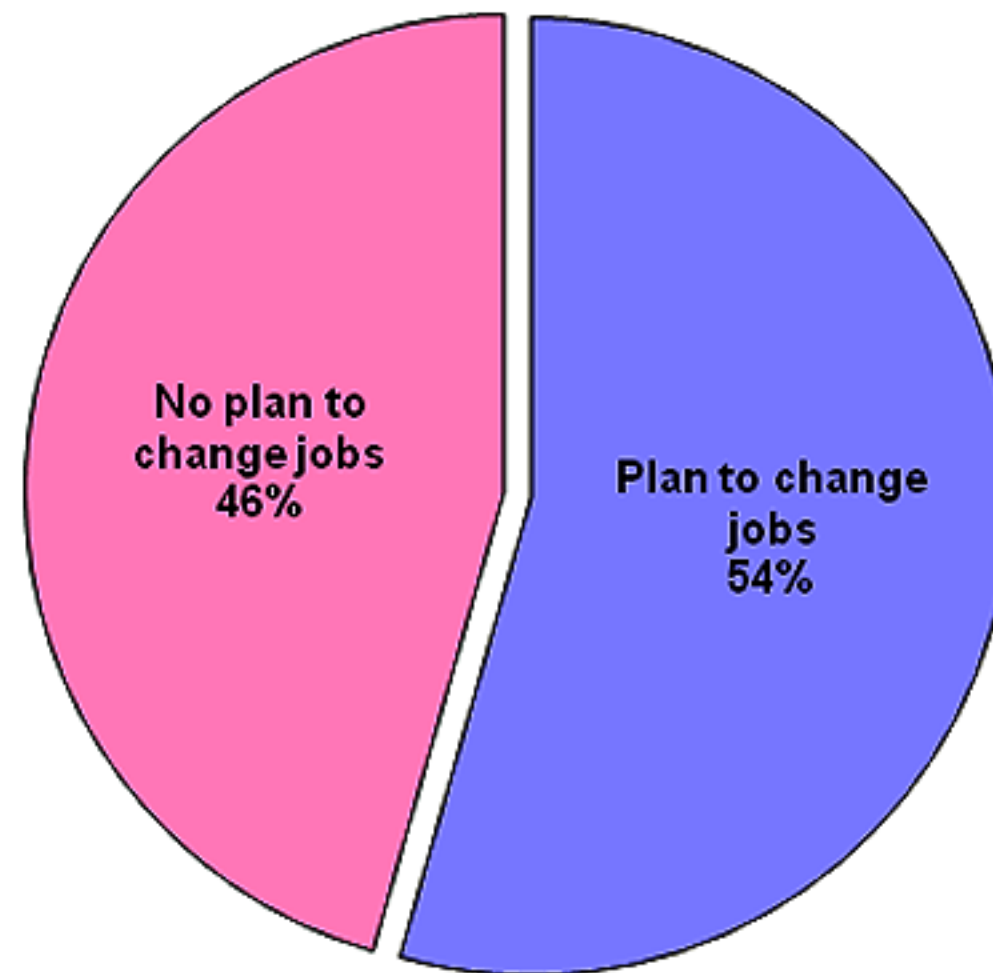
1.1 Intention to Change Jobs before the Financial Tsunami

Before the financial tsunami, 64.52% of job seekers planned to change jobs. Only 35.48% of job seekers chose to stay at current job.



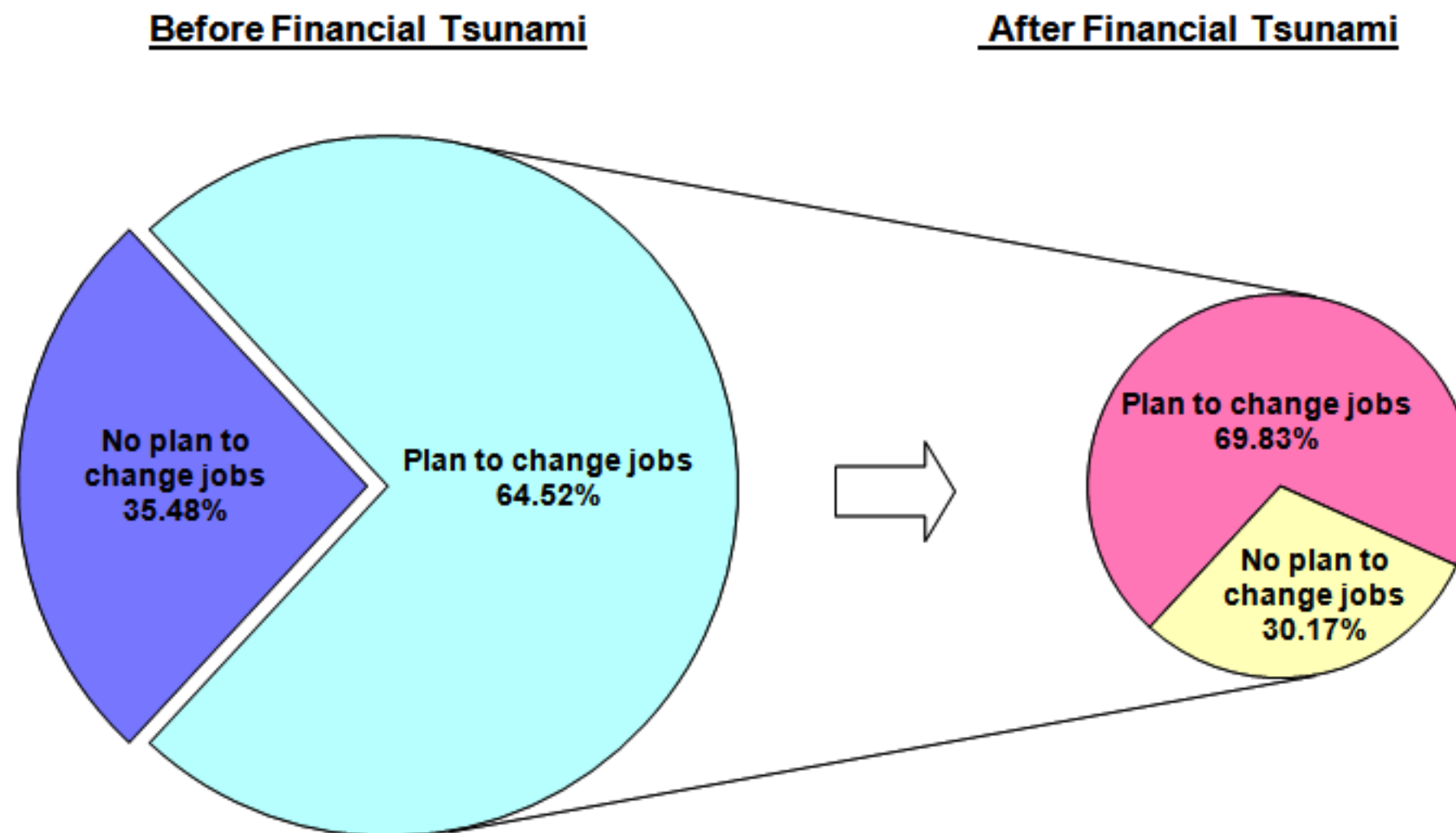
1.2 Intention to Change Jobs after the Financial Tsunami

After the financial tsunami, 54% of job seekers planned to change jobs while 46% of job seekers chose to stay at current job.



