

The RICS and Macdonald & Company Middle East Rewards & Attitudes Survey 2015



Take part to
be in with a
chance to win
the new iPad
Air 2.



All participants will receive a
personal copy of the Executive
Summary 2015 once the results
have been announced.

Report Summary - 30th December 2014

Survey: The 2015 RICS and Macdonald & Company Middle East Rewards and Attitudes Survey

Status: **Launched**

Total Responses: 445

Created Time/Date: 06:18 29th Oct 2014

Filtered Responses: 0

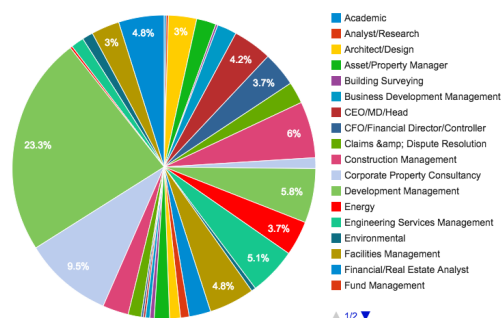
Modified Time/Date: 07:23 2nd Dec 2014

Responses Excluded: 0

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

Answers: Responses:

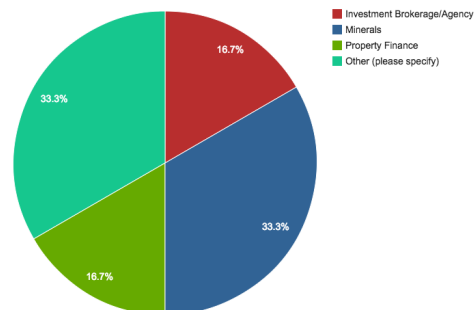
Academic	1 / 0.2%
Analyst/Research	1 / 0.2%
Architect/Design	13 / 3%
Asset/Property Manager	9 / 2.1%
Building Surveying	1 / 0.2%
Business Development Management	9 / 2.1%
CEO/MD/Head	18 / 4.2%
CFO/Financial Director/Controller	16 / 3.7%
Claims & Dispute Resolution	10 / 2.3%
Construction Management	26 / 6%
Corporate Property Consultancy	5 / 1.2%
Development Management	25 / 5.8%
Energy	16 / 3.7%
Engineering Services Management	22 / 5.1%
Environmental	2 / 0.5%
Facilities Management	21 / 4.8%
Financial/Real Estate Analyst	10 / 2.3%
Fund Management	4 / 0.9%
General Practice	5 / 1.2%
Health and Safety	7 / 1.6%
Interior Design	2 / 0.5%
Landlord & Tenant	2 / 0.5%
Landscape Architect	1 / 0.2%
Office Agent	1 / 0.2%
Planner	6 / 1.4%
Property Asset Management	12 / 2.8%
Project Management	41 / 9.5%
Quantity Surveying	101 / 23.3%
Residential Agent/Sales/Leasing	1 / 0.2%
Residential Development	6 / 1.4%



Retail Agent/Leasing	5 / 1.2%
Valuation	13 / 3%
Other	21 / 4.8%
TOTAL CLICKS	433
TOTAL RESPONSES	433

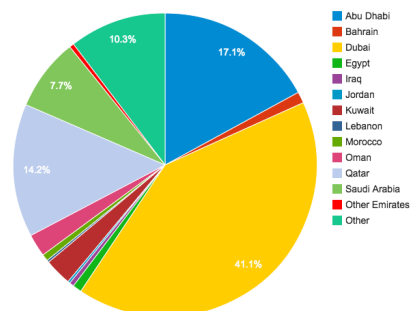
Question 2: Which one of the following best describes your main professional activity? please pick ONE:

Answers:	Responses:
Arts & Antiques	0 / 0%
Building Control	0 / 0%
Building Surveying	0 / 0%
Estates Surveyor (In-house)	0 / 0%
Geomatics	0 / 0%
Industrial Agent	0 / 0%
Investment Brokerage/Agency	1 / 16.7%
Minerals	2 / 33.3%
Property Finance	1 / 16.7%
Rating	0 / 0%
Regeneration	0 / 0%
Retail Agent	0 / 0%
Rural Practice	0 / 0%
Other (please specify)	2 / 33.3%
TOTAL CLICKS	6
TOTAL RESPONSES	6



