

The RICS and Macdonald & Company Asia Rewards & Attitudes Survey 2014



Take part to
be in with a
chance to win
the new iPad
mini.



All participants will receive a
personal copy of the Executive
Summary 2014 once the results
have been announced.

Report Summary - 4th April 2014

Survey: The 2014 RICS and Macdonald & Company Asia Rewards and Attitudes Survey

Status: **Closed**

Total Responses: 1525

Created Time/Date: 04:10 28th Feb 2014

Filtered Responses: 0

Modified Time/Date: 15:00 11th Mar 2014

Responses Excluded: 0

Question 1: Which one of the following best describes your main professional activity? Please tick ONE.

Answers: Responses:

Analyst/Research 0 / 0%

Architect/Design 0 / 0%

Building Surveying 0 / 0%

Buying 0 / 0%

CEO/MD/Head 0 / 0%

CFO/Financial Director/Controller 0 / 0%

Claims & Dispute Resolution 0 / 0%

Commercial Agent 0 / 0%

Consultant 0 / 0%

CRE Transactions 0 / 0%

Design 0 / 0%

Energy 0 / 0%

Engineering 0 / 0%

Environmental 0 / 0%

Estates Surveyor (In-house) 0 / 0%

Facilities Management (In-house) 0 / 0%

Facilities Management Service
Provider 0 / 0%

Fund Management 0 / 0%

Geomatics 0 / 0%

Health and Safety 0 / 0%

Interior Design 0 / 0%

Landscape Architect 0 / 0%

Leasing 0 / 0%

New Build/Construction 0 / 0%

Planner 0 / 0%

Project Director 0 / 0%

Project Management 0 / 0%

Property Asset Management 0 / 0%

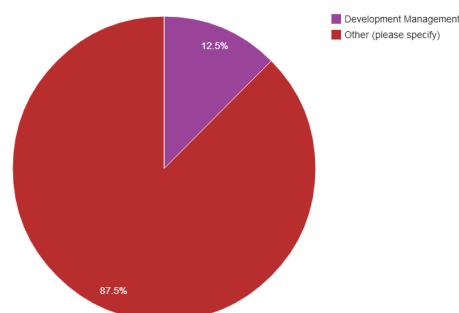
Property Building Manager 0 / 0%

Property Finance 0 / 0%

Research	0 / 0%
Sales & Marketing	0 / 0%
Site Management	0 / 0%
Valuation	0 / 0%
Other	0 / 0%
TOTAL CLICKS	0
TOTAL RESPONSES	0

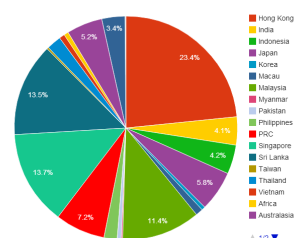
Question 2: Which one of the following best describes your main professional activity? Please tick ONE.

Answers:	Responses:
Academic	0 / 0%
Arts & Antiques	0 / 0%
Building Control	0 / 0%
Corporate Fit-out	0 / 0%
Development Management	1 / 12.5%
Energy & Natural Resources (Investment Banking)	0 / 0%
Estimating	0 / 0%
Facilities Management Consultant	0 / 0%
Investment Brokerage/Agency	0 / 0%
Landlord & Tenant	0 / 0%
Mergers & Acquisitions	0 / 0%
Moves & Changes MAC	0 / 0%
Quantity Surveying	0 / 0%
Rating	0 / 0%
Regeneration	0 / 0%
Relocations (Employee Relocations)	0 / 0%
Residential Agent	0 / 0%
Retail Agent	0 / 0%
Rural Practice	0 / 0%
Space Planning	0 / 0%
Urban Designer	0 / 0%
Workspace Strategy	0 / 0%
Other (please specify)	7 / 87.5%
TOTAL CLICKS	8
TOTAL RESPONSES	8



Question 3: Where is your normal place of work? Please select ONE

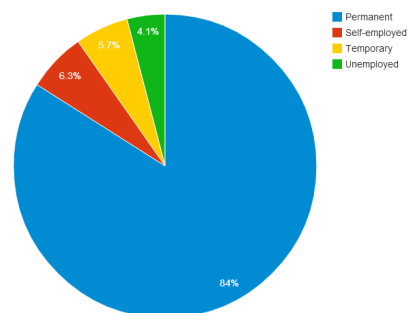
Answers:	Responses:
Cambodia	1 / 0.1%
Hong Kong	356 / 23.4%
India	62 / 4.1%
Indonesia	64 / 4.2%



Japan	89 / 5.8%
Korea	8 / 0.5%
Laos	1 / 0.1%
Macau	16 / 1.1%
Malaysia	173 / 11.4%
Myanmar	3 / 0.2%
Pakistan	9 / 0.6%
Philippines	29 / 1.9%
PRC	110 / 7.2%
Singapore	208 / 13.7%
Sri Lanka	205 / 13.5%
Taiwan	4 / 0.3%
Thailand	32 / 2.1%
Vietnam	12 / 0.8%
Africa	10 / 0.7%
Americas	0 / 0%
Australasia	79 / 5.2%
Europe/UK	0 / 0%
Middle East	0 / 0%
Other	51 / 3.4%
TOTAL CLICKS	1522
TOTAL RESPONSES	1522

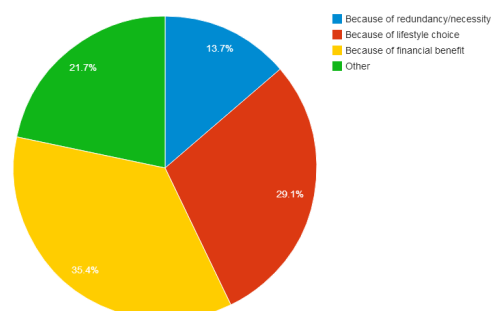
Question 4: On what basis are you currently employed? Please select ONE.

Answers:	Responses:
Permanent	1243 / 84%
Self-employed	93 / 6.3%
Temporary	84 / 5.7%
Unemployed	60 / 4.1%
TOTAL CLICKS	1480
TOTAL RESPONSES	1480



Question 5: Do you work on a self-employed/temporary basis...? Please tick ONE.