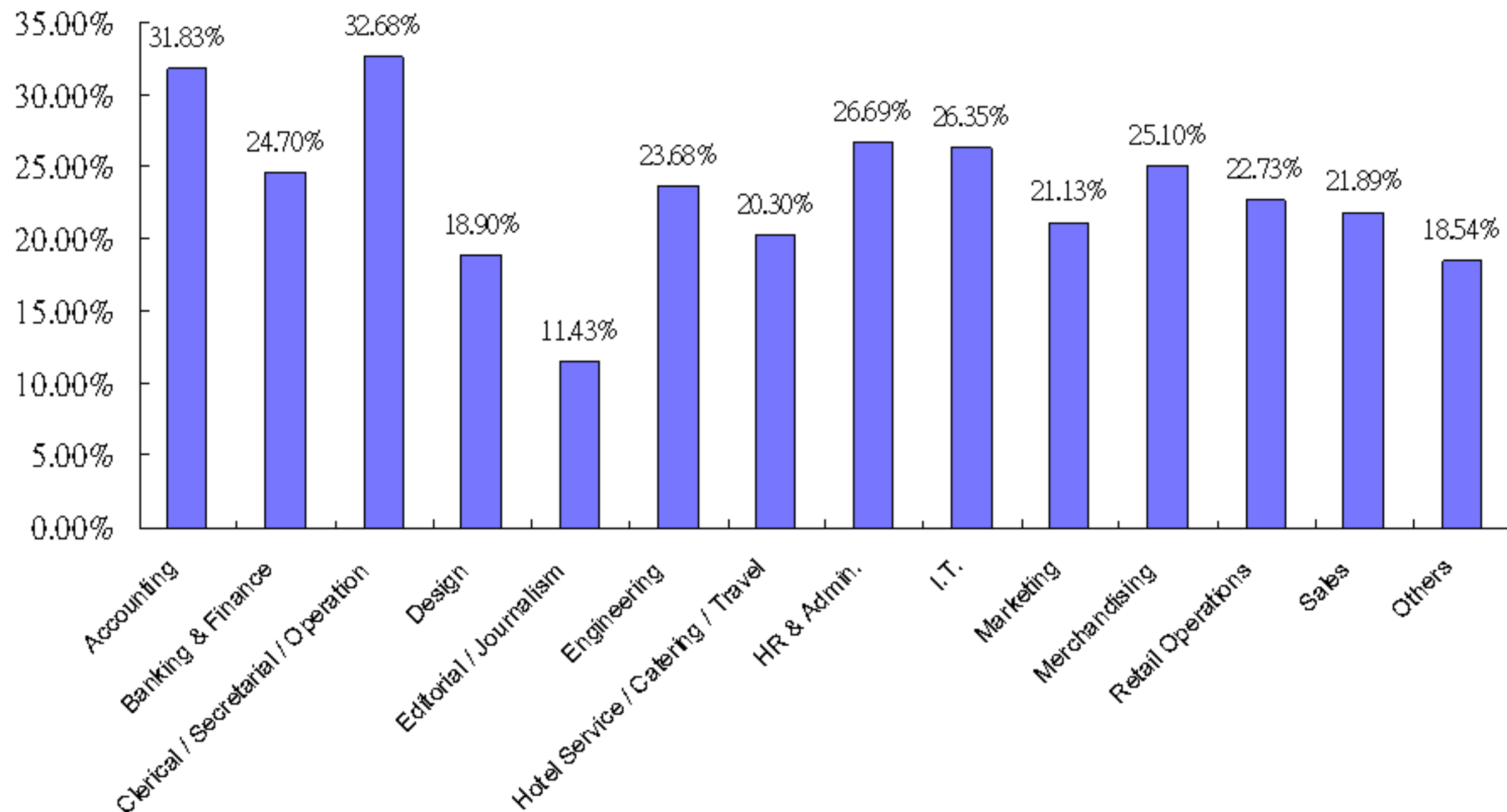
1.3 More about Intention to Change Jobs after the Financial Tsunami

Among respondents who planned to change jobs before the financial tsunami, only about 30% of them gave up their job hunting plans after the financial tsunami. This shows that although the financial tsunami has a great impact on the economy, job seekers will still choose to change jobs rather than stay at current positions when chances come. In terms of Management level, only about 1 / 4 of senior and top management level employees gave up their plan after the financial tsunami. More than 30% of middle and junior level employees gave up their job-hunting plan.



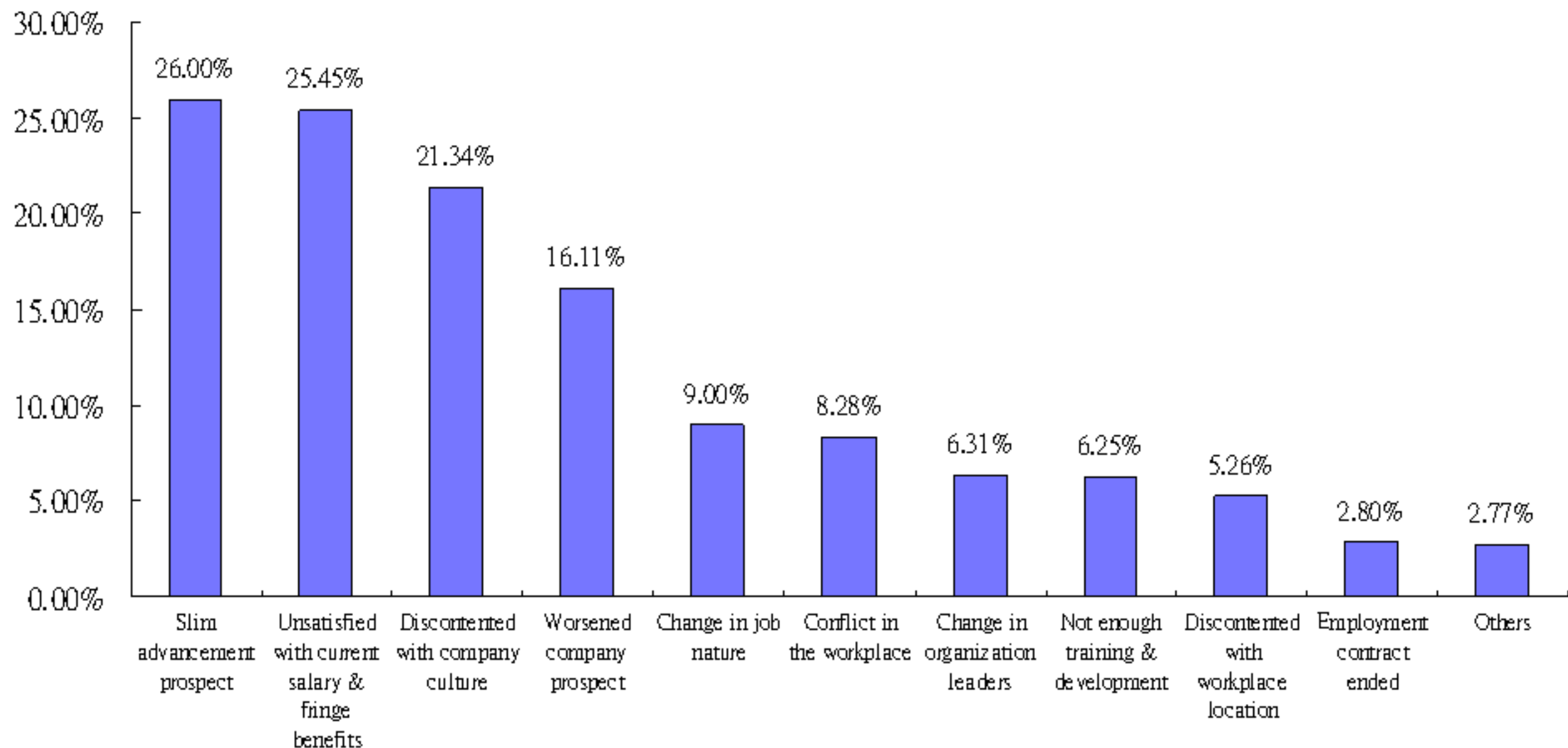
1.4 Giving up Job Hunting Plan after Financial Tsunami (by Category)

