

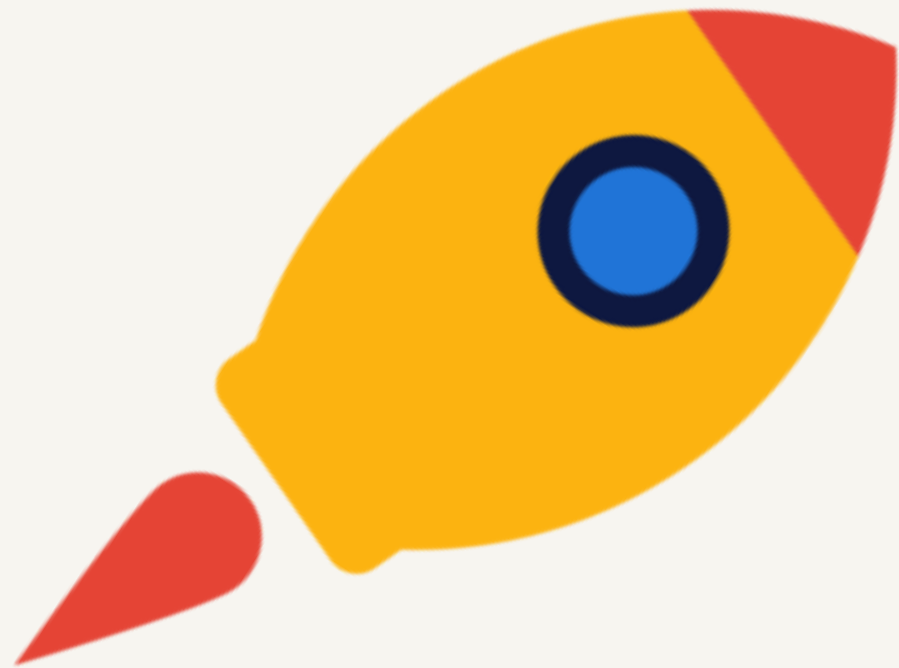
randstad
malaysia

2023 salary & bonus
expectations report.



human forward.

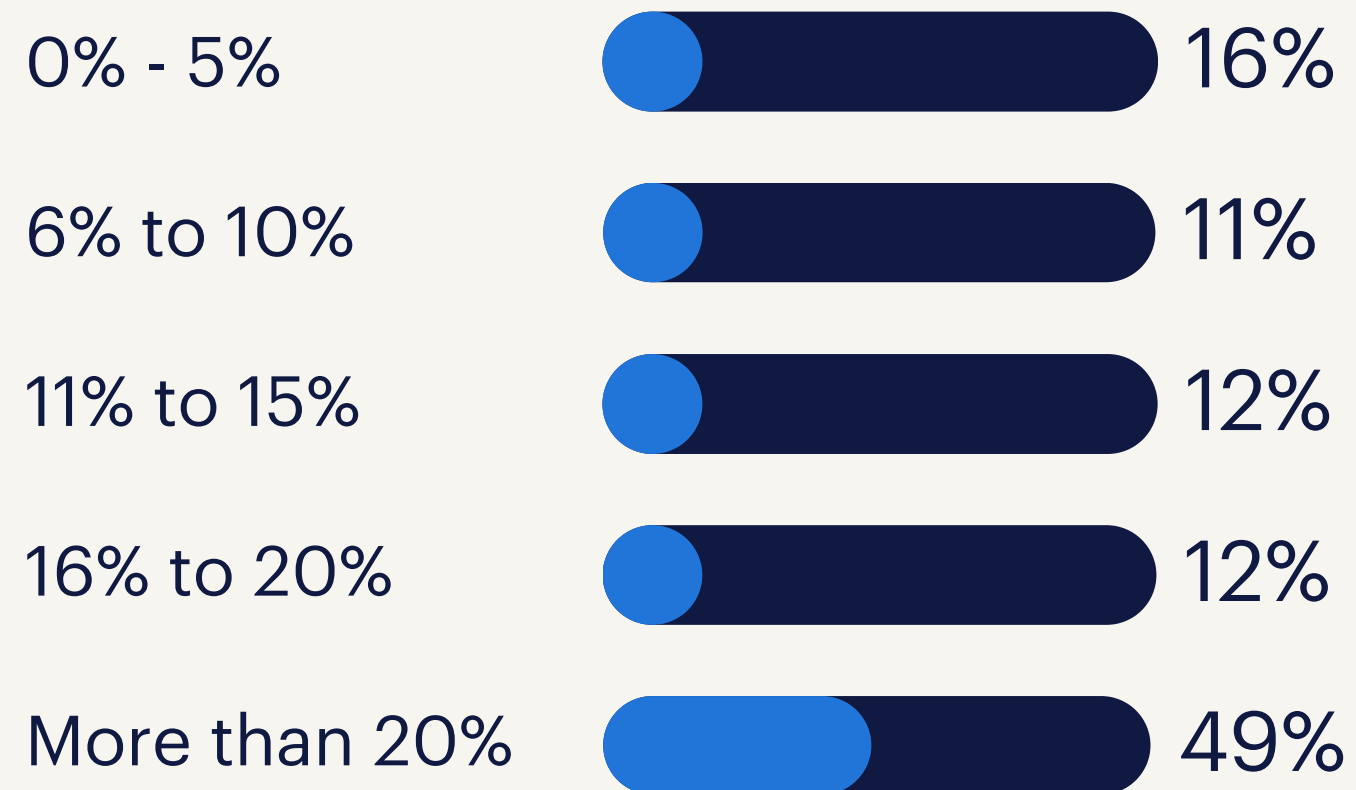
30% of respondents changed employers in the last 12 months.