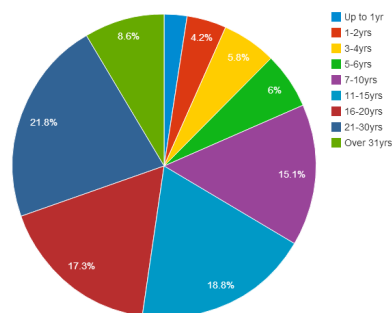
Answers:	Responses:
Because of redundancy/necessity	24 / 13.7%
Because of lifestyle choice	51 / 29.1%
Because of financial benefit	62 / 35.4%
Other	38 / 21.7%
TOTAL CLICKS	175
TOTAL RESPONSES	175



Question 6: How many years' experience do you have in your discipline? Please select ONE.

Answers: Responses:

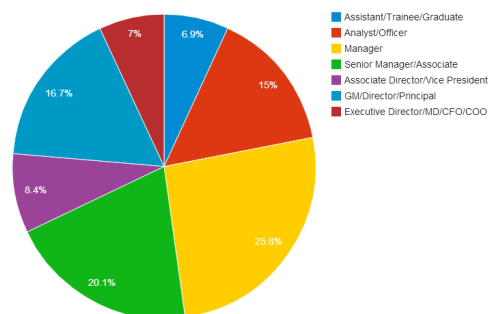
Up to 1yr	37 / 2.4%
1-2yrs	64 / 4.2%
3-4yrs	88 / 5.8%
5-6yrs	91 / 6%
7-10yrs	229 / 15.1%
11-15yrs	285 / 18.8%
16-20yrs	263 / 17.3%
21-30yrs	331 / 21.8%
Over 31yrs	130 / 8.6%
TOTAL CLICKS	1518
TOTAL RESPONSES	1518



Question 7: What is your level of responsibility within the organisation for which you work? Please select ONE.

Answers: Responses:

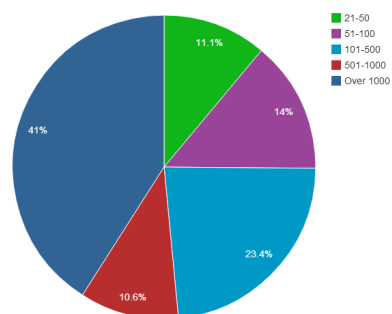
Assistant/Trainee/Graduate	104 / 6.9%
Analyst/Officer	227 / 15%
Manager	390 / 25.8%
Senior Manager/Associate	304 / 20.1%
Associate Director/Vice President	127 / 8.4%
GM/Director/Principal	252 / 16.7%
Executive Director/MD/CFO/COO	105 / 7%
TOTAL CLICKS	1509
TOTAL RESPONSES	1509



Question 8: How many people are employed in total by the organisation for which you work? Please select ONE.

Answers: Responses:

1-5	0 / 0%
6-10	0 / 0%
11-20	0 / 0%
21-50	143 / 11.1%
51-100	181 / 14%
101-500	301 / 23.4%
501-1000	136 / 10.6%
Over 1000	528 / 41%
TOTAL CLICKS	1289
TOTAL RESPONSES	1289



Question 9: What is the main activity of the organisation? Please select ONE.

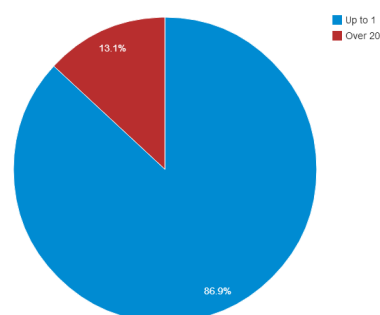
Answers: Responses:



Practice/Consultancy/Advisor	523 / 34.7%
Contractor	290 / 19.2%
Development/Investment/Property Company	415 / 27.5%
Financial Institution	56 / 3.7%
REITS	24 / 1.6%
FM Service Provider	56 / 3.7%
Retailer	34 / 2.3%
Government	51 / 3.4%
Occupier	23 / 1.5%
Sovereign Wealth Fund	2 / 0.1%
Education	20 / 1.3%
Non-profit making organisation	15 / 1%
TOTAL CLICKS	1509
TOTAL RESPONSES	1509

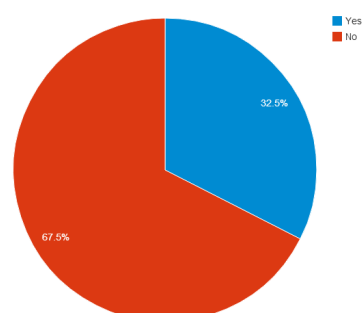
Question 10: Approximately how many years have you been with your present employer? Please select ONE.

Answers:	Responses:
Up to 1	331 / 86.9%
1-2	0 / 0%
3-4	0 / 0%
5-6	0 / 0%
7-10	0 / 0%
11-20	0 / 0%
Over 20	50 / 13.1%
TOTAL CLICKS	381
TOTAL RESPONSES	381



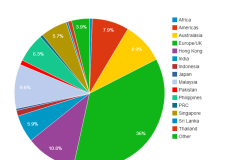
Question 11: Are you an expatriate worker?

Answers:	Responses:
Yes	491 / 32.5%
No	1020 / 67.5%
TOTAL CLICKS	1511
TOTAL RESPONSES	1511



Question 12: Where are you from?