Clearly, the impact of financial tsunami differs in various job categories. Among respondents who had job-hunting plan before the financial tsunami, those in Editorial/ Journalism were reported to have the lowest percentage in giving up their job-hunting plan after the financial tsunami (11.43%). On the other hand, those in Clerical/ Secretarial/ Operation and Accounting were reported to have the highest percentage in giving up the job-hunting plans (32.68% and 31.83% respectively).



1.5 Reasons of Looking for Jobs

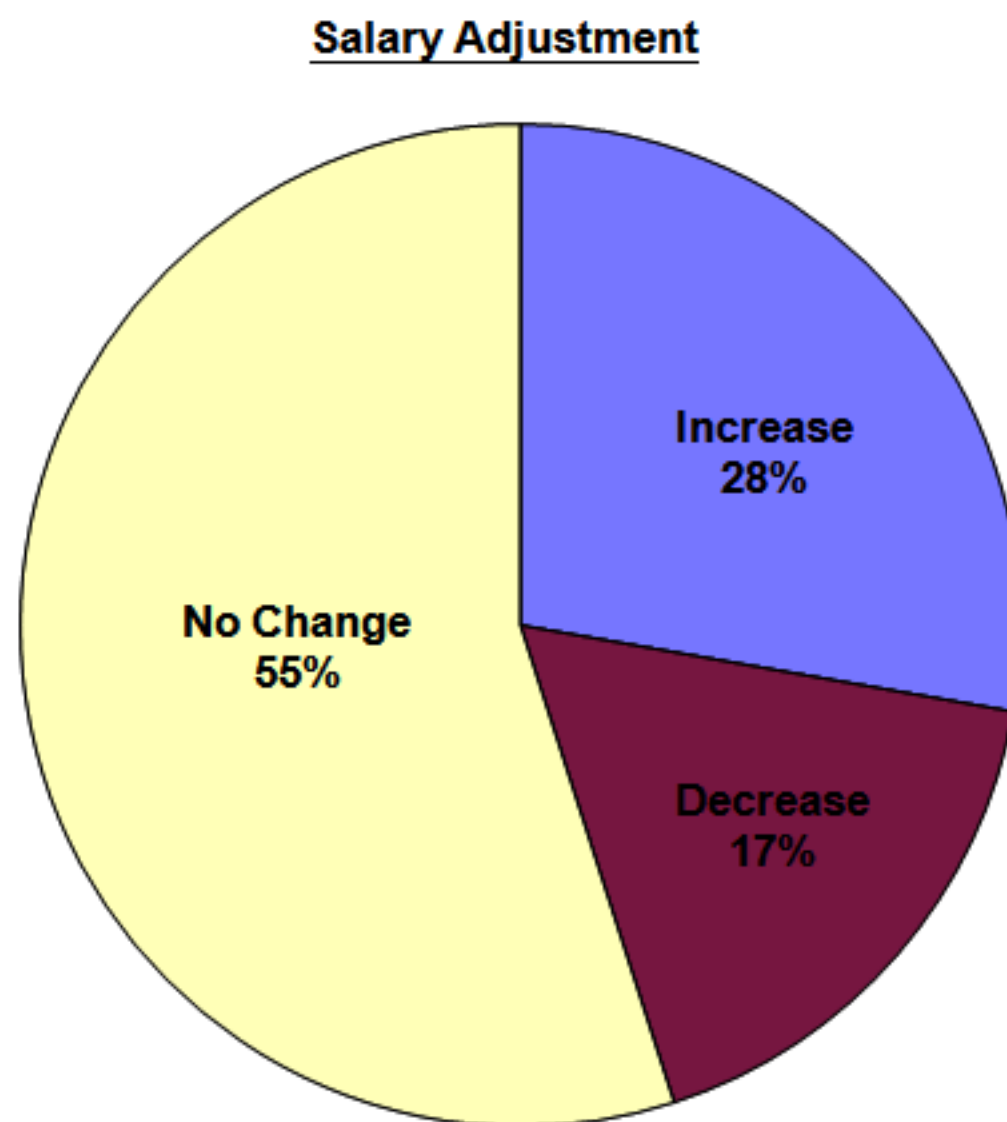
Among respondents who did not give up their job-hunting plans after the financial tsunami, the main reason of changing jobs is “slim advancement prospect” (26%), followed by “unsatisfied with current salary and fringe benefits” (25.45%) and “discontent with company culture” (21.34%). In past years, employee ranked salary, benefit and company culture as the most important reasons of looking for jobs. After the financial tsunami, the most important reason has become slim advancement prospect.



