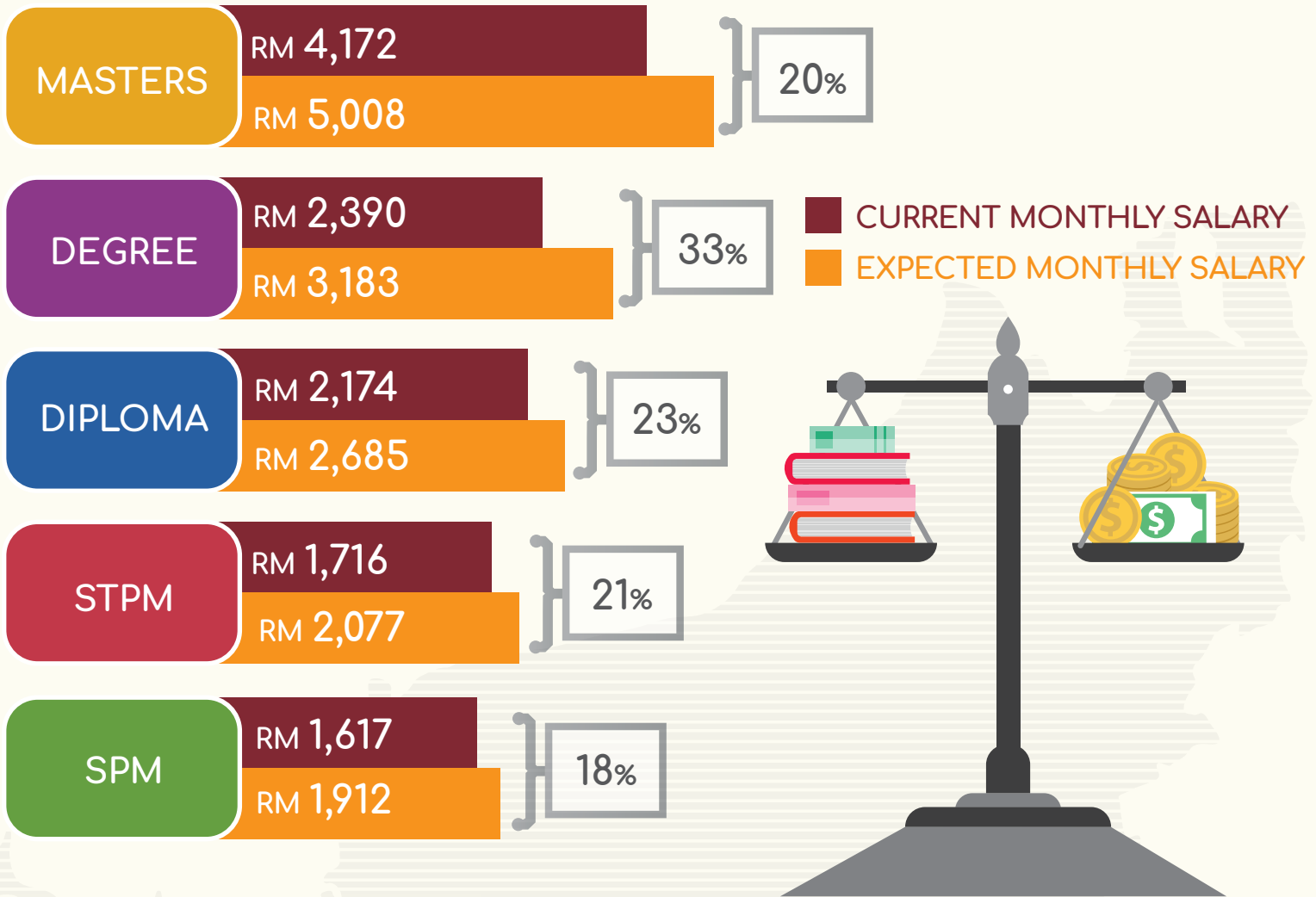




FACTS & FINDINGS

**ACTUAL SALARY vs EXPECTED SALARY**



The above graphic illustrates on the comparison between the average “**Current Monthly Salary**” and “**Expected Monthly Salary**” and in relationship to the “**Education Level**” attained by employees surveyed across 1 to 5 years of working experience.

**FINDINGS & ANALYSIS:**

Salary is one of the key considerations for both employees and employers. As such, we asked employees about their “current monthly salary” and “expected monthly salary” to study on any disparity; and examine these salaries with respective qualifications to determine any relevance. We found that there is 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. Based on the employees surveyed, our results show that majority of the employees’ expectations do fall within and meet with their current salary: 3 in 4 employees with SPM qualifications; 3 in 5 employees with STPM, Diploma or Masters qualifications. However, 4 in 7 employees with Degree qualifications expect a higher monthly income. The table below shows the overall results: