



EMPLOYEES' OPINION

# ARE EMPLOYEES HAPPY OR UNHAPPY AT WORK?

22% HAPPY

78% UNHAPPY

MOST UNHAPPY

LEAST UNHAPPY

TOP 5 REASONS WHY EMPLOYEES ARE UNHAPPY

	Career LEVEL 1 Operational & Technical	Career LEVEL 2 Business Support	Career LEVEL 3 Professionals	Career LEVEL 4 Management	Career LEVEL 5 Top Executive
Low Salary	37.04%	33.64%	20.37%	6.17%	2.78%
Bad Management	33.52%	26.82%	26.26%	10.61%	2.79%
Lack of opportunities for Career Advancement	28.08%	36.99%	21.23%	10.27%	3.42%
Lack of Rewards	30.47%	31.25%	22.66%	8.59%	7.03%
Lack of opportunities to Apply Skills and Abilities	29.51%	37.7%	20.49%	8.2%	4.1%

## FINDINGS & ANALYSIS:

On the average, 8 in every 10 Sarawakian employees, 78% said they are unhappy at work. To examine why Sarawakian workers are unhappy, further analysis was conducted based on the main reasons to being unhappy in relation to the career levels. There is more job satisfaction when one holds a higher career level; with those in Career Level 1 being most unhappy and those in Career Level 5 being least unhappy. Almost 80% of employees being unhappy fall under Career Level 1, Level 2 and Level 3. Despite “Low Salary” and “Bad Management” being the top 2 reasons to why most employees are unhappy at work, on the contrary, only 2.78% or 2.79% of those in Career Level 5 were unhappy based on the same reasons. To achieve job satisfaction, it is true that salary isn’t the only factor that matters as other factors plays a part. Employees want a good management, better career advancement, more opportunities and greater rewards. This explains why talents who attain higher career level may perceive more job satisfaction than others at a lower career level.