2. Salary, Bonus and Double Pay

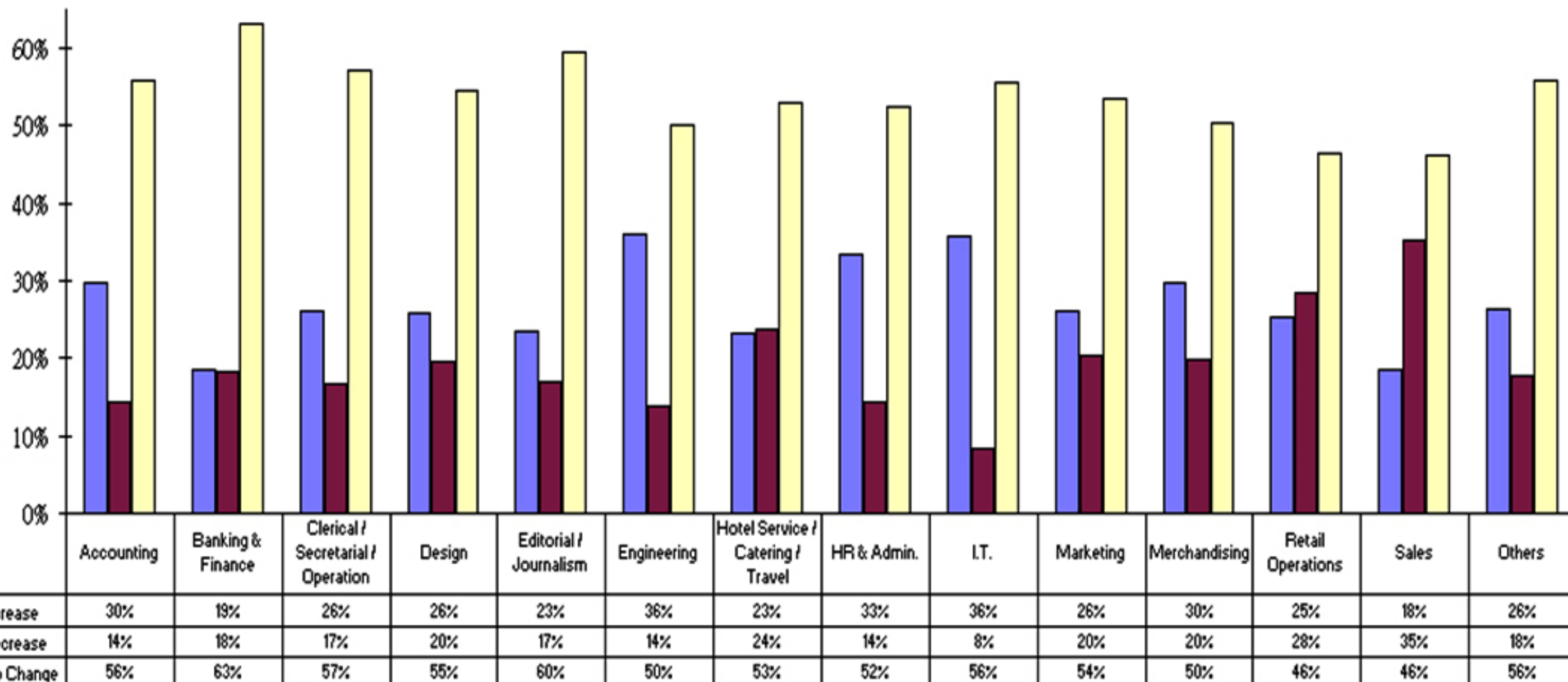
2.1 Basic Monthly Salary Change in 2009

More than half of the respondents (55%) were imposed a pay freeze in 2009. Only 28% of them received a pay rise while 17% got a pay reduction.



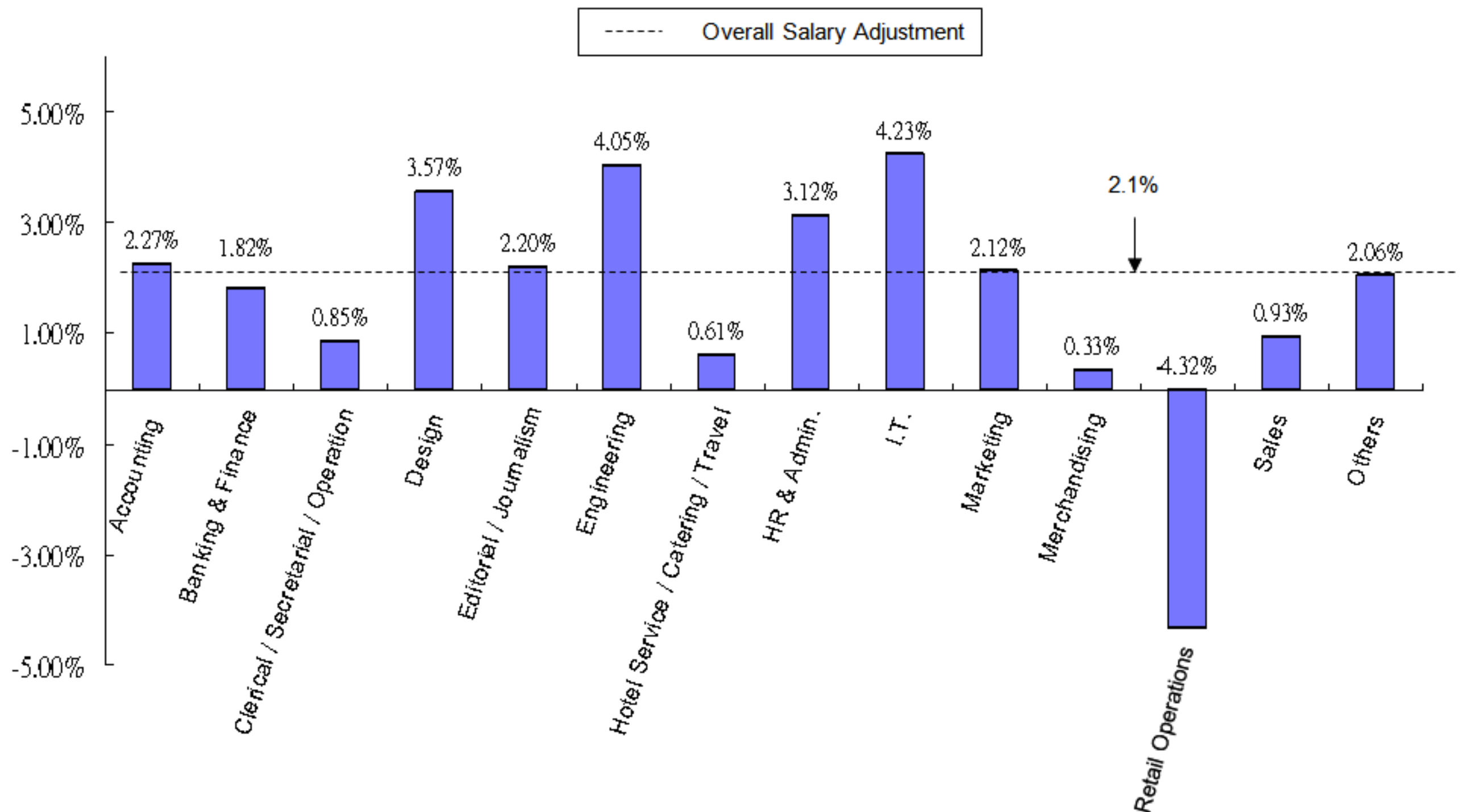
2.1 Basic Monthly Salary Change in 2009 (by Category)

Most respondents in Engineering and IT received a pay rise (35.97% and 35.8% respectively). For HR & Admin, 33.33% of the respondents' salaries were increased. On the other hand, only 18.66% and 18.41% of respondents respectively in Banking/Finance and Sales had an increase in salaries, being the least among all categories.



