

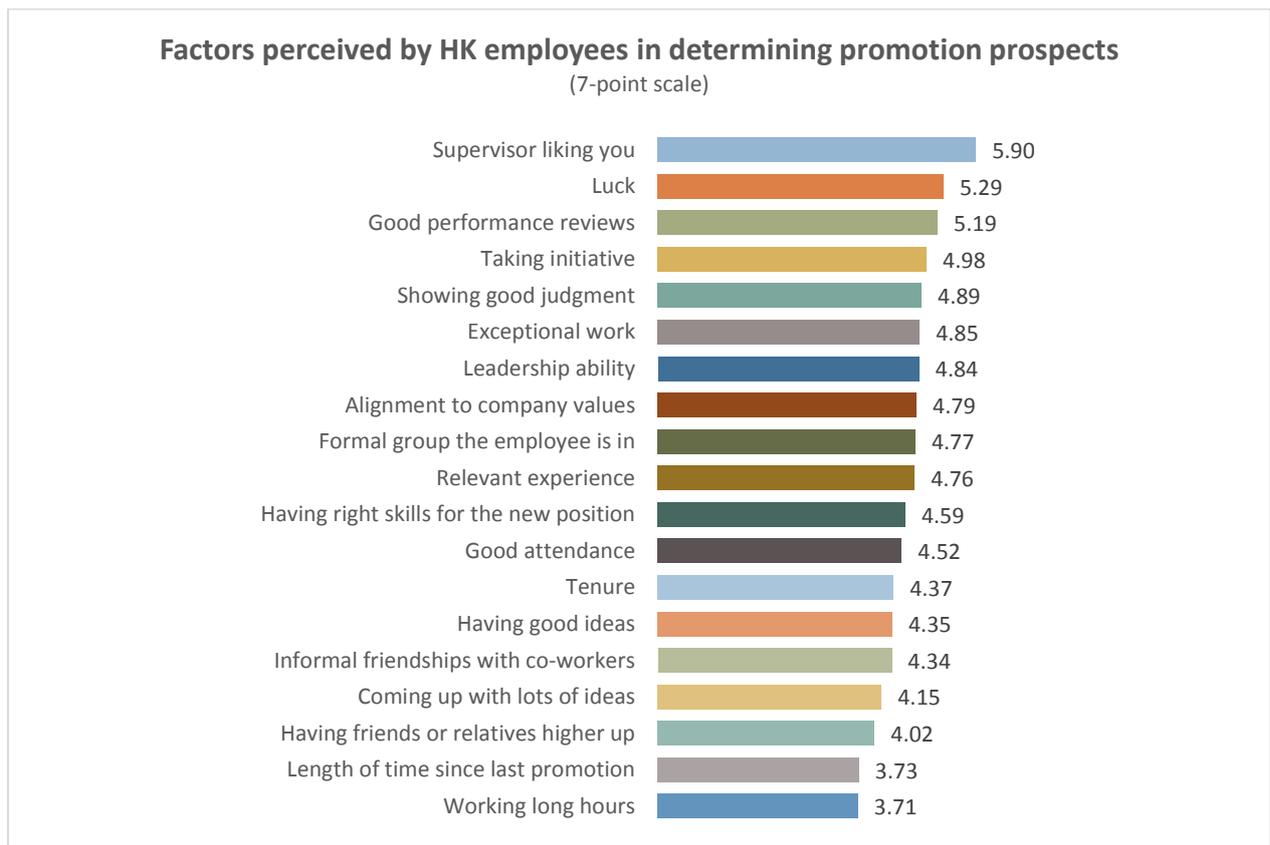
For immediate release

Hong Kongers rank likeability and luck over long working hours when it comes to getting promoted, according to new jobsDB survey

Survey shows big gaps between employees and hirers on decision criteria for job promotions

Hong Kong – 21 March 2017 – According to jobsDB’s latest Job Promotions Report, which polled over 10,000 respondents from seven Asian countries, Hong Kong employees rank “Supervisor liking you” (5.90 out of a 7-point scale) as the most important factor in determining promotion. “Luck” (5.29) and “Good performance reviews” (5.19) come in second and third in Hong Kong. In fact, the top three factors were the same as those chosen by Singaporeans.

Local employees rated “Working long hours” (3.71) and “Length of time since last promotion” (3.73) as the least important factors. Singaporeans were similar, with “Length of time since last promotion” being the most unimportant aspect.



Taking a regional perspective, a total of 10,389 employees from seven Asian countries rated “Good performance reviews,” “Supervisors liking you” and “Leadership ability” as the most important factors in determining promotion prospects. From an enterprise point-of-view, 493 hirers listed their most important factors as “Good performance reviews” (6.38), “Leadership ability” (5.92) and “Exceptional work” (5.79), but saw “Luck” (3.16) and “Having friends or relatives higher up” (2.68) as the least important.

Hong Kong people don't think they are promoted fairly

Hong Kong employees feel that the promotion decision-making process isn't fair in terms of consistency, objectivity and opportunity to appeal. That view is held almost equally by those promoted (3.31 out of 7, with 4 being neutral) as by those not promoted (3.29). Accordingly, HR departments should make their procedures more transparent to employees to enhance motivation and job satisfaction.

"The results indicate that there is a big gap between the perception of employees and hirers on the decision criteria for job promotion. Therefore, some work needs to be done by HR departments to ensure that everyone fully understands what exactly hirers are looking for, such as having measurable key performance indicators, and objective criteria and a clear system for choosing candidates, instead of just supervisor recommendations. That way employees can do their best to impress and win that promotion," said Justin Yiu, General Manager of Jobs DB Hong Kong Limited.

Tips for moving up the ladder

According to the survey, it usually takes 2.92 years before promotion takes place in Hong Kong, with promotion to "Middle levels" (such as Senior Officer) taking the longest (3.42 years). Singapore has the longest period between promotions (3.83 years) among all the surveyed locations.

So, if you have already built up enough time with your company but haven't been promoted, you may want to review your career strategy. jobsDB has put together a few tips to help you do that:

Tip one: For most hirers, seeing employees "Working long hours" (4.19) or "Length of time since last promotion" (4.39) is not a major factor when considering an employee's promotion. Accordingly, consider demonstrating that you can "work smarter" with "leadership ability" (5.92), producing "exceptional work" (5.79) and "taking the initiative" (5.71).

Tip two: Some activities, such as "Taking on more job responsibility" (5.86) and "Getting coaching/mentoring" (5.06), can also impress your superiors and are perceived by hirers as influential in determining promotions. On the other hand, "Enrolling for further studies, certification and training outside the company" (4.30) is not regarded highly by hirers.

About 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 people explore.

As a leading job portal with substantial positions across Hong Kong, Indonesia, Singapore and Thailand, we are Asia's preferred destination for job seekers. With a team of 800 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.

About SEEK Asia

JobStreet.com and jobsDB are part of SEEK Asia, which is the leading online employment market place in Asia. SEEK Asia covers 7 countries namely Hong Kong, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam.

SEEK Asia is the extension of the Australian Securities Exchange listed company called SEEK. The company's purpose is to help improve people's lives through a better career. SEEK Asia's database consist of over 500,000 corporate hirers and over 24 million candidates.

Issued on behalf of the jobsDB Group (Hong Kong) by LEWIS.

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