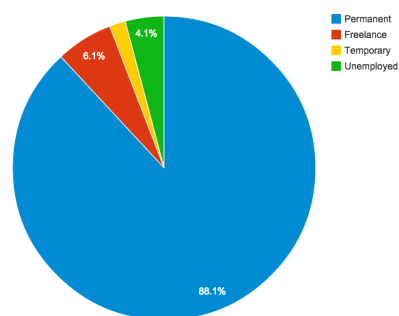
Question 3: Where is your normal place of work? Please tick ONE

Answers:	Responses:
Abu Dhabi	71 / 17.1%
Bahrain	5 / 1.2%
Dubai	171 / 41.1%
Egypt	4 / 1%
Iraq	2 / 0.5%
Jordan	1 / 0.2%
Kuwait	12 / 2.9%
Lebanon	1 / 0.2%
Morocco	3 / 0.7%
Oman	10 / 2.4%
Qatar	59 / 14.2%
Saudi Arabia	32 / 7.7%
Other Emirates	2 / 0.5%
Other	43 / 10.3%
TOTAL CLICKS	416
TOTAL RESPONSES	416



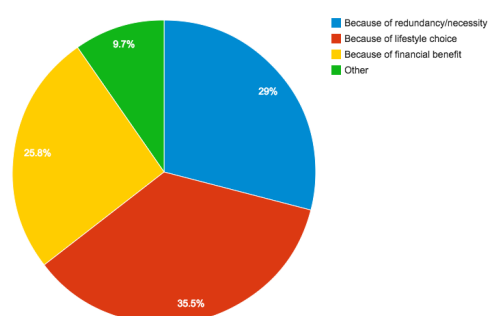
Question 4: On what basis are you currently employed? Please select ONE.

Answers:	Responses:
Permanent	362 / 88.1%
Freelance	25 / 6.1%
Temporary	7 / 1.7%
Unemployed	17 / 4.1%
TOTAL CLICKS	411
TOTAL RESPONSES	411



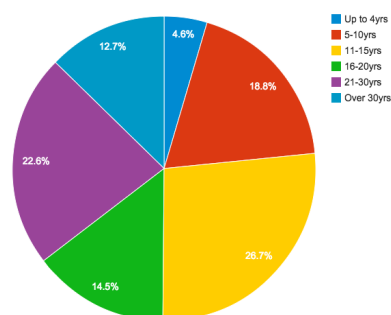
Question 5: Do you work on a freelance/temporary basis...? Please tick ONE.

Answers:	Responses:
Because of redundancy/necessity	9 / 29%
Because of lifestyle choice	11 / 35.5%
Because of financial benefit	8 / 25.8%
Other	3 / 9.7%
TOTAL CLICKS	31
TOTAL RESPONSES	31



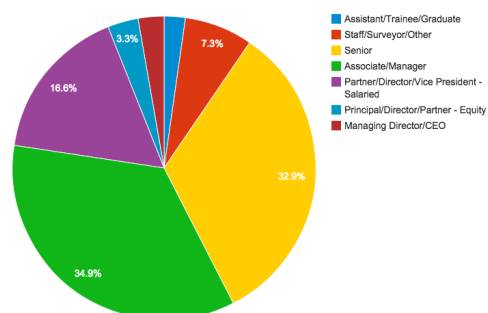
Question 6: How many years' experience do you have in your discipline? Please select ONE.