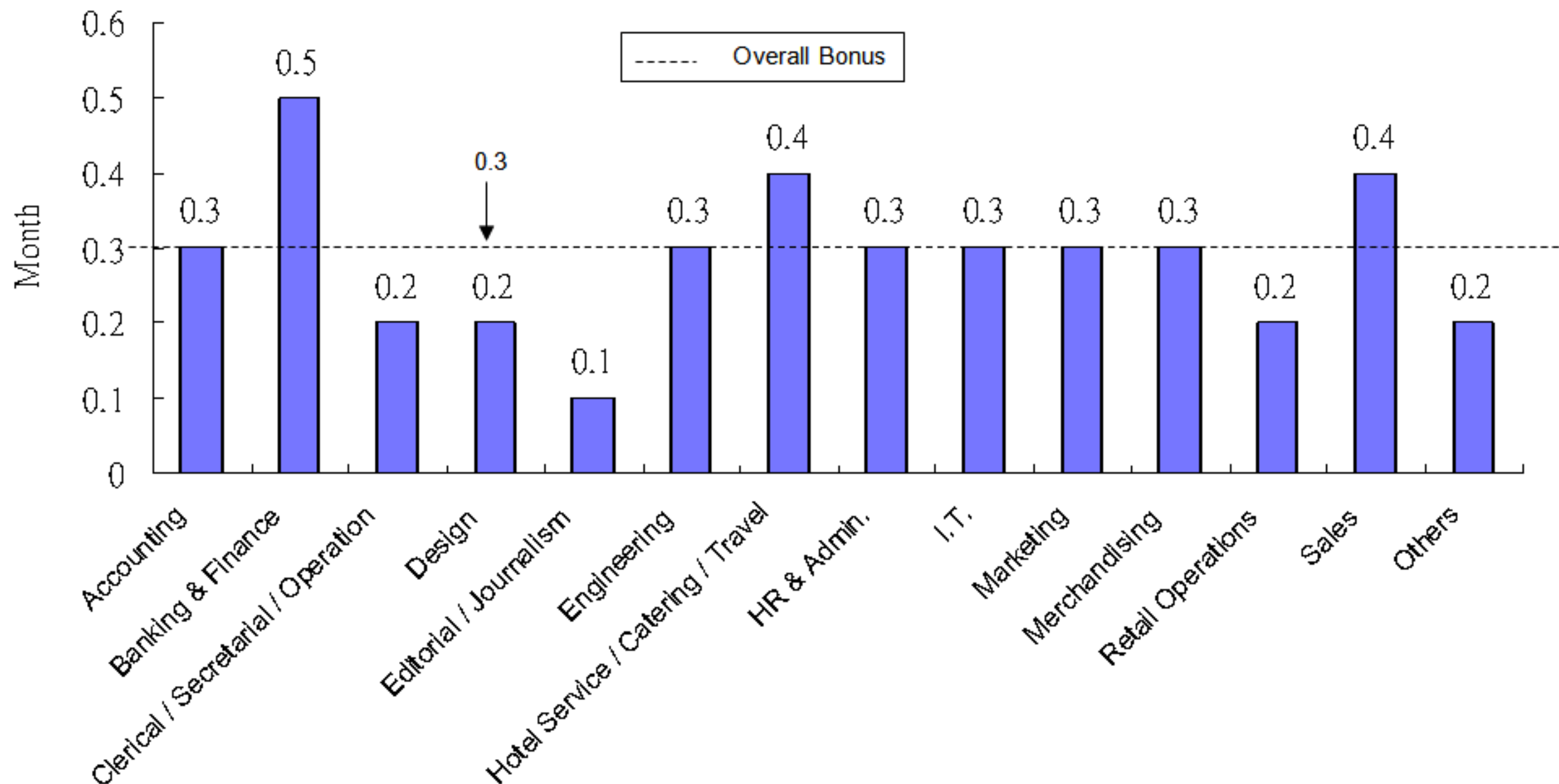
2.2 Salary Adjustment

The increases in salary for I.T. and Engineering are the highest, with 4.23% and 4.05% respectively, followed by Design (3.57%). Only Retail Operations recorded a pay cut with 4.32%. The overall salary adjustment is 2.1%.



