

**Press release**

**For immediate release**

## **jobsDB found 62% Hong Kongers unhappy at work and 86% said changing jobs is a wise move**

(Hong Kong, 31 August 2015) jobsDB found 62% Hong Kong employees not happy at work and 86% said changing job is a wise decision, while 63% agreed relationship with bosses and colleagues was the main factor for working happily. In an online survey named "Happy is a better job", the job portal interviewed 7,278 employees with different career backgrounds from Hong Kong, Singapore, Indonesia and Thailand from May to June this year and 2,398 of them were from Hong Kong.

### **Factors that make a job enjoyable: relationship, salary and work environment**

According to the survey, the top three factors that make Hong Kong employees unhappy include "salary, benefits and incentives" (49%), followed by "working environment, culture & reputation" (46%), and "relationship with colleagues and / or boss" (45%). Moreover, "salary, benefits and incentives" also topped the list for quitting a job.

Instead of money, human factors ranked as the most important reason why a job is enjoyable. More than 60% of Hong Kong respondents said "relationship with colleagues and / or boss" was the primary factor that made them happy (63%), followed by "salary, benefits and incentives" (54%), and "working environment, culture & reputation" (37%). Singaporeans also agreed harmonious working relations was the main attributor to a happier job, indicating work atmospheres and human relations are very important to employees when accessing the degree of happiness at work.

### **Tedious application process stops Hong Kong employees from changing jobs**

Among all surveyed countries and regions, only Singapore has more happy workers, while in Hong Kong, Indonesia and Thailand, more respondents said they were not happy with their current jobs. However, interviewees from all four countries and regions agreed that changing job was a wise decision. For those who have had experience of switching companies in the past one to three years, more people reported that they have become happier, reflecting a job change can have positive effects on employees.

In Hong Kong, for example, nearly 90% of respondents said changing jobs was a good decision as almost half of them reported happier with their new posts (45%). But only 66% said they were planning to change jobs in the next one to two years,



the lowest percentage among the four countries and regions (Thailand: 71%, Singapore: 76% and Indonesia: 80%). Factors that can prevent one from leaving a company in the city include fears over: “losing job security and tenure” (43%), “not enough jobs in the market” (37%), and “tedious application process” (36%) – a reason that only bothered candidates from Hong Kong.

Commenting on the result of the survey, Mr Justin Yiu, the General Manager of jobsDB Hong Kong, said: “salary and working atmosphere, which include human relations and working environment, are the two major factors that make employees happier at work. As the most well-known online job portal in the region, we want to make sure all employees find their happy jobs.”

“We also hope this report can provide employers with some insights on how to retain talents by taking the essential steps to increase staffs’ degree of happiness at work,” Mr Yiu continued.

### **About jobsDB Group ("jobsDB")**

At jobsDB, we believe in an open and inclusive world for all. Here, opportunities and possibilities are plenty: A fresh start. A new career. A welcome change. These are just a few of the things we help to make our candidates happy.

As a leading job portal with substantial positions across Hong Kong, Indonesia, Singapore and Thailand, we are Asia's preferred destination for candidates. With a team of 1,000 talented individuals, we've a strong local presence in every country we're in.

With our understanding and insights on each market, as well as our passion for technology, we provide candidates the best opportunities and deliver exceptional value to hirers.

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