Answers:	Responses:
Up to 4yrs	18 / 4.6%
5-10yrs	74 / 18.8%
11-15yrs	105 / 26.7%
16-20yrs	57 / 14.5%
21-30yrs	89 / 22.6%
Over 30yrs	50 / 12.7%
TOTAL CLICKS	393
TOTAL RESPONSES	393



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

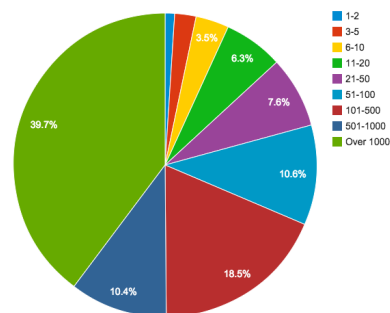
Answers:	Responses:
Assistant/Trainee/Graduate	9 / 2.3%
Staff/Surveyor/Other	29 / 7.3%
Senior	131 / 32.9%
Associate/Manager	139 / 34.9%
Partner/Director/Vice President - Salaried	66 / 16.6%
Principal/Director/Partner - Equity	13 / 3.3%



Managing Director/CEO	11 / 2.8%
TOTAL CLICKS	398
TOTAL RESPONSES	398

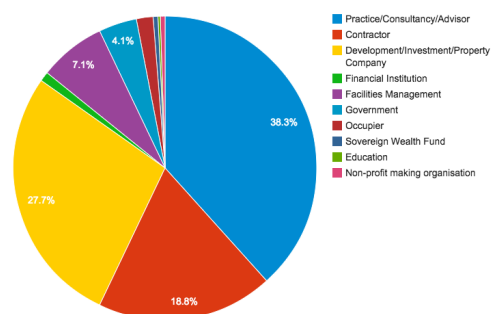
Question 8: How many people are employed in total by the organisation for which you work? Please select ONE.

Answers:	Responses:
1-2	4 / 1%
3-5	9 / 2.3%
6-10	14 / 3.5%
11-20	25 / 6.3%
21-50	30 / 7.6%
51-100	42 / 10.6%
101-500	73 / 18.5%
501-1000	41 / 10.4%
Over 1000	157 / 39.7%
TOTAL CLICKS	395
TOTAL RESPONSES	395



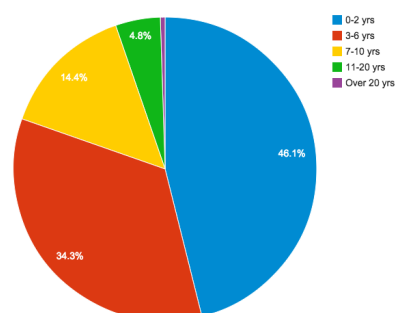
Question 9: What is the main activity of the organisation? Please select ONE.

Answers:	Responses:
Practice/Consultancy/Advisor	151 / 38.3%
Contractor	74 / 18.8%
Development/Investment/Property Company	109 / 27.7%
Financial Institution	4 / 1%
Facilities Management	28 / 7.1%
Government	16 / 4.1%
Occupier	7 / 1.8%
Sovereign Wealth Fund	2 / 0.5%
Education	1 / 0.3%
Non-profit making organisation	2 / 0.5%
TOTAL CLICKS	394
TOTAL RESPONSES	394



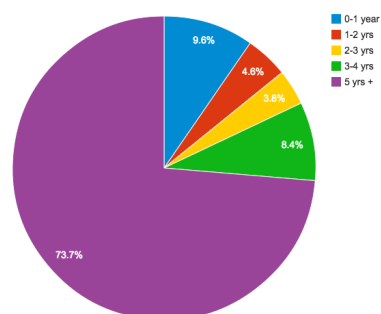
Question 10: Approximately how many years have you been with your present employer? Please select ONE.

Answers:	Responses:
0-2 yrs	183 / 46.1%
3-6 yrs	136 / 34.3%
7-10 yrs	57 / 14.4%
11-20 yrs	19 / 4.8%
Over 20 yrs	2 / 0.5%
TOTAL CLICKS	397

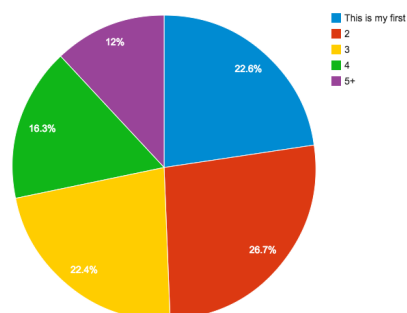


Question 11: How long have you worked in the Middle East Region? Please select ONE.