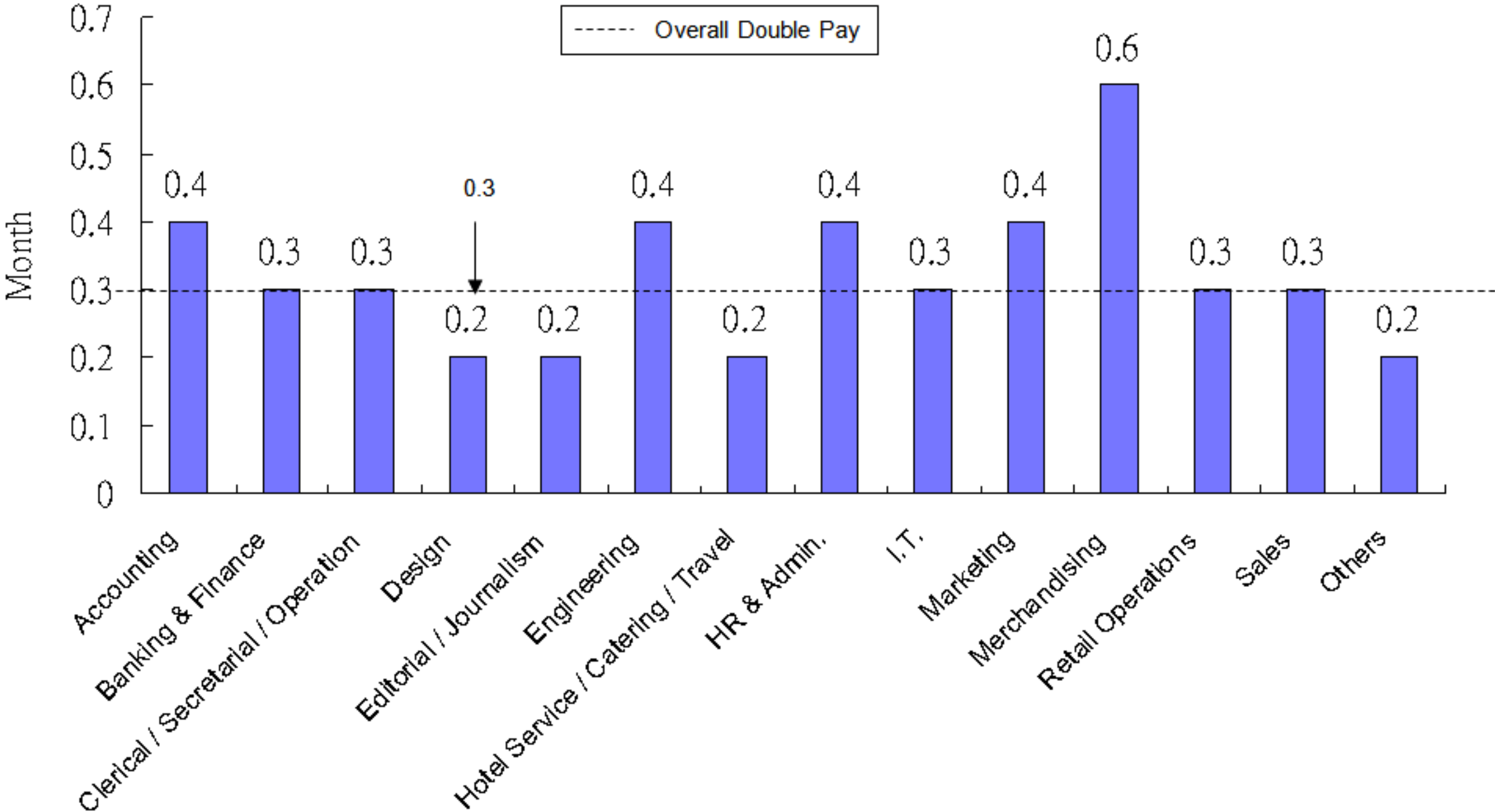
2.3 Bonus

Banking/Finance has recorded the highest amount of bonus received (0.5 month of salary), followed by hotel service / Catering / Travel and Sales (0.4 month). The lowest amount received is recorded in editorial / Journalism (0.1 month). The overall bonus is 0.3 months. Respondents in banking / finance and sales received the highest bonus but the lowest pay rise. This may indicate performance carries a high weighting in calculating their income compared with other job sectors.



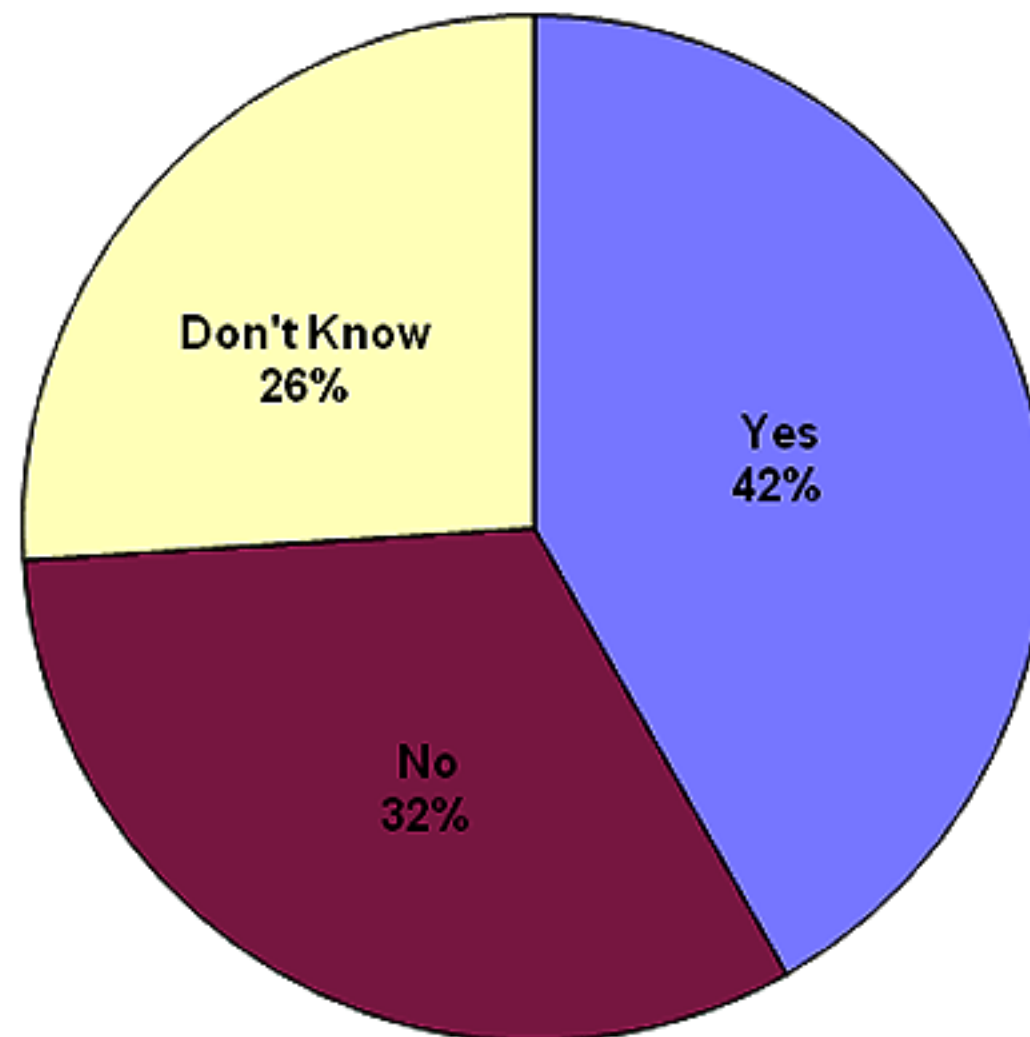
2.4 Double Pay

Merchandising has recorded the highest double pay (0.6 month of salary), followed by Accounting, Engineering, HR & Admin. and Marketing (0.4 month). The lowest amount recorded are for Design, Editorial / Journalism, Hotel Service / Catering / Travel and Others (0.2 month). The overall double pay recorded is 0.3 month.