"What information do you use to research and negotiate your salary with your new employer?"



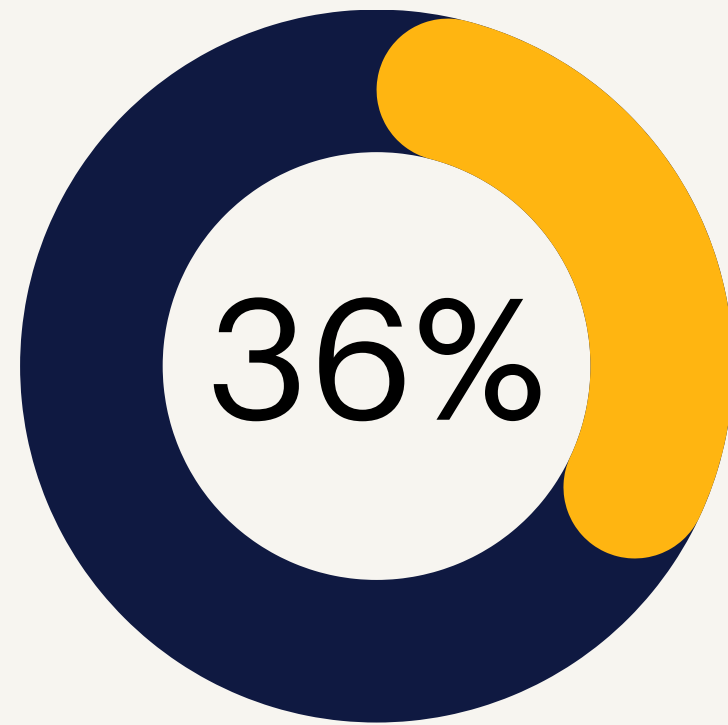
% salary adjustment respondents received when they changed to a new employer.



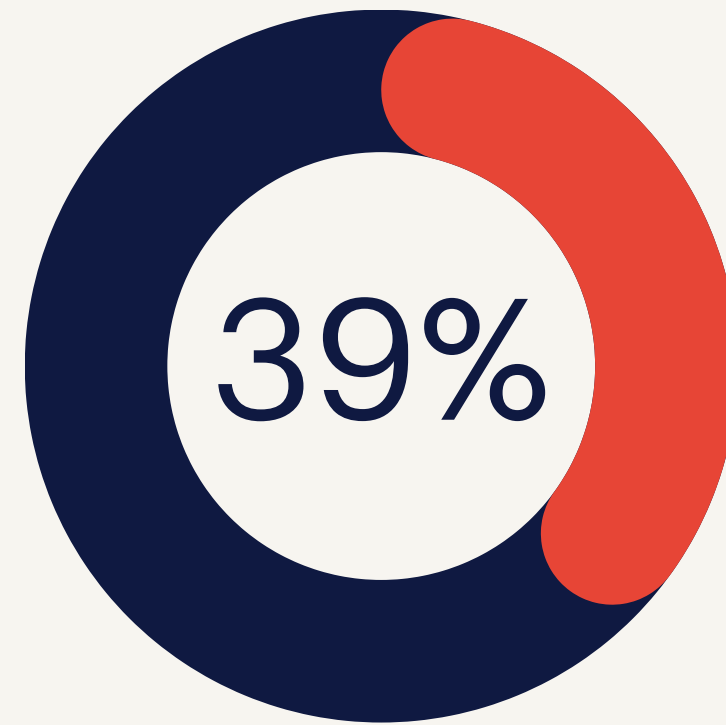
Salary is a strong motivator to many Malaysians. Receiving a higher salary increment every time they change an employer means that talent are able to match their earning power with their peers in other markets. It can also help them meet their financial goals, like buying a car or home, earlier in their lives.

