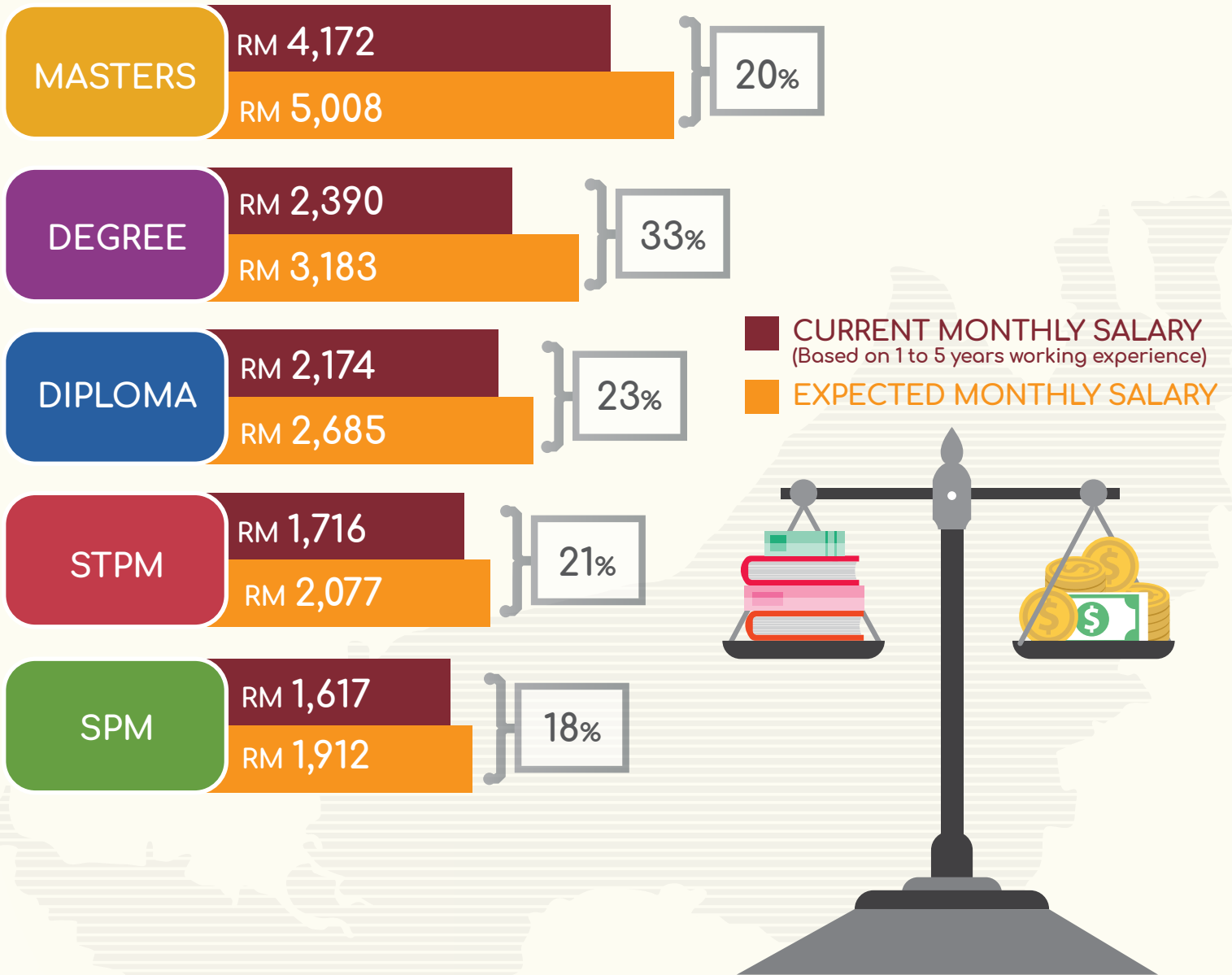




FACTS & FINDINGS

ACTUAL SALARY vs EXPECTED SALARY



FINDINGS & ANALYSIS:

Salary is one of the key considerations for both Sarawakian employees and employers. We asked employees about their “current monthly salary” and “expected monthly salary” and examine these salaries with respective qualifications. We found an increase in disparity between the expected monthly salary versus the current monthly salary when qualification level rises from SPM (expects 18% more pay), to STPM (expects 21% more pay), to Diploma (expects 23% more pay), to Bachelor Degree (expects 33% more pay), BUT decreases at Masters (expects 20% more pay). Very often, companies feedback that jobseekers are expecting too much in terms of Salary. That said, we also found that majority of the employees’ expectations do fall within and meet with their current salary: 3 in 4 employees with SPM qualifications; and 3 in 5 employees with STPM/Diploma/Masters qualifications; while 4 in 7 employees with Degree qualifications expect a higher monthly income.