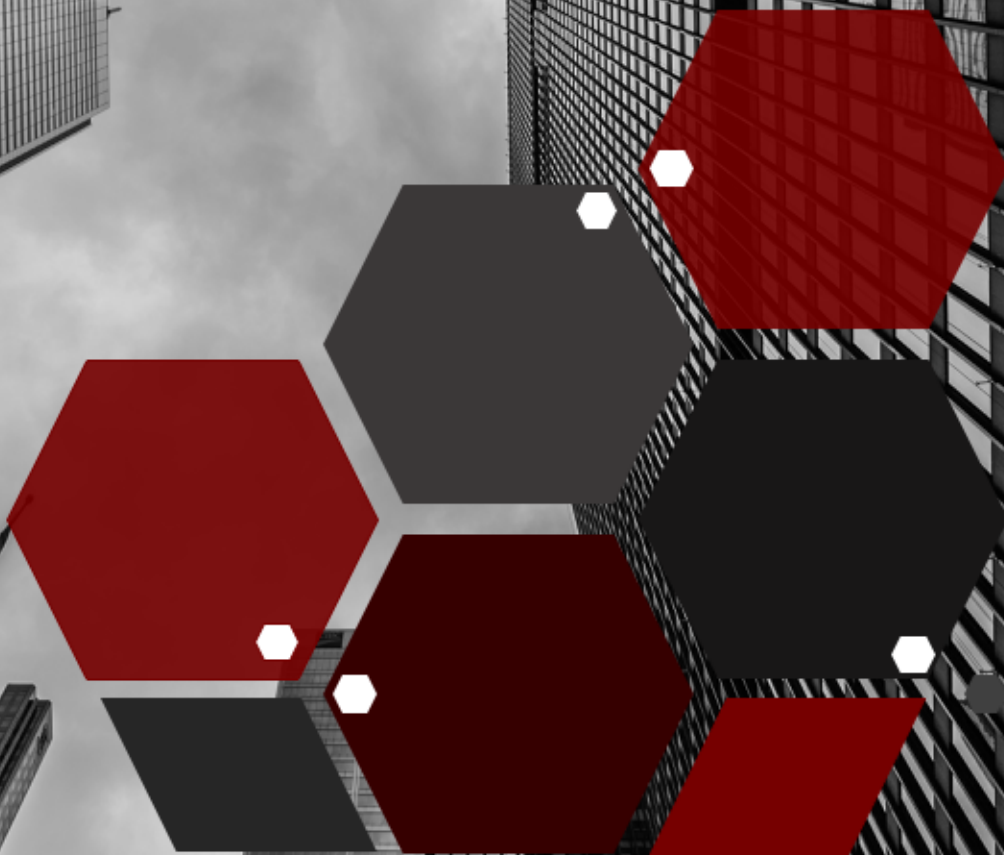




2017 TALENT ENGAGEMENT SURVEY

SINGAPORE



1-5 %

30% of respondents believe that their pay increment will fall under this range in 2017

**1-2
months**

Amount of variable bonus that our respondents expect for their 2016 performance

**15 - 18
days**

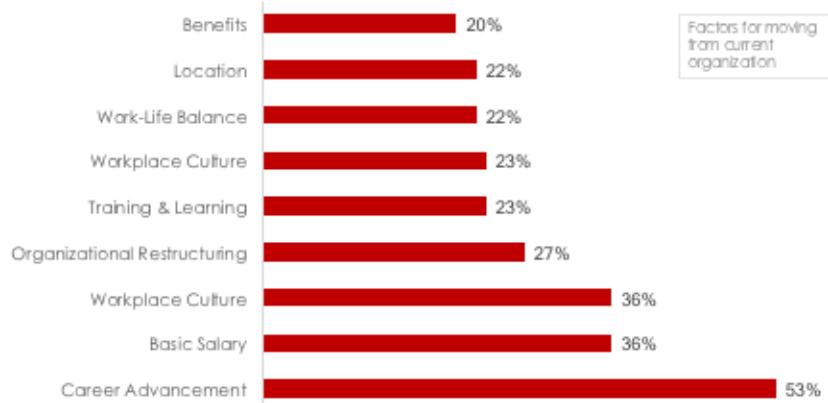
Average number of annual leave that our executive level respondents have in 2017



To stay or not to stay?

Number of respondents who are moving from their current job in the next 6 months

TOP REASONS WHY EMPLOYEES ARE MOVING



53% of respondents are leaving their jobs because of the **career advancement** opportunities.