Companies that don't support their employees' goals may risk losing their best talent and in turn adversely impacting their overall operations and revenues.

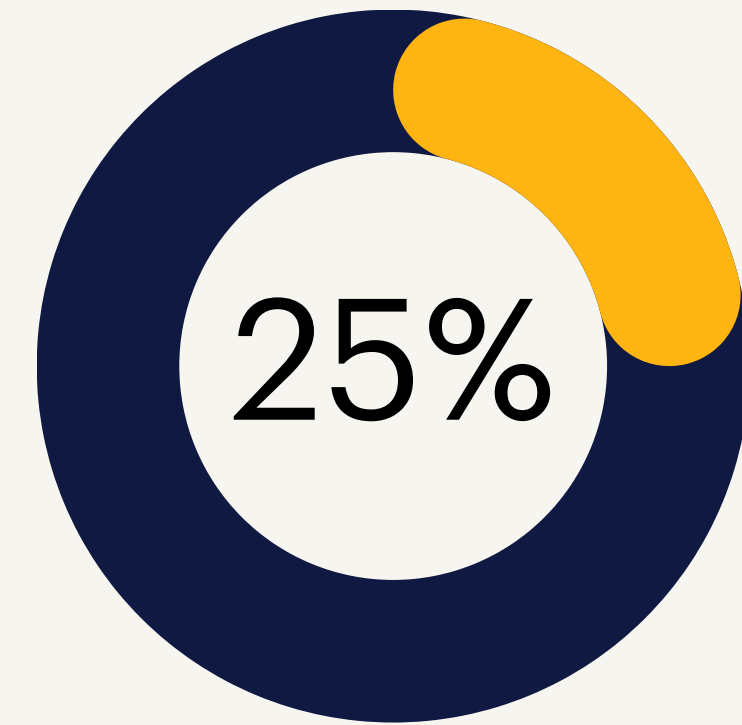
did you receive a salary increment in the past 3 months?