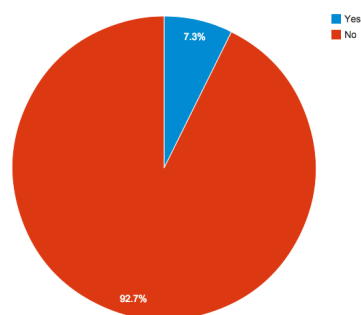
Answers:	Responses:
0-1 year	38 / 9.6%
1-2 yrs	18 / 4.6%
2-3 yrs	15 / 3.8%
3-4 yrs	33 / 8.4%
5 yrs +	291 / 73.7%
TOTAL CLICKS	395
TOTAL RESPONSES	395

**Question 12:** How many permanent jobs have you had since working in the Middle East Region? Please select ONE.

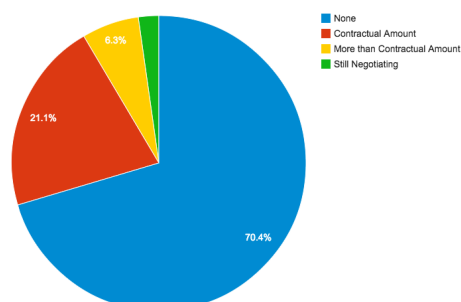
Answers:	Responses:
This is my first	89 / 22.6%
2	105 / 26.7%
3	88 / 22.4%
4	64 / 16.3%
5+	47 / 12%
TOTAL CLICKS	393
TOTAL RESPONSES	393

**Question 13:** Have you been made redundant in the last 12 months?

Answers:	Responses:
Yes	29 / 7.3%
No	367 / 92.7%
TOTAL CLICKS	396
TOTAL RESPONSES	396

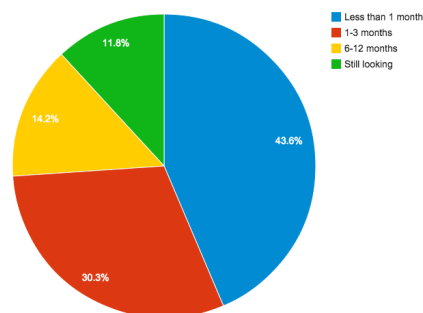
**Question 14:** If you have been made redundant, what settlement did you receive? Please tick ONE.

Answers:	Responses:
None	157 / 70.4%
Contractual Amount	47 / 21.1%
More than Contractual Amount	14 / 6.3%
Still Negotiating	5 / 2.2%
TOTAL CLICKS	223
TOTAL RESPONSES	223



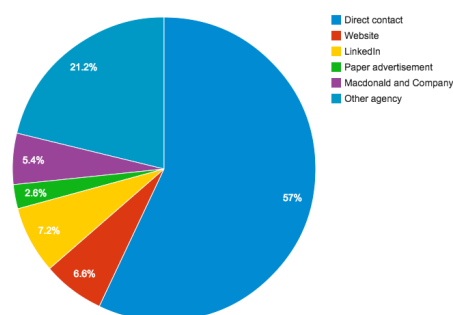
Question 15: How long did it take you to find new employment? Please tick ONE.

Answers:	Responses:
Less than 1 month	92 / 43.6%
1-3 months	64 / 30.3%
6-12 months	30 / 14.2%
Still looking	25 / 11.8%
TOTAL CLICKS	211
TOTAL RESPONSES	211



Question 16: How did you find your most recent job? Please tick ONE.

Answers:	Responses:
Direct contact	199 / 57%
Website	23 / 6.6%
LinkedIn	25 / 7.2%
Paper advertisement	9 / 2.6%
Macdonald and Company	19 / 5.4%
Other agency	74 / 21.2%
TOTAL CLICKS	349
TOTAL RESPONSES	349



Question 17: What is your current MONTHLY SALARY PACKAGE in AED? (Please include basic plus housing plus transport allowances only) Please give your monthly salary in AED (please use the format for example 40000, to indicate AED40,000. PLEASE DO NOT USE AED or a comma).

