

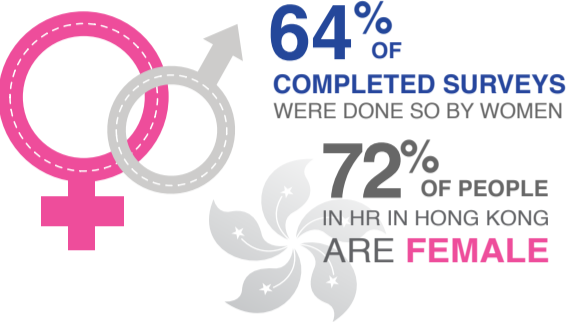
2014 HR Survey Results

The results from our 2014 Global Salary Survey focus on six key locations where Elliott Scott has made an impact in personal HR recruitment: Brazil, China, Hong Kong, Malaysia, Singapore and the US. Elliott Scott surveyed participants in our candidate, client and social networks, asking a range of questions relating to compensation and employee satisfaction. Our global snapshot of the results is below, and for more detailed summaries for the local markets surveyed you can download the full reports from www.elliottscotthr.com or www.linkedin.com/company/elliott-scott-hr.

For more information, please email us at se@elliottscotthr.com

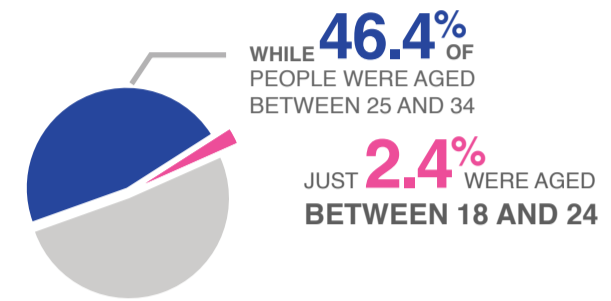
Gender

Is there a wider cultural issue?



Age

Where have all the young people gone?



Tenure

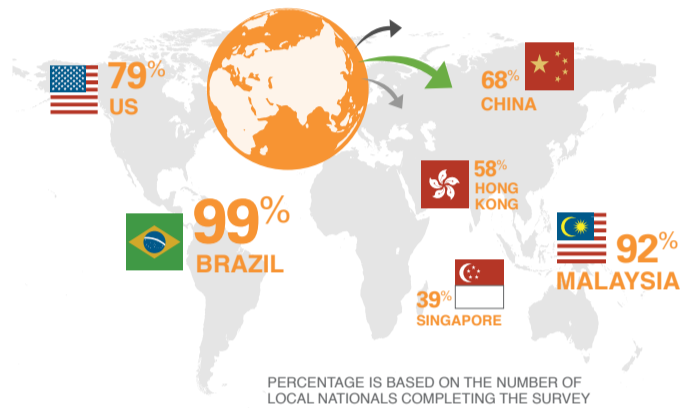
Loyalty, does it still exist?

31% OF PEOPLE GLOBALLY HAVE BEEN WITH THEIR COMPANY FOR 4 YEARS OR MORE

IN SINGAPORE THIS NUMBER DROPS TO JUST **22.6%**

Location & Nationality

How global is HR?



Holidays & Allowances

Who wins?

DAYS OF LEAVE

10 - 14	15 - 20	20 - 24	25+	
8%	6%	22%	65%	BRAZIL
30%	27%	41%	2%	CHINA
18%	35%	37%	10%	HONG KONG
11%	26%	55%	8%	MALAYSIA
11%	23%	49%	17%	SINGAPORE
26%	32%	28%	14%	US

FOOD


	HOUSING	SCHOOLING	TRANSPORT
33%	2%	6%	14%
11%	25%	7%	18%
3%	9%	2%	4%
3%	5%	0%	45%
0%	5%	2%	9%
4%	2%	4%	1%

HR

The area that's never happy?

90% OF PEOPLE COMPLETING THE SURVEY FELT THEY WERE JUST "AT MARKET OR BELOW MARKET"

MEANING JUST **10%** ARE PLEASED WITH CURRENT PAY LEVELS!



	BRAZIL	CHINA	HK	MALAYSIA	SINGAPORE	US
UNDER MARKET	35%	36%	46%	42%	44%	40%
AT MARKET	53%	50%	48%	47%	50%	51%
OVER MARKET	11%	14%	6%	11%	7%	9%

Pay Rises & Bonuses

How sheltered was Asia from the GFC?

GLOBALLY **28.3%** OF PEOPLE WERE EITHER PLEASED OR VERY PLEASED WITH THEIR PAY RISE

AND **30.8%** OF PEOPLE WERE EITHER PLEASED OR VERY PLEASED WITH THEIR BONUS




IN THE US, IT LOOKS LIKE THE **GFC** POTENTIALLY MADE PEOPLE A LITTLE MORE GRATEFUL,

42% OF PEOPLE THERE WERE EITHER PLEASED OR VERY PLEASED WITH THEIR PAY RISE AND **43%** WITH THEIR BONUS

Benefits

Those additional, but important extras



	DENTAL	FLEX	LAPTOP	LIFE INSURANCE	LTIP	MEDICAL	MOBILE	SHARES
BRAZIL	87%	9%	74%	79%	5%	92%	61%	12%
CHINA	25%	20%	57%	55%	5%	80%	61%	23%
HONG KONG	58%	16%	34%	61%	7%	89%	37%	15%
MALAYSIA	74%	13%	68%	61%	11%	97%	76%	18%
SINGAPORE	59%	30%	35%	50%	10%	82%	39%	13%
US	91%	54%	59%	77%	19%	95%	53%	22%