

For immediate release

A quarter of Hong Kong employees believe their jobs offer no hope of enjoyment, according to the latest Happiness Survey from jobsDB

Unhappy Hong Kong employees feel that resigning and finding a new job is the only way to achieve greater happiness in the next six months

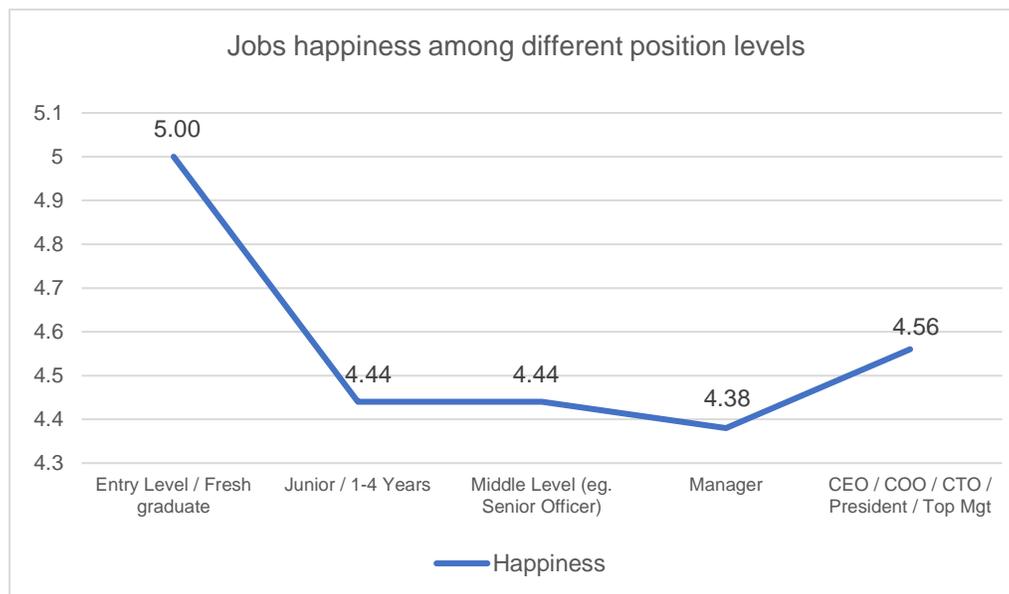
Hong Kong – 18 December 2017 – Up to a quarter of Hong Kong employees have no hope in their employers, and feel that resigning and finding a new job is the only way to achieve greater happiness in the next six months, according to the latest Job Happiness Survey from jobsDB.

Conducted by SEEK Asia, represented by the jobsDB and JobStreet brands, the jobsDB Job Happiness Index is calculated on a 10-point scale and conducted in seven countries across Asia. Polling 1,470 respondents, the HKSAR scored just 4.45 on the index, with up to 42% of Hong Kong employees reporting they are not happy, compared with 28% feeling neutral and only 30% feeling happy.

Hong Kong was also the most pessimistic market in the region, with respondents expecting their happiness to drop by 0.27 points to 4.18 in the coming six months. On the regional level, Singapore was bottom of the job happiness table at 4.31; and employees were expecting happiness to drop to 4.21 over the next six months, just a bit higher than Hong Kong.

The top three factors cited for creating unhappiness in Hong Kong were uninspiring leadership, unsatisfactory career development, and a lack of training. The unhappiest job specialisations were in IT – Hardware, Corporate Finance and Engineering – Electronics/Communication; while the happiest were in Engineering – Electrical, Human Resources and Hotel Management/Tourism Services.

The survey also found that Entry Level/Fresh Graduate was the happiest group among all levels, with company reputation and colleagues being the major contributors to their happiness. Meanwhile, for Senior Management, work schedule, job location and salary contributed highly to their happiness at work. At the other end of the spectrum, groups including Junior, Middle and Senior levels, felt put down by a lack of career opportunities and the leadership/management of their teams, reflecting a need for companies to focus on improving managerial skills and defining career paths for all team members.



What it takes to make employees happier

To provide some insight and guidance on how to improve employee happiness, the survey also explored areas that respondents feel would increase their job happiness over the next six months.

It turns out that a quarter of respondents had zero hope for any improvement in their job, citing only resigning and getting a new job as a way to make them happier. However, an optimistic 21% felt that a salary increase would be a positive move, while 11% put their faith in receiving recognition and awards.

Slight changes to working environments also have the potential to make employees happier, for example a change in job function or responsibilities (7%), a promotion (7%), going on holiday (7%) or improving working hours (5%).

“With Hong Kong’s employment rate dropping to a near 20-year low, our survey reveals that many employees are choosing to find new jobs as they feel unhappy about their current roles, with those in managerial roles proving to be the unhappiest group among all levels. This should be a warning shot to employers who need to understand that their employees will be quick to move away from jobs that fail to meet their expectations. We are not just talking about offering reasonable salary and benefits, employers also need to ensure that they regularly revise their management approaches,” said Isaac Shao, Country Manager of Jobs DB Hong Kong Limited.

“By providing on-going training and learning opportunities, and demonstrating a commitment to improving work environments, companies make employees feel valued, retain talent, and ensure the stable development of the company.”

He stressed, “Some of the city’s employers often overlook that employees are one of a company’s most important assets, and that Hong Kong workers are highly mobile. If companies neglect the needs of their staff then employees will inevitably start to look for opportunities outside of the company. Even if employees decide to stick it out at a company, this neglect can have a toxic effect – leaving employees harbouring negative emotions, and not motivated to achieve their expected performance levels. In the long run, company’s development will be hampered, which is why it is so important for employers to reinforce their communication with their staff, understand their needs and take action to address them.”

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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.

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APPENDIX

Job Happiness Index in Asia Pacific

Countries / Regions	Current index (out of 10)	Change in the next six months
Hong Kong	4.45	4.18
Indonesia	5.27	5.05
Malaysia	4.65	4.53
Philippines	4.97	4.98
Singapore	4.31	4.21
Thailand	4.55	4.51
Vietnam	5.19	4.99

The ranking of happiness factors for Hong Kong people

Ranking	Happiness factors	Score (out of 7)
1.	Work location	4.38
2.	Company reputation	4.17
3.	Colleagues	4.13
4.	Work schedule	3.99
5.	Job security	3.98
6.	Basic salary	3.73
7.	Benefits and perks	3.66
8.	Immediate superior	3.45
9.	Company values	3.43
10.	Work culture	3.38
11.	Training opportunities	3.24
12.	Career development	3.01
13.	Leadership team	2.89