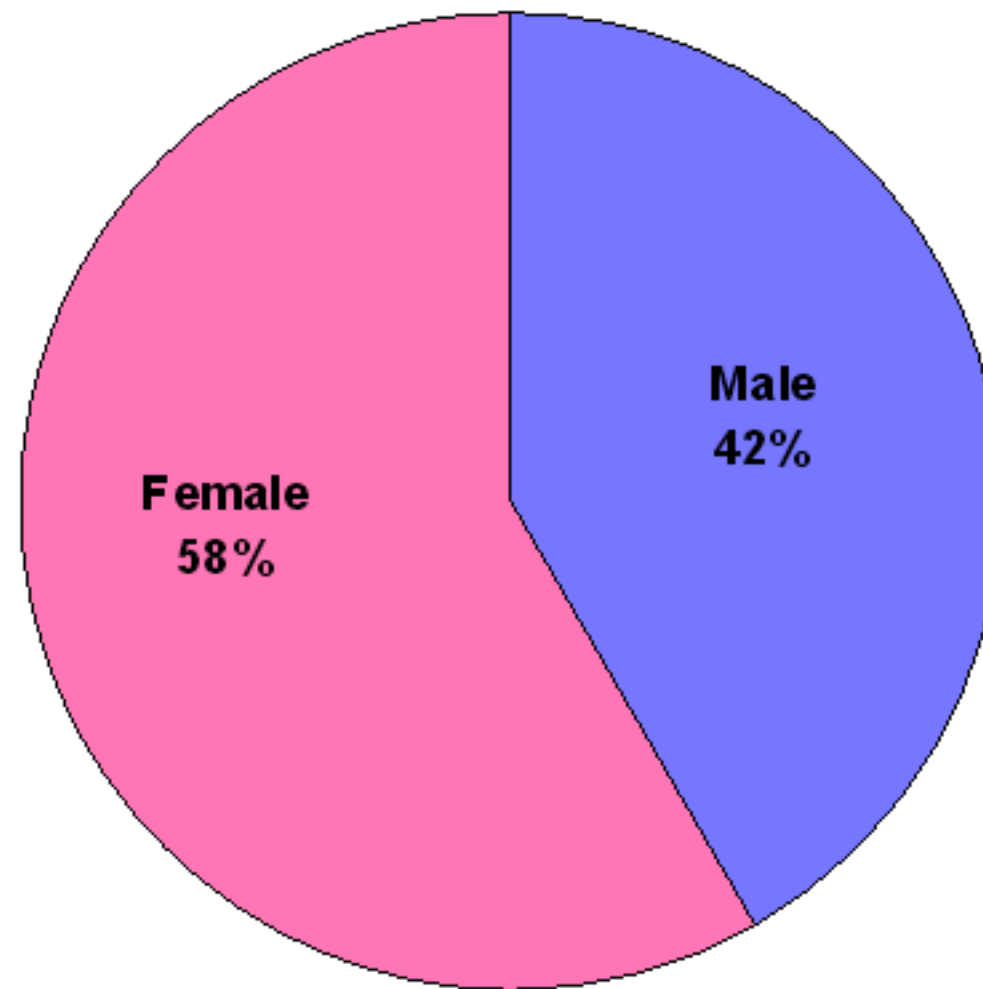
3. Expectation on Layoff in 2009

Job seekers showed their concern about lay-off policy of their companies in this year. Near 70% of them either believed companies will lay off employees or they had no idea on it. Employers may need to consider implementing policies to ease employees' anxiety.