Answers:	Responses:
Africa	3 / 0.6%
Americas	39 / 7.9%
Australasia	44 / 8.9%



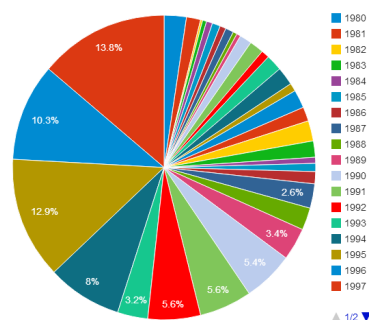
Europe/UK	177 / 36%
Hong Kong	53 / 10.8%
India	29 / 5.9%
Indonesia	6 / 1.2%
Japan	2 / 0.4%
Korea	0 / 0%
Macau	0 / 0%
Malaysia	47 / 9.6%
Middle East	0 / 0%
Pakistan	5 / 1%
Philippines	31 / 6.3%
PRC	3 / 0.6%
Singapore	28 / 5.7%
Sri Lanka	2 / 0.4%
Thailand	4 / 0.8%
Vietnam	0 / 0%
Other	19 / 3.9%
TOTAL CLICKS	492
TOTAL RESPONSES	492

Question 13: When did you arrive?

Answers:

Responses:

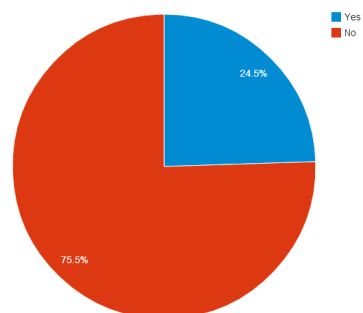
1980	11 / 2.4%
1981	7 / 1.5%
1982	1 / 0.2%
1983	2 / 0.4%
1984	3 / 0.6%
1985	4 / 0.9%
1986	3 / 0.6%
1987	4 / 0.9%
1988	2 / 0.4%
1989	2 / 0.4%
1990	6 / 1.3%
1991	7 / 1.5%
1992	4 / 0.9%
1993	8 / 1.7%
1994	9 / 1.9%
1995	4 / 0.9%
1996	9 / 1.9%
1997	7 / 1.5%
1998	10 / 2.2%
1999	8 / 1.7%
2000	3 / 0.6%
2001	4 / 0.9%
2002	6 / 1.3%



2003	12 / 2.6%
2004	11 / 2.4%
2005	16 / 3.4%
2006	25 / 5.4%
2007	26 / 5.6%
2008	26 / 5.6%
2009	15 / 3.2%
2010	37 / 8%
2011	60 / 12.9%
2012	48 / 10.3%
2013	64 / 13.8%
TOTAL CLICKS	464
TOTAL RESPONSES	464

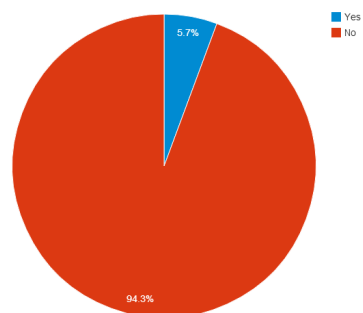
Question 14: Has your organisation made any redundancies in the last 12 months?

Answers:	Responses:
Yes	363 / 24.5%
No	1119 / 75.5%
TOTAL CLICKS	1482
TOTAL RESPONSES	1482



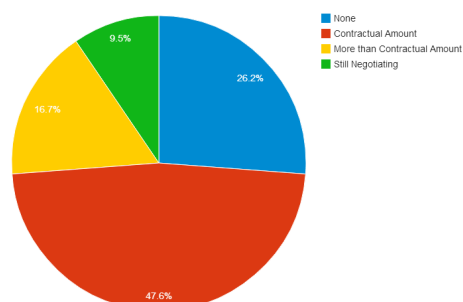
Question 15: Have you been made redundant in the last 12 months?

Answers:	Responses:
Yes	84 / 5.7%
No	1401 / 94.3%
TOTAL CLICKS	1485
TOTAL RESPONSES	1485



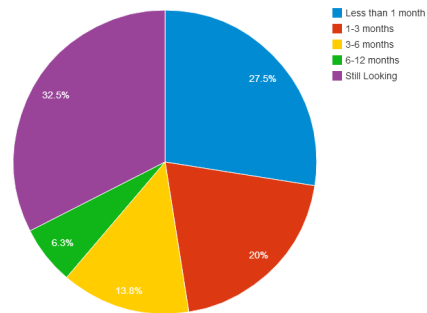
Question 16: If you have been made redundant, what settlement did you receive?

Answers:	Responses:
None	22 / 26.2%
Contractual Amount	40 / 47.6%
More than Contractual Amount	14 / 16.7%
Still Negotiating	8 / 9.5%
TOTAL CLICKS	84
TOTAL RESPONSES	84



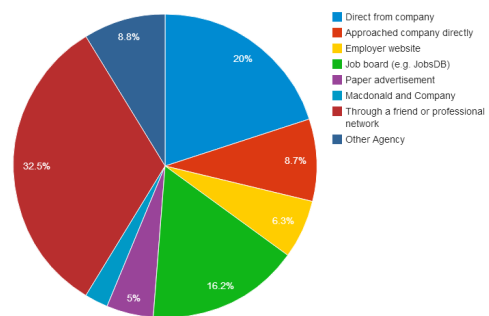
Question 17: How long did it take you to find new employment?

Answers:	Responses:
Less than 1 month	22 / 27.5%
1-3 months	16 / 20%
3-6 months	11 / 13.8%
6-12 months	5 / 6.2%
Still Looking	26 / 32.5%
TOTAL CLICKS	80
TOTAL RESPONSES	80



Question 18: How did you find your most recent job?

Answers:	Responses:
Direct from company	16 / 20%
Approached company directly	7 / 8.8%
Employer website	5 / 6.2%
Job board (e.g. JobsDB)	13 / 16.2%
Paper advertisement	4 / 5%
Macdonald and Company	2 / 2.5%
Through a friend or professional network	26 / 32.5%
Other Agency	7 / 8.8%
TOTAL CLICKS	80
TOTAL RESPONSES	80

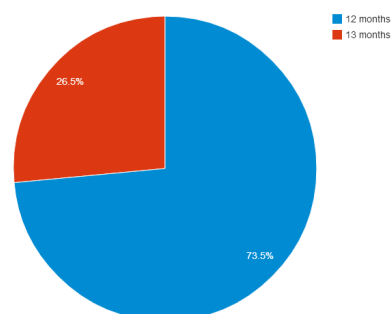


Question 19: What is your current ANNUAL BASE SALARY in \$USD? (Please include basic salary only) Please give your annual salary in \$USD (please use the format for example 70000, to indicate \$USD70,000. PLEASE DO NOT USE \$USD or a comma). The Universal Currency Converter Services

MEAN	96,087.43
TOTAL CLICKS	1323
TOTAL RESPONSES	1323

Question 20: Is your salary paid over...Please select ONE.

Answers:	Responses:
12 months	991 / 73.5%
13 months	357 / 26.5%
TOTAL CLICKS	1348
TOTAL RESPONSES	1348



Question 21: What was the approximate value of your ANNUAL BONUS (or bonuses) over the last 12 months? Please give amount in \$USD. Please give your annual bonus in \$USD (please use the format for example 10000, to indicate \$USD10,000. PLEASE DO NOT USE \$USD or a comma). The Universal Currency Converter Services

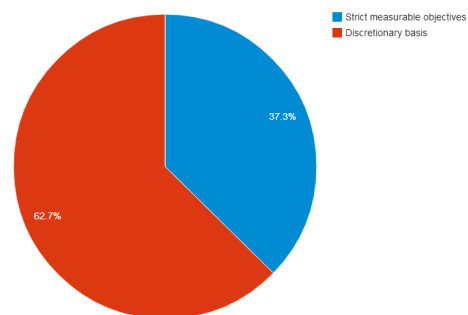
MEAN	25,693.28
TOTAL CLICKS	1040
TOTAL RESPONSES	1040

Question 22: If you receive ADDITIONAL REMUNERATION that is directly related to your performance (e.g. commission & performance related pay) please give approximate value over the last 12 months in \$USD. Please give your additional remuneration in \$USD (please use the format for example 5000, to indicate \$USD5,000. PLEASE DO NOT USE \$USD or a comma). The Universal Currency Converter Services

MEAN	19,093.70
TOTAL CLICKS	338
TOTAL RESPONSES	338

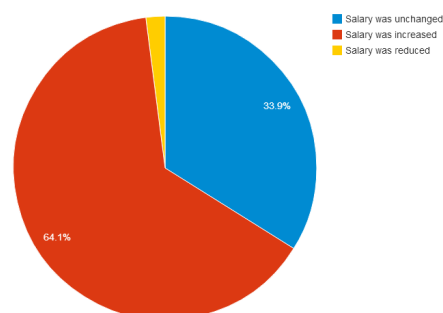
Question 23: Is your bonus awarded on?

Answers:	Responses:
Strict measurable objectives	479 / 37.3%
Discretionary basis	804 / 62.7%
TOTAL CLICKS	1283
TOTAL RESPONSES	1283



Question 24: What change (if any) was made to your ANNUAL BASE SALARY at your last pay review? Please tick ONE.

Answers:	Responses:
Salary was unchanged	450 / 33.9%
Salary was increased	851 / 64.1%
Salary was reduced	27 / 2%
TOTAL CLICKS	1328
TOTAL RESPONSES	1328

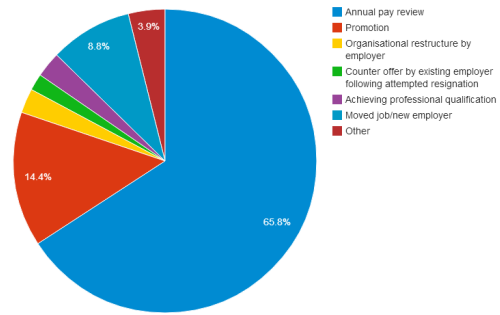


Question 25: If your salary was increased please indicate % INCREASE. Please use the format for example 15 to indicate 15% PLEASE DO NOT USE the % sign or comma.

MEAN	10.05
TOTAL CLICKS	781
TOTAL RESPONSES	781

Question 26: Was your salary increase as a result of (Please select ONE):

Answers:	Responses:
Annual pay review	555 / 65.8%
Promotion	121 / 14.4%
Organisational restructure by employer	22 / 2.6%
Counter offer by existing employer following attempted resignation	15 / 1.8%
Achieving professional qualification	23 / 2.7%
Moved job/new employer	74 / 8.8%
Other	33 / 3.9%
TOTAL CLICKS	843
TOTAL RESPONSES	843

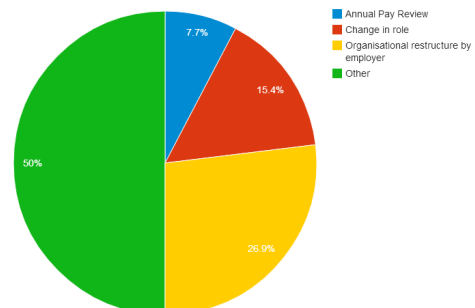


Question 27: If your salary was reduced please indicate % DECREASE. Please use the format for example 10 to indicate a 10% decrease PLEASE DO NOT USE the % or - signs, or comma.

MEAN	34.26
TOTAL CLICKS	25
TOTAL RESPONSES	25

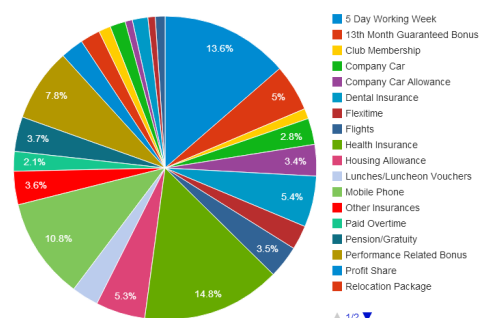
Question 28: Was your salary decrease as a result of (Please select ONE):

Answers:	Responses:
Annual Pay Review	2 / 7.7%
Change in role	4 / 15.4%
Organisational restructure by employer	7 / 26.9%
Other	13 / 50%
TOTAL CLICKS	26
TOTAL RESPONSES	26



Question 29: Which of the following additional benefits are included in your CURRENT PACKAGE? Please tick ALL that apply.

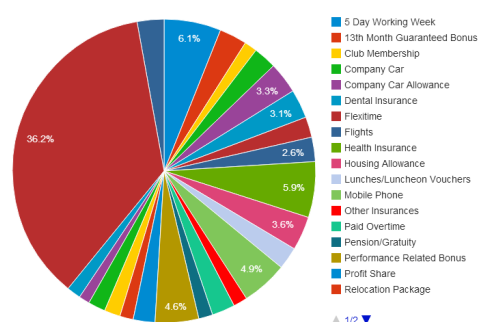
Answers:	Responses:
5 Day Working Week	850 / 13.6%
13th Month Guaranteed Bonus	311 / 5%
Club Membership	68 / 1.1%
Company Car	174 / 2.8%
Company Car Allowance	209 / 3.4%
Dental Insurance	339 / 5.4%
Flexitime	161 / 2.6%
Flights	217 / 3.5%
Health Insurance	922 / 14.8%
Housing Allowance	329 / 5.3%
Lunches/Luncheon Vouchers	179 / 2.9%



Mobile Phone	673 / 10.8%
Other Insurances	222 / 3.6%
Paid Overtime	131 / 2.1%
Pension/Gratuity	230 / 3.7%
Performance Related Bonus	486 / 7.8%
Profit Share	153 / 2.5%
Relocation Package	132 / 2.1%
School Fees	80 / 1.3%
Share Option Scheme	103 / 1.7%
Sign On Bonus	48 / 0.8%
Tax Efficiency Scheme	103 / 1.7%
None	49 / 0.8%
Other	65 / 1%
TOTAL CLICKS	6234
TOTAL RESPONSES	6234

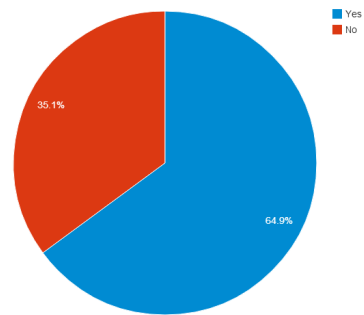
Question 30: Which of the following additional benefits have you received as NEW BENEFITS within the last year?
Please tick ALL that apply.

Answers:	Responses:
5 Day Working Week	89 / 6.1%
13th Month Guaranteed Bonus	43 / 2.9%
Club Membership	20 / 1.4%
Company Car	36 / 2.5%
Company Car Allowance	49 / 3.3%
Dental Insurance	45 / 3.1%
Flexitime	32 / 2.2%
Flights	38 / 2.6%
Health Insurance	87 / 5.9%
Housing Allowance	53 / 3.6%
Lunches/Luncheon Vouchers	35 / 2.4%
Mobile Phone	72 / 4.9%
Other Insurances	22 / 1.5%
Paid Overtime	36 / 2.5%
Pension/Gratuity	22 / 1.5%
Performance Related Bonus	68 / 4.6%
Profit Share	34 / 2.3%
Relocation Package	21 / 1.4%
School Fees	25 / 1.7%
Share Option Scheme	27 / 1.8%
Sign On Bonus	17 / 1.2%
Tax Efficiency Scheme	22 / 1.5%
None	531 / 36.2%
Other	42 / 2.9%
TOTAL CLICKS	1466
TOTAL RESPONSES	1466



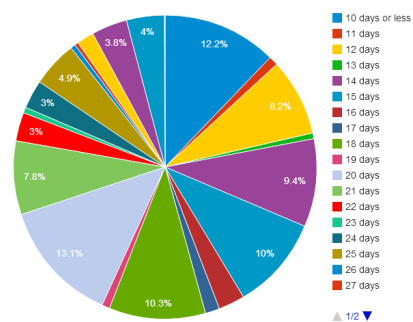
Question 31: Do you utilise your full annual holiday entitlement? Please tick ONE.

Answers:	Responses:
Yes	855 / 64.9%
No	462 / 35.1%
TOTAL CLICKS	1317
TOTAL RESPONSES	1317



Question 32: What is your ANNUAL HOLIDAY ENTITLEMENT (working days) excluding public holidays?

Answers:	Responses:
10 days or less	160 / 12.2%
11 days	13 / 1%
12 days	108 / 8.2%
13 days	8 / 0.6%
14 days	123 / 9.4%
15 days	131 / 10%
16 days	37 / 2.8%
17 days	20 / 1.5%
18 days	135 / 10.3%
19 days	11 / 0.8%
20 days	172 / 13.1%
21 days	103 / 7.8%
22 days	40 / 3%
23 days	8 / 0.6%
24 days	40 / 3%
25 days	64 / 4.9%
26 days	7 / 0.5%
27 days	5 / 0.4%
28 days	24 / 1.8%
29 days	1 / 0.1%
30 days	50 / 3.8%
31 days or more	53 / 4%
TOTAL CLICKS	1313
TOTAL RESPONSES	1313



Question 33: How important are each of the following to you in your job? Please tick ALL that apply:

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Career progression	32 / 3%	67 / 5%	379 / 30%	477 / 38%	299 / 24%	1254	0
Job title	52 / 4%	196 / 16%	574 / 46%	337 / 27%	95 / 8%	1254	0

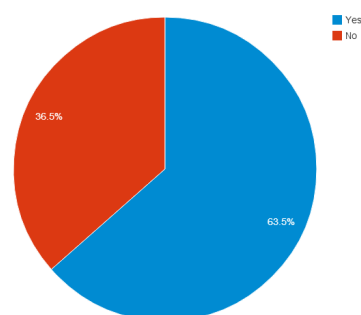
Job security	19 / 2%	68 / 5%	439 / 35%	468 / 37%	258 / 21%	1252	0
Latest technology	41 / 3%	256 / 21%	572 / 47%	271 / 22%	82 / 7%	1222	0
Location	25 / 2%	187 / 15%	549 / 44%	380 / 31%	103 / 8%	1244	0
Employer status/reputation	19 / 2%	73 / 6%	469 / 38%	530 / 43%	156 / 13%	1247	0
Management style	12 / 1%	30 / 2%	342 / 27%	586 / 47%	280 / 22%	1250	0
Range of clients	45 / 4%	215 / 17%	536 / 43%	346 / 28%	98 / 8%	1240	0
Range of interesting work	11 / 1%	65 / 5%	381 / 31%	517 / 42%	270 / 22%	1244	0
Responsibility	8 / 1%	43 / 3%	405 / 33%	544 / 44%	239 / 19%	1239	0
Salary	6 / 0%	26 / 2%	280 / 22%	488 / 39%	455 / 36%	1255	0
Training/personal development	30 / 2%	117 / 9%	426 / 34%	462 / 37%	210 / 17%	1245	0
Travel opportunities	123 / 10%	409 / 33%	408 / 33%	214 / 17%	87 / 7%	1241	0
Working environment	13 / 1%	60 / 5%	476 / 38%	453 / 36%	242 / 19%	1244	0

Question 34: If you were to leave your present employer, what would your main (important) reasons be? Please score each of the following:

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Better benefits package	22 / 2%	102 / 8%	389 / 32%	378 / 31%	324 / 27%	1215	0
Career progression	28 / 2%	86 / 7%	296 / 24%	442 / 36%	369 / 30%	1221	0
Change of career	153 / 13%	384 / 32%	347 / 29%	203 / 17%	111 / 9%	1198	0
Job security	48 / 4%	149 / 12%	410 / 34%	379 / 32%	212 / 18%	1198	0
Latest technology	118 / 10%	414 / 35%	412 / 35%	177 / 15%	72 / 6%	1193	0
Location	47 / 4%	221 / 18%	471 / 39%	312 / 26%	154 / 13%	1205	0
Management style	30 / 2%	86 / 7%	396 / 33%	450 / 37%	244 / 20%	1206	0
Range of clients	81 / 7%	288 / 24%	465 / 39%	257 / 22%	97 / 8%	1188	0
Range of interesting work	27 / 2%	95 / 8%	398 / 33%	436 / 36%	252 / 21%	1208	0
Redundancy	163 / 14%	317 / 27%	421 / 36%	184 / 16%	100 / 8%	1185	0
Responsibility	29 / 2%	97 / 8%	439 / 37%	448 / 37%	185 / 15%	1198	0
Salary	11 / 1%	34 / 3%	244 / 20%	413 / 34%	515 / 42%	1217	0
To start your own business	204 / 17%	370 / 31%	309 / 26%	170 / 14%	136 / 11%	1189	0
Training/personal development	74 / 6%	221 / 18%	453 / 38%	292 / 24%	162 / 13%	1202	0
Travel opportunities	169 / 14%	414 / 35%	344 / 29%	173 / 15%	93 / 8%	1193	0
Work in a different country	183 / 15%	344 / 29%	331 / 28%	196 / 16%	140 / 12%	1194	0
Working environment	35 / 3%	101 / 8%	475 / 40%	372 / 31%	219 / 18%	1202	0

Question 35: Do you consider your current employer an employer of choice? Please tick ONE:

Answers:	Responses:
Yes	795 / 63.5%
No	457 / 36.5%
TOTAL CLICKS	1252
TOTAL RESPONSES	1252



Question 36: How important are the following factors in making your current employer an employer of choice?

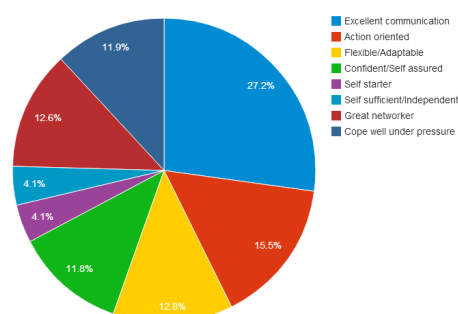
	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Business vision & future potential	5 / 1%	24 / 3%	264 / 35%	315 / 41%	152 / 20%	760	0
Brand values	12 / 2%	52 / 7%	285 / 38%	310 / 41%	93 / 12%	752	0
Company values/ethics	8 / 1%	22 / 3%	245 / 32%	334 / 44%	150 / 20%	759	0
Leadership/management style	5 / 1%	25 / 3%	260 / 34%	309 / 41%	157 / 21%	756	0
Colleague/social dimension	16 / 2%	67 / 9%	336 / 45%	255 / 34%	71 / 10%	745	0
Personal development culture	17 / 2%	67 / 9%	314 / 42%	264 / 35%	87 / 12%	749	0
Relocation possibilities	66 / 9%	225 / 30%	268 / 36%	139 / 19%	51 / 7%	749	0
Work life balance	15 / 2%	59 / 8%	282 / 38%	247 / 33%	145 / 19%	748	0
Promotional opportunities	23 / 3%	86 / 12%	267 / 36%	254 / 34%	114 / 15%	744	0
Reward & recognition	9 / 1%	41 / 5%	233 / 31%	297 / 40%	170 / 23%	750	0
Internal communication	15 / 2%	70 / 9%	324 / 44%	253 / 34%	76 / 10%	738	0
Support in gaining your qualifications	59 / 8%	156 / 21%	276 / 37%	170 / 23%	78 / 11%	739	0
C.S.R policy (Corporate Social Responsibility)	40 / 5%	153 / 21%	340 / 46%	147 / 20%	63 / 8%	743	0

Question 37: At a senior level, what key skills do you believe people often lack? Please tick ALL that apply.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Not Answered
Commercial acumen	11 / 2%	65 / 10%	143 / 22%	311 / 49%	108 / 17%	638	0
Communication skills	5 / 1%	54 / 8%	94 / 15%	329 / 51%	163 / 25%	645	0
Right attitude/personality	4 / 1%	36 / 6%	83 / 13%	323 / 50%	195 / 30%	641	0
Relevant Industry knowledge and experience	21 / 3%	95 / 15%	179 / 28%	250 / 39%	91 / 14%	636	0
Professional manner	5 / 1%	71 / 11%	146 / 23%	275 / 43%	136 / 21%	633	0
Literacy and numeracy skills	21 / 3%	115 / 18%	220 / 35%	219 / 35%	57 / 9%	632	0
Professional/Industry qualifications	26 / 4%	105 / 17%	208 / 33%	234 / 37%	61 / 10%	634	0

Question 38: At a senior and board level, what do you think are the three most important qualities to be successful? Please tick THREE that apply

Answers:	Responses:
Excellent communication	529 / 27.2%
Action oriented	301 / 15.5%
Flexible/Adaptable	249 / 12.8%
Confident/Self assured	230 / 11.8%
Self starter	79 / 4.1%
Self sufficient/Independent	80 / 4.1%
Great networker	246 / 12.6%
Cope well under pressure	232 / 11.9%
TOTAL CLICKS	1946



Question 39: Are you...Please tick ONE.

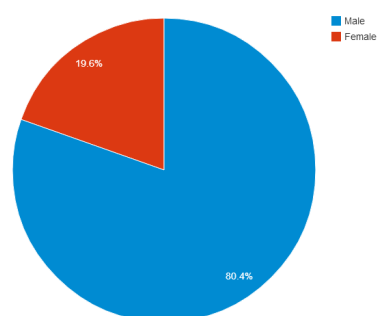
Answers: Responses:

Male 964 / 80.4%

Female 235 / 19.6%

TOTAL CLICKS 1199

TOTAL RESPONSES 1199

**Question 40:** Are you aged...Please select ONE.

Answers: Responses:

18-24 36 / 2.9%

25-30 166 / 13.6%

31-40 394 / 32.2%

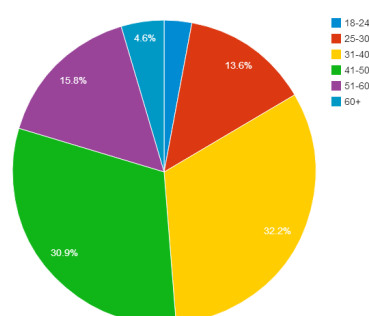
41-50 378 / 30.9%

51-60 193 / 15.8%

60+ 56 / 4.6%

TOTAL CLICKS 1223

TOTAL RESPONSES 1223

**Question 41:** If your work location has changed in the last 12 months, please indicate where you worked previously, where you mainly work now and where you would consider working in the future...Please tick ALL that apply:

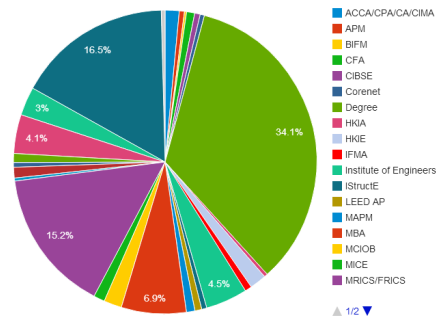
	Worked Previously	Work Now	Work Future	Total Responses	Not Answered
Africa	39 / 50%	8 / 10%	43 / 55%	78	0
Americas	41 / 20%	5 / 2%	167 / 84%	200	0
Australasia	37 / 14%	59 / 23%	208 / 80%	261	0
Europe/UK	103 / 34%	10 / 3%	216 / 72%	301	0
Hong Kong	196 / 42%	274 / 59%	314 / 67%	468	0
India	59 / 54%	43 / 39%	43 / 39%	110	0
Indonesia	54 / 37%	39 / 27%	101 / 70%	145	0
Japan	23 / 17%	14 / 10%	112 / 81%	139	0
Korea	13 / 13%	11 / 11%	83 / 81%	103	0
Macau	26 / 20%	14 / 11%	106 / 80%	133	0
Malaysia	108 / 38%	115 / 41%	167 / 59%	281	0
Middle East	102 / 52%	15 / 8%	119 / 60%	198	0
Pakistan	12 / 41%	6 / 21%	16 / 55%	29	0
Philippines	46 / 39%	23 / 20%	72 / 62%	117	0
PRC	168 / 52%	179 / 55%	209 / 64%	326	0
Singapore	99 / 25%	138 / 34%	261 / 65%	400	0

Sri Lanka	12 / 22%	5 / 9%	40 / 74%	54	0
Thailand	33 / 23%	18 / 12%	114 / 78%	146	0
Vietnam	34 / 28%	8 / 7%	91 / 75%	122	0
Other	21 / 26%	13 / 16%	54 / 68%	80	0
Cambodia	7 / 11%	2 / 3%	55 / 89%	62	0
Laos	4 / 8%	1 / 2%	47 / 92%	51	0
Myanmar	8 / 10%	3 / 4%	71 / 89%	80	0
Taiwan	21 / 17%	9 / 7%	104 / 84%	124	0

Question 42: Which qualifications do you have? Please tick ALL that apply.

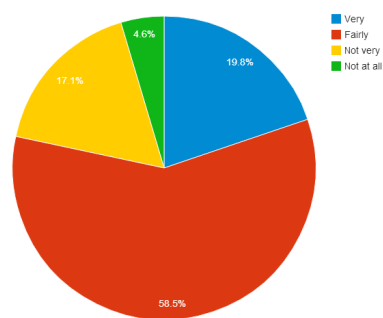
Answers: Responses:

ACCA/CPA/CA/CIMA	33 / 1.5%
APM	12 / 0.5%
BIFM	5 / 0.2%
CFA	19 / 0.9%
CIBSE	13 / 0.6%
CIPS	2 / 0.1%
CIWEM	0 / 0%
Corenet	10 / 0.5%
Degree	749 / 34.1%
HKIA	8 / 0.4%
HKIE	39 / 1.8%
IEWA	0 / 0%
IFMA	16 / 0.7%
Institute of Engineers	98 / 4.5%
IStructE	12 / 0.5%
LEED AP	16 / 0.7%
MAPM	20 / 0.9%
MBA	152 / 6.9%
MCIQB	42 / 1.9%
MICE	26 / 1.2%
MRICS/FRICS	335 / 15.2%
MRTPI/FRTPI	7 / 0.3%
Msc Facilities Management	25 / 1.1%
NEBOSH	11 / 0.5%
RIBA/AIA	21 / 1%
RICS Trainee	91 / 4.1%
RPEG	3 / 0.1%
RSE	3 / 0.1%
RTPI	1 / 0%
Not professionally qualified	67 / 3%
Other	363 / 16.5%
TOTAL CLICKS	2199
TOTAL RESPONSES	2199



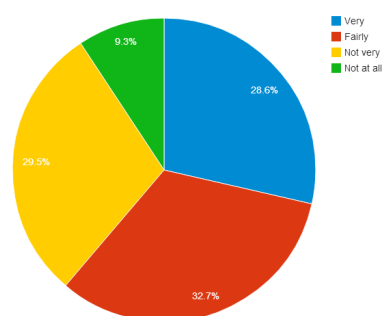
Question 43: How satisfied overall are you with your current job? Please select ONE.