MEAN	49,172.38
TOTAL CLICKS	354
TOTAL RESPONSES	354

Question 18: What was the approximate value of your ANNUAL BONUS (or bonuses) over the last 12 months? Please give amount in AED. Please give your annual bonus in AED (please use the format for example 30000, to indicate AED30,000. PLEASE DO NOT USE AED or a comma).

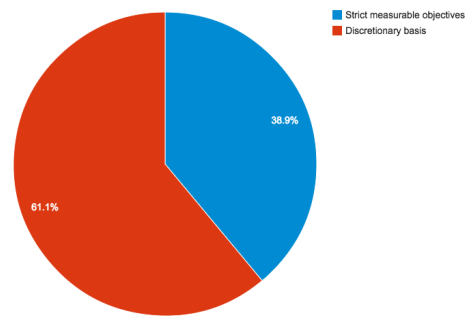
TOTAL RESPONSES
326

Question 19: 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 AED. Please give your additional remuneration in AED (please use the format for example 15000, to indicate AED15,000. PLEASE DO NOT USE the AED or comma).

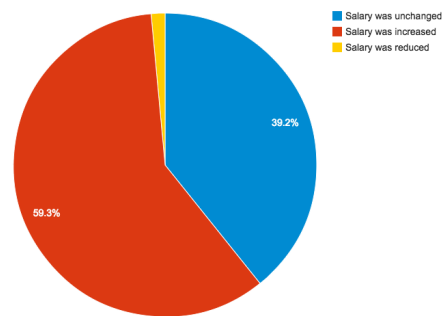
TOTAL RESPONSES
195

Question 20: Is your bonus awarded on?

Answers:	Responses:
Strict measurable objectives	118 / 38.9%
Discretionary basis	185 / 61.1%
TOTAL CLICKS	303
TOTAL RESPONSES	303

**Question 21: What change (if any) was made to your MONTHLY BASE SALARY at your last pay review? Please tick ONE.**

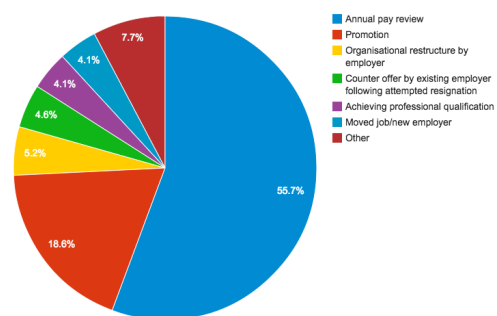
Answers:	Responses:
Salary was unchanged	133 / 39.2%
Salary was increased	201 / 59.3%
Salary was reduced	5 / 1.5%
TOTAL CLICKS	339
TOTAL RESPONSES	339

**Question 22: 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.****TOTAL RESPONSES**

193

Question 23: Was the salary increase as a result of:

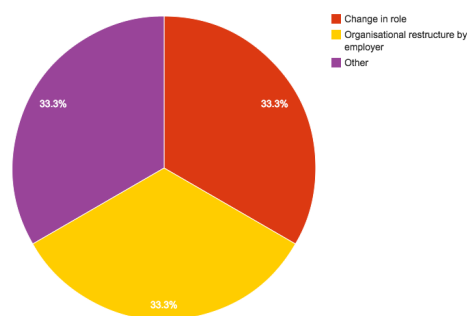
Answers:	Responses:
Annual pay review	108 / 55.7%
Promotion	36 / 18.6%
Organisational restructure by employer	10 / 5.2%
Counter offer by existing employer following attempted resignation	9 / 4.6%
Achieving professional qualification	8 / 4.1%
Moved job/new employer	8 / 4.1%
Other	15 / 7.7%
TOTAL CLICKS	194
TOTAL RESPONSES	194