36% of respondents move due to **basic salary** reasons



36% of respondents are moving due to **workplace culture**

Top Reasons why respondents are staying:

1. Opportunities & Challenges (60%)
2. Work-Life Balance (52%)
3. Workplace culture (48%)

6 in 10 respondents stay for **opportunities & challenges** offered in the workplace

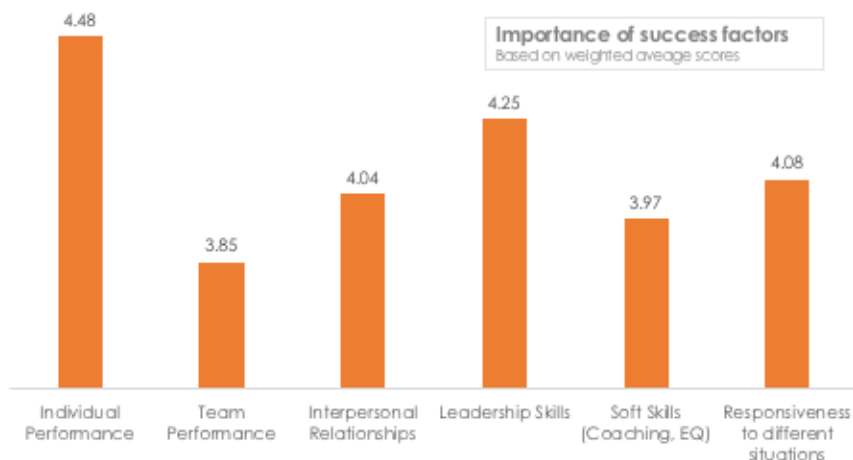




OPPORTUNITIES TO PROMOTE?

Number of respondents who expect a promotion in the next 6 months

OPPORTUNITIES FOR CAREER ADVANCEMENT



Individual Performance

Perceived by employees to be the most critical success factor for career advancement



Leadership

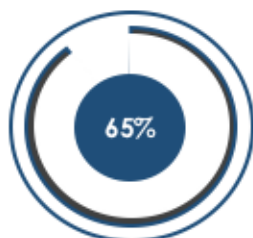
The second most critical factor for promotion as perceived by our respondents.



Team Performance

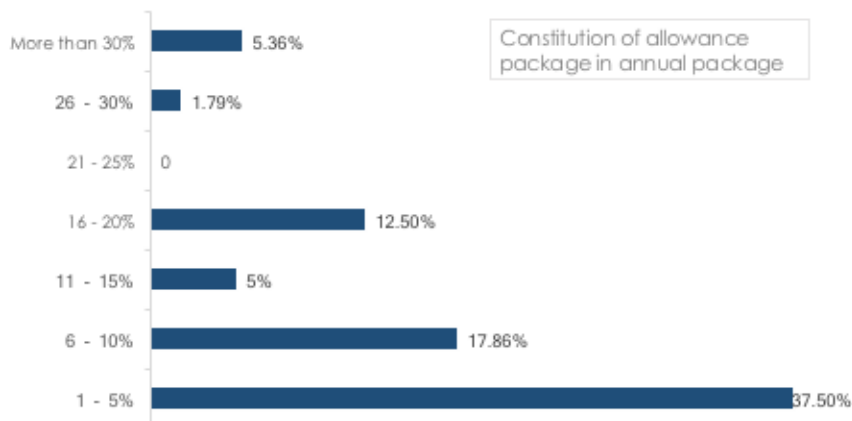
The lowest ranked of amongst the factors provided to the respondents.

A TYPICAL ALLOWANCE PACKAGE



Allowances

Number of respondents who are eligible for allowances



Majority of our respondents' allowance package constitutes **1-5%** range of their annual package

In addition, the top 3 monthly allowances polled by our respondents are:

1

90%
have



MEDICAL
& DENTAL
ALLOWANCE

1 - 100
SGD

2

80%
have



TRANSPORT
ALLOWANCE

301-500
SGD

3

52%
have



ENTERTAINMENT
ALLOWANCE

101 - 300
SGD

Followed by:

4. Housing (44%) | 5. Overseas / Hardship (42%) | 6. Meal (38%) | 7. Project (20%)

ABOUT US

TalentStork is a boutique Executive Search Firm that provides consulting services for your recruitment needs. We pride ourselves in making sure that our Clients only hire the best of what they need.

Our team do not merely staff a headcount. As trusted advisors, we take on a proactive approach in understanding your business first which will guide us to identify current and future business drivers, define the success factors to be achieved and establish the caliber of talent required to execute your strategies

Our consultants not only bring with them significant business experience in their own industries but also a drive to keep abreast of the desiderata of your industry, making sure we know as much as you do. Backed by exceptional research professionals and world-class technological platforms, we collaborate as a team to consistently provide rich insights and superior value to both our clients and candidates.

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