Answers:	Responses:
Very	245 / 19.8%
Fairly	724 / 58.5%
Not very	211 / 17.1%
Not at all	57 / 4.6%
TOTAL CLICKS	1237
TOTAL RESPONSES	1237



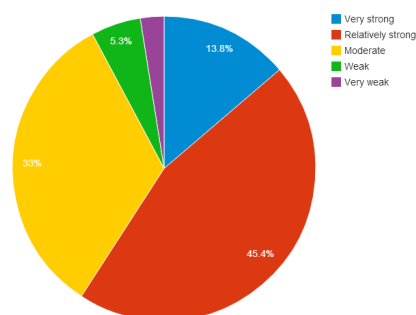
Question 44: How likely are you to change employer in the next 12 months? Please select ONE.

Answers:	Responses:
Very	351 / 28.6%
Fairly	401 / 32.7%
Not very	362 / 29.5%
Not at all	114 / 9.3%
TOTAL CLICKS	1228
TOTAL RESPONSES	1228



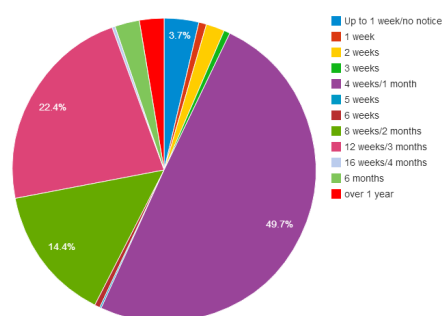
Question 45: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	169 / 13.8%
Relatively strong	557 / 45.4%
Moderate	405 / 33%
Weak	65 / 5.3%
Very weak	31 / 2.5%
TOTAL CLICKS	1227
TOTAL RESPONSES	1227



Question 46: What is your contractual notice period?

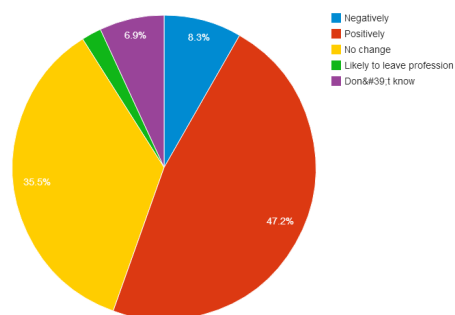
Answers:	Responses:
Up to 1 week/no notice	45 / 3.7%
1 week	10 / 0.8%
2 weeks	24 / 2%
3 weeks	8 / 0.7%
4 weeks/1 month	605 / 49.7%
5 weeks	2 / 0.2%
6 weeks	7 / 0.6%
7 weeks	0 / 0%



8 weeks/2 months	176 / 14.4%
12 weeks/3 months	273 / 22.4%
16 weeks/4 months	4 / 0.3%
6 months	32 / 2.6%
over 1 year	32 / 2.6%
TOTAL CLICKS	1218
TOTAL RESPONSES	1218

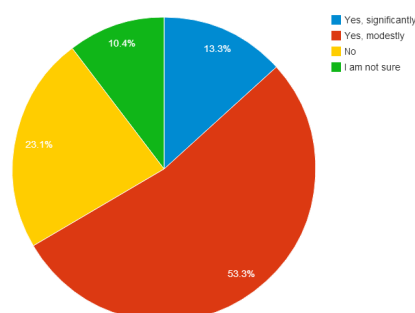
Question 47: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please tick ONE.

Answers:	Responses:
Negatively	102 / 8.3%
Positively	580 / 47.2%
No change	437 / 35.5%
Likely to leave profession	26 / 2.1%
Don't know	85 / 6.9%
TOTAL CLICKS	1230
TOTAL RESPONSES	1230



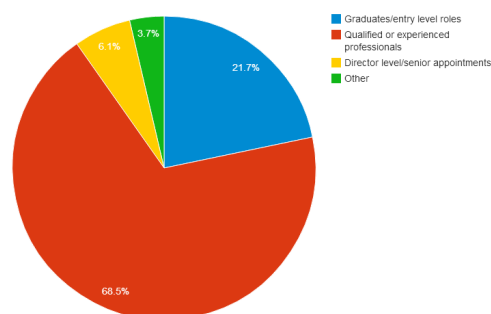
Question 48: Do you expect your organisation to increase headcount in 2014?

Answers:	Responses:
Yes, significantly	164 / 13.3%
Yes, modestly	658 / 53.3%
No	285 / 23.1%
I am not sure	128 / 10.4%
TOTAL CLICKS	1235
TOTAL RESPONSES	1235



Question 49: At what level/role do you expect your company to hire this year?

Answers:	Responses:
Graduates/entry level roles	178 / 21.7%
Qualified or experienced professionals	561 / 68.5%
Director level/senior appointments	50 / 6.1%
Other	30 / 3.7%
TOTAL CLICKS	819
TOTAL RESPONSES	819



Question 50: In your chosen professional activity, do you anticipate economic activity in the next 12 months to: Please tick ONE.

Answers:	Responses:
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Decrease	139 / 11.3%
Remain unchanged	501 / 40.6%
Increase	593 / 48.1%
TOTAL CLICKS	1233
TOTAL RESPONSES	1233

Question 51: For entry into our free prize draw and a chance to win the new iPad mini, please enter your details below. Please note Macdonald & Company respects your privacy and will not share your data with any third parties.