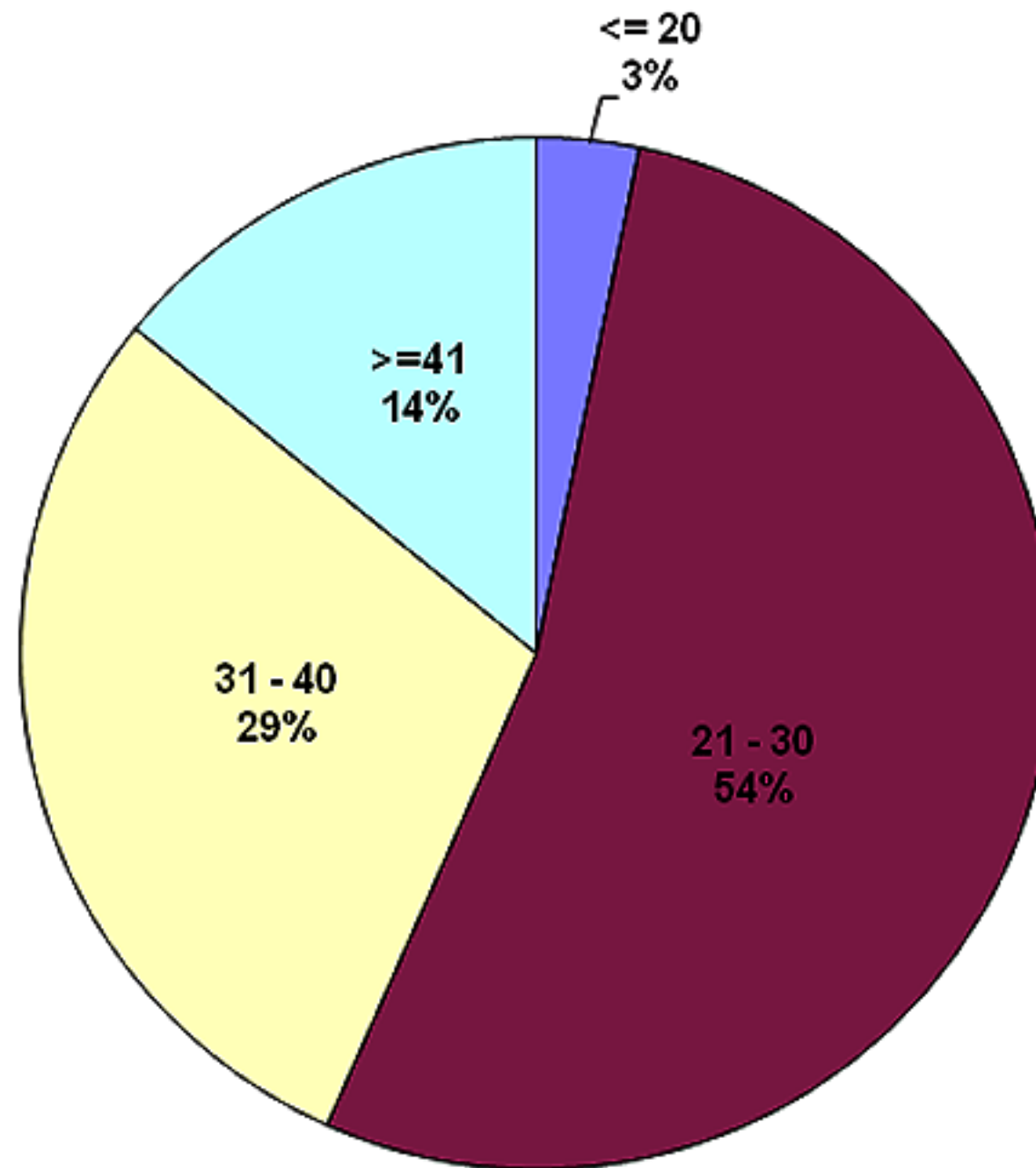


Respondents' Profile

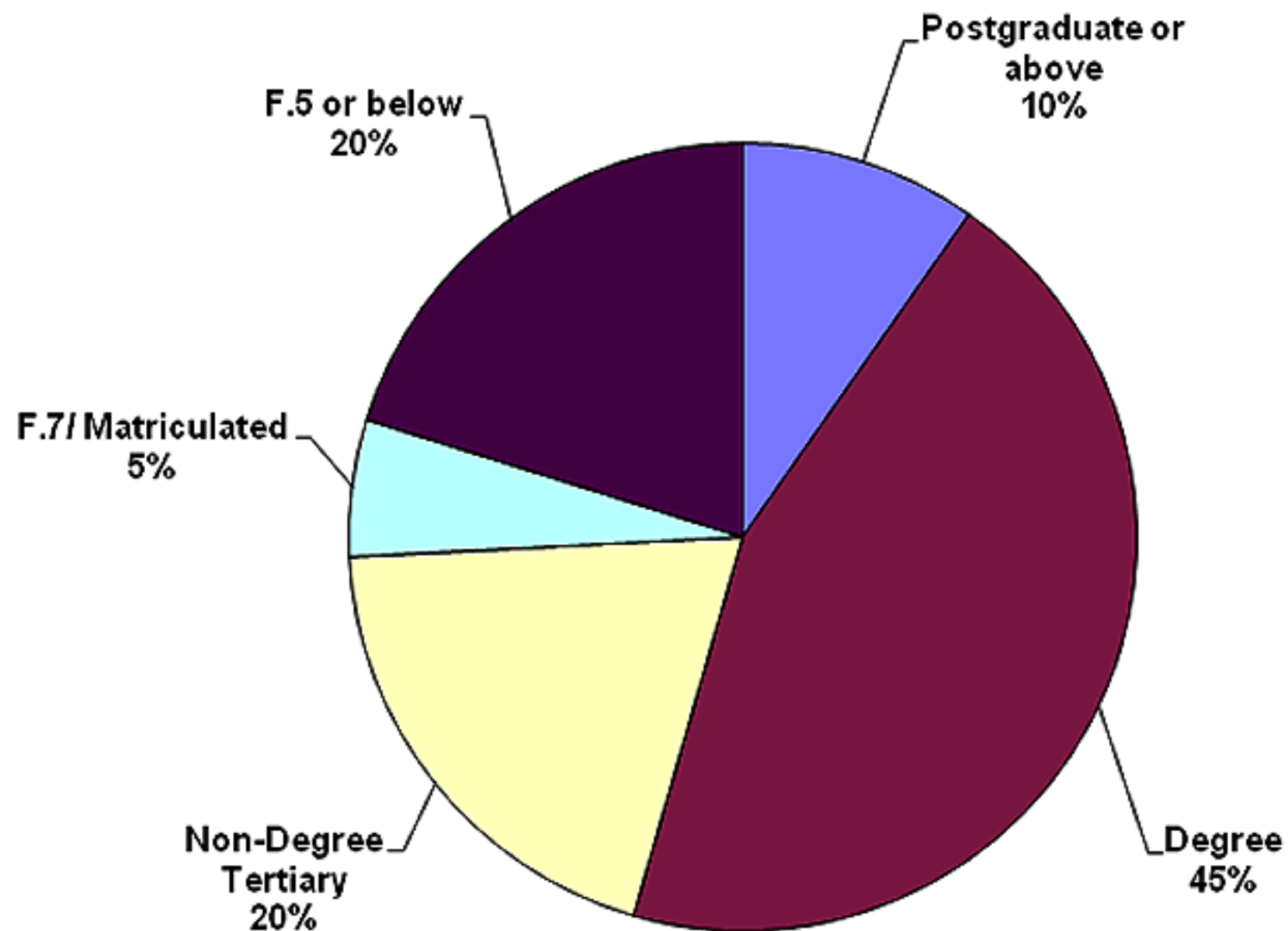
Respondents' Profile – Sex



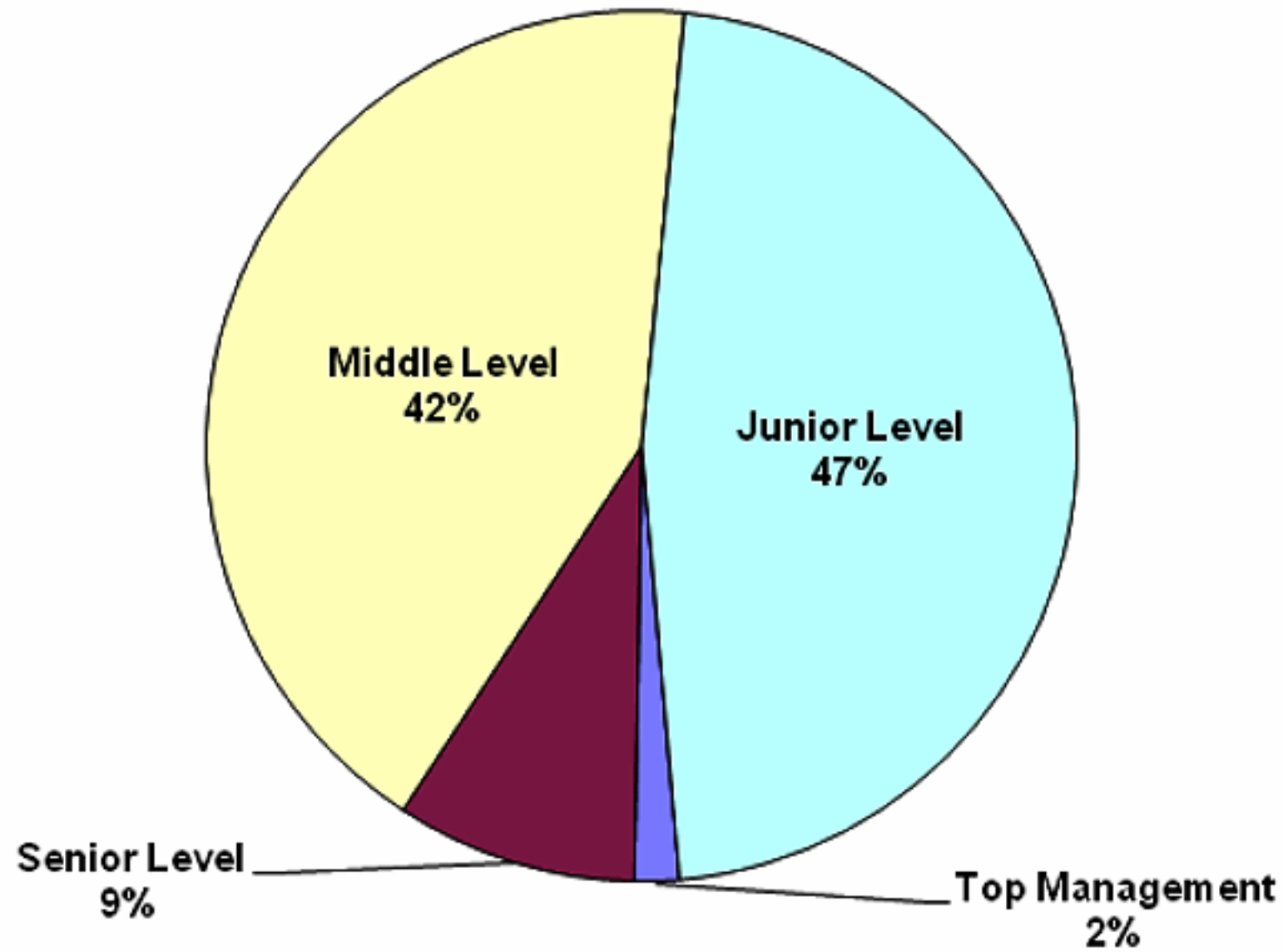
Respondents' Profile - Age



Respondents' Profile – Education Level



Respondents' Profile – Career Level



Summary

2009 is definitely a challenging year for both job seekers and employers. Facing the uncertainties in the economy in future, job seekers worry about being laid off. Some job seekers look for jobs based on advancement prospect and a better pay. For employers, on one hand they need to control their budgets, and on the other hand, they also need to retain talent by providing different kinds of benefits to them.