I received a salary increment

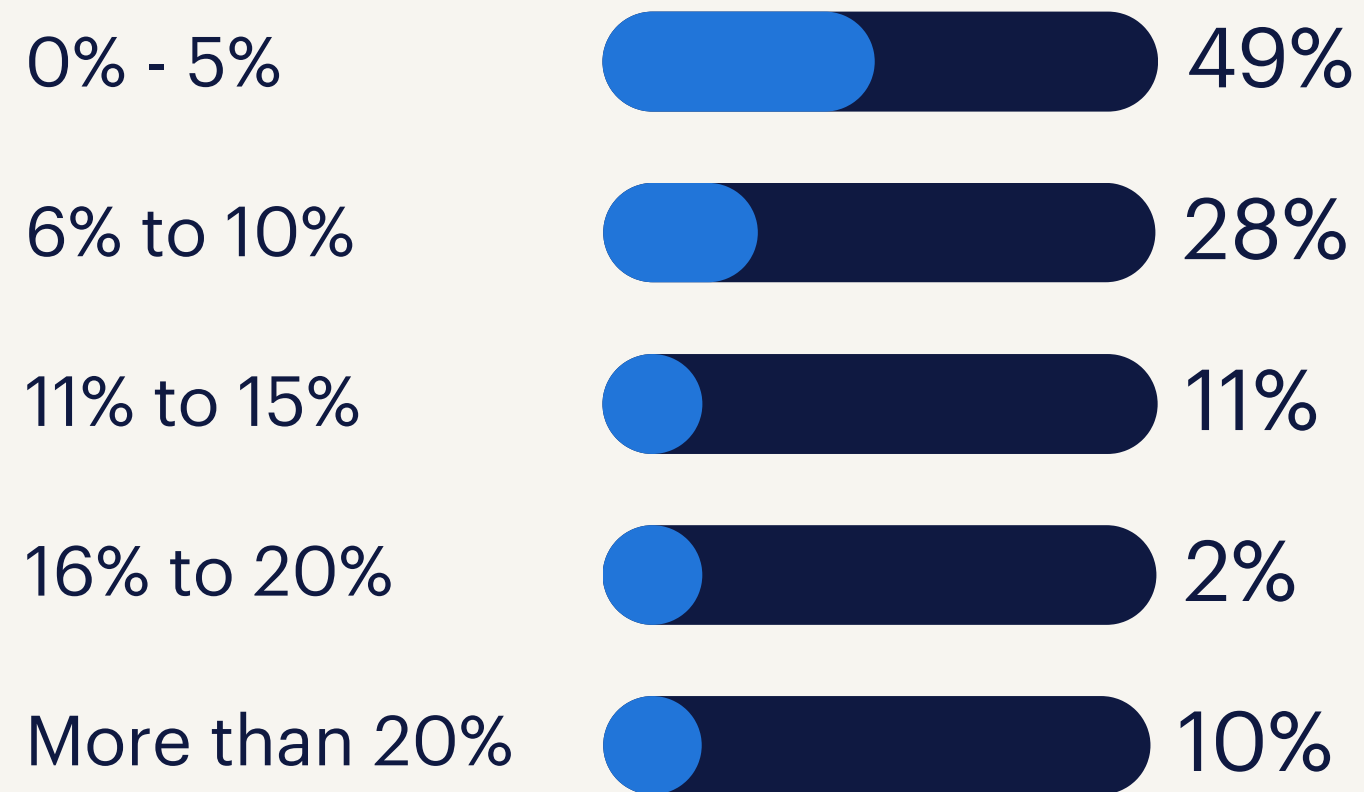


No, I have been told that my salary will not increase until a later date



I don't know yet / my company's financial year-end is not in December

% salary adjustment respondents received in the past 3 months.



To retain top talent and meet their employees' salary expectations, companies must make a conscientious effort to review and adjust their internal salary and bonus structures to reflect new skill demands and talent expectations.

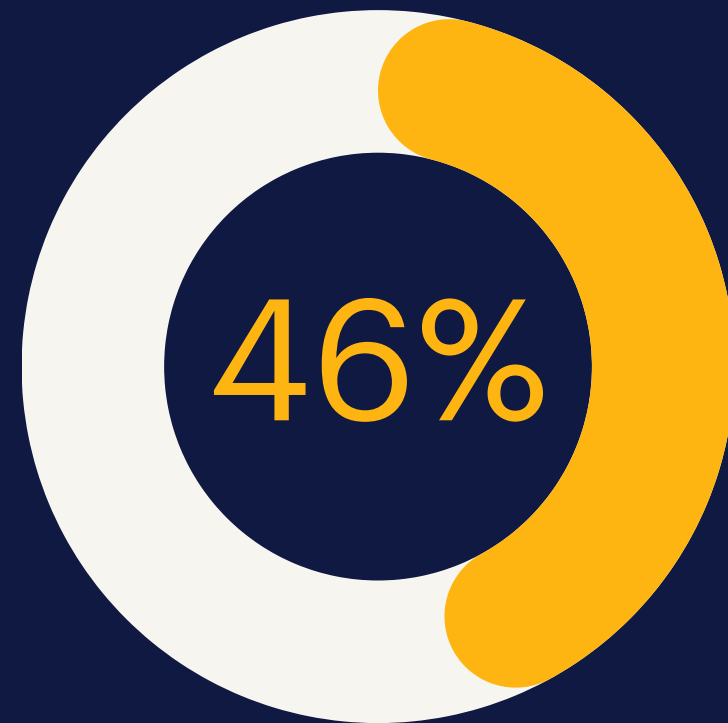
let's talk
about

bonus
expectations.

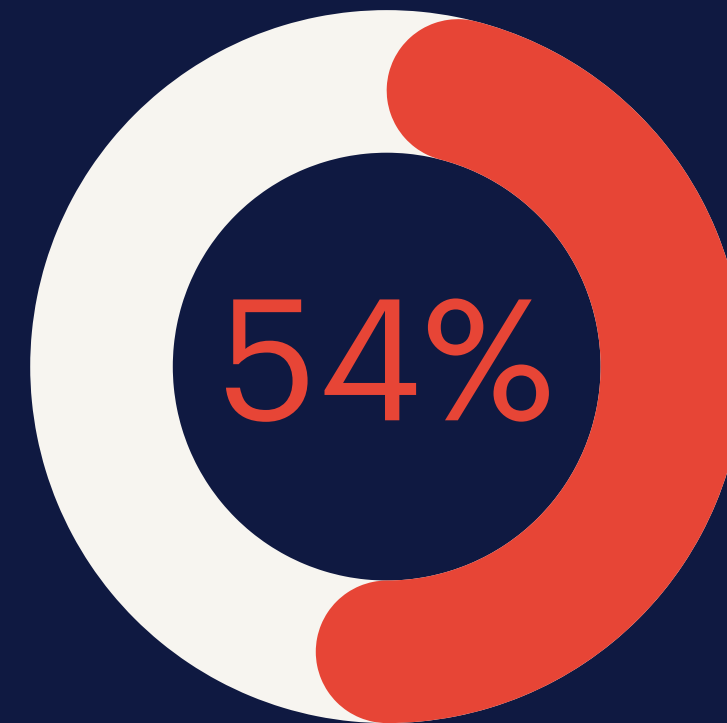


human forward.

do you feel that your salary reflects your work contributions and market average for someone with your skills and experience?



Yes, my salary reflects my work contributions and the market average

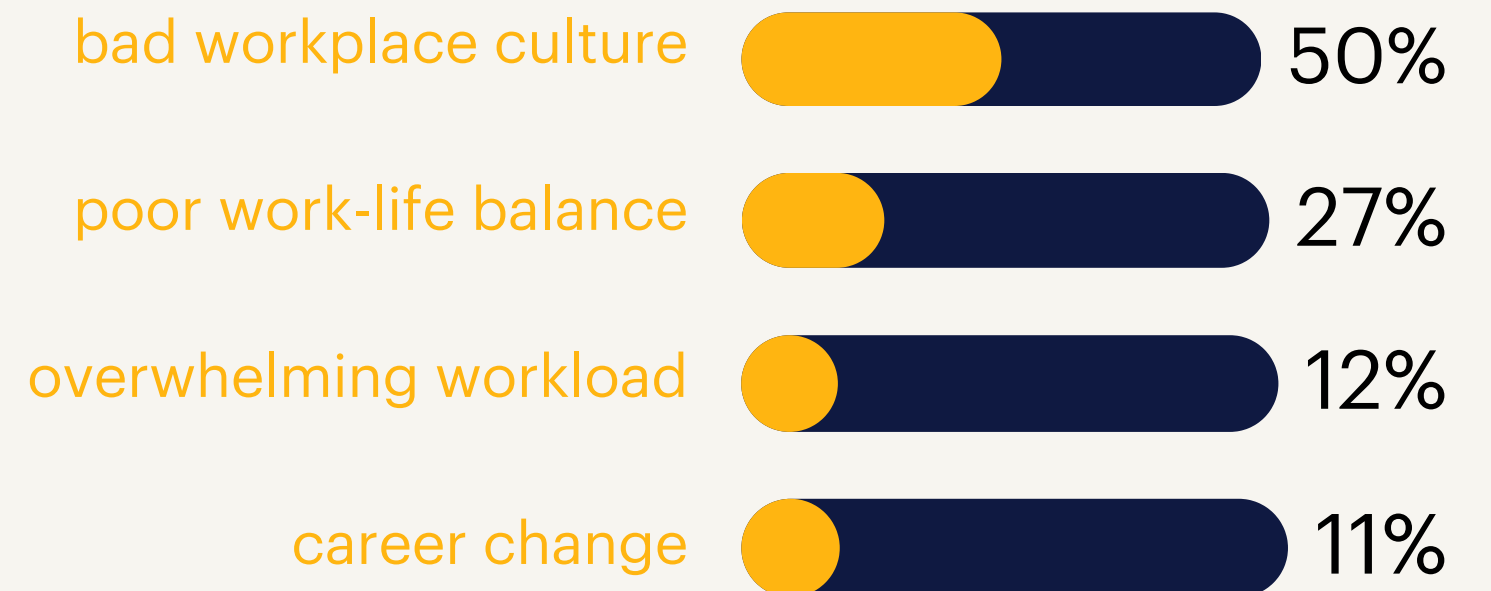


No, I don't think I'm fairly paid for my work contributions, skills and experience

an overwhelming 91% of respondents said that a higher salary motivate them to change their jobs in 2023.



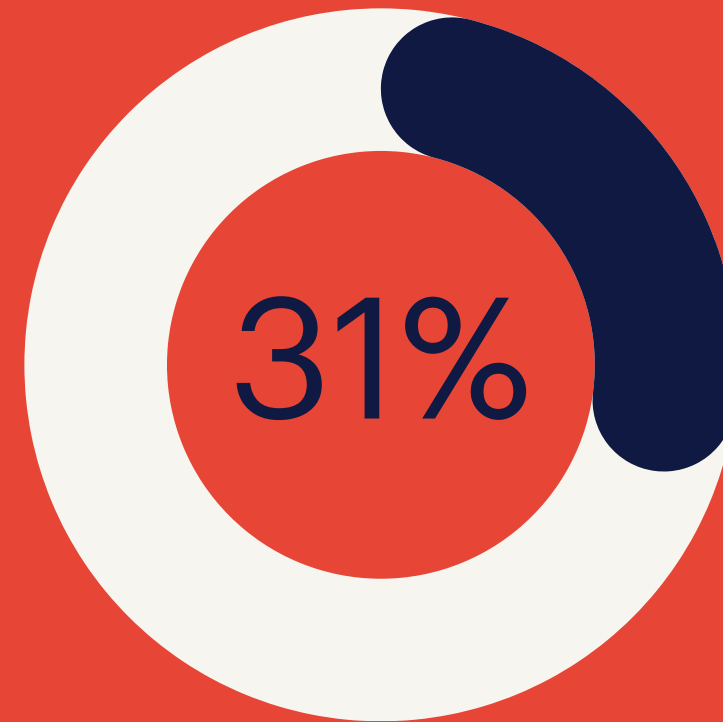
of the 9% who said otherwise....



31% of respondents in the survey said that they will not be receiving a bonus for their work contributions in 2022.



Yes, I will receive a bonus

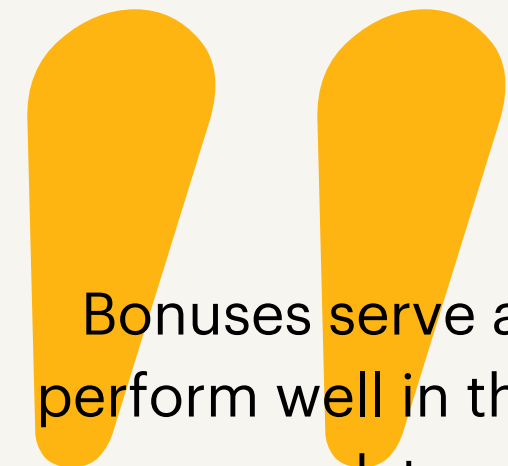


No, I have been told that I won't receive a bonus



I have not been told / my company's financial year-end is not in December

of the 55% of respondents who receive a bonus...



Bonuses serve as a reward for employees who perform well in their roles and motivate them to work towards achieving their next goal.

This financial boost can improve employee morale and create a more positive and supportive work environment. Beyond that, bonuses are particularly effective in talent attraction and retention, as talent will always be in the search for good paymasters.



we would love to hear your
thoughts and comments.

randstad malaysia

www.randstad.com.my/contact-us

media or research data enquiries

contact press office

The Randstad Malaysia Salary and Bonus Expectations survey was conducted online with 302 individuals who lived and worked in Malaysia between February and March 2023. There is an overrepresentation of respondents aged from 26 years old to 27 years old (millennials and generation X).

The survey was conducted online via TypeForm and with Randstad Malaysia's database and social network on LinkedIn. The survey setup, fieldwork and data collection were overseen by Randstad's legal team to ensure compliance with data protection and privacy regulations. None of the respondents information were recorded nor collected in the whole process.



human forward.