**Question 24: 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.****TOTAL RESPONSES**

3

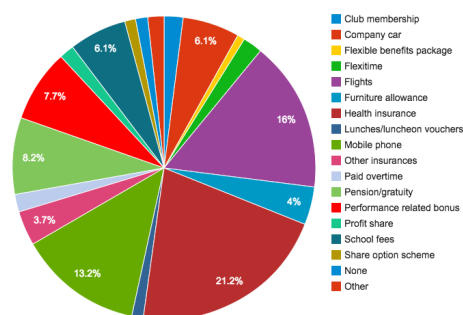
Question 25: Was your salary decrease as a result of (Please select ONE):

Answers:	Responses:
Annual pay review	0 / 0%
Change in role	1 / 33.3%
Organisational restructure by employer	1 / 33.3%
Economic climate	0 / 0%
Other	1 / 33.3%
TOTAL CLICKS	3
TOTAL RESPONSES	3



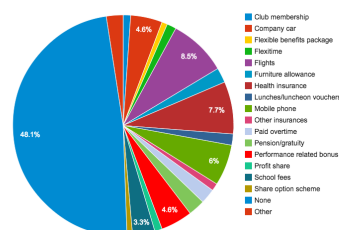
Question 26: Which of the following additional benefits are included in your CURRENT PACKAGE? Please tick ALL that apply.

Answers:	Responses:
Club membership	28 / 2%
Company car	84 / 6.1%
Flexible benefits package	11 / 0.8%
Flexitime	29 / 2.1%
Flights	222 / 16%
Furniture allowance	56 / 4%
Health insurance	293 / 21.2%
Lunches/luncheon vouchers	17 / 1.2%
Mobile phone	183 / 13.2%
Other insurances	51 / 3.7%
Paid overtime	26 / 1.9%
Pension/gratuity	113 / 8.2%
Performance related bonus	107 / 7.7%
Profit share	22 / 1.6%
School fees	85 / 6.1%
Share option scheme	16 / 1.2%
None	18 / 1.3%
Other	24 / 1.7%
TOTAL CLICKS	1385
TOTAL RESPONSES	1385



Question 27: Which of the following additional benefits have you received as NEW BENEFITS within the last year? Please tick ALL that apply.

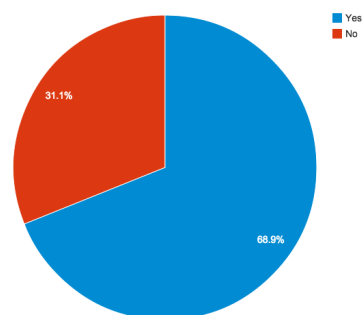
Answers:	Responses:
Club membership	4 / 1.1%
Company car	17 / 4.6%
Flexible benefits package	3 / 0.8%
Flexitime	5 / 1.4%



Flights	31 / 8.5%
Furniture allowance	8 / 2.2%
Health insurance	28 / 7.7%
Lunches/luncheon vouchers	6 / 1.6%
Mobile phone	22 / 6%
Other insurances	4 / 1.1%
Paid overtime	8 / 2.2%
Pension/gratuity	9 / 2.5%
Performance related bonus	17 / 4.6%
Profit share	4 / 1.1%
School fees	12 / 3.3%
Share option scheme	3 / 0.8%
None	176 / 48.1%
Other	9 / 2.5%
TOTAL CLICKS	366
TOTAL RESPONSES	366

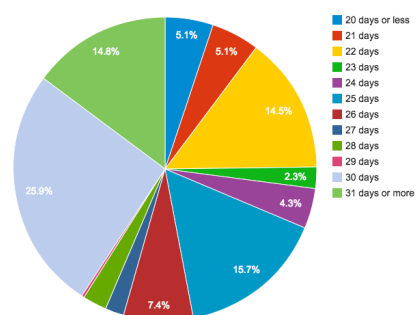
Question 28: Do you utilise your full annual holiday entitlement? Please tick ONE.

Answers:	Responses:
Yes	242 / 68.9%
No	109 / 31.1%
TOTAL CLICKS	351
TOTAL RESPONSES	351



Question 29: What is your ANNUAL HOLIDAY ENTITLEMENT (working days) excluding public holidays? Please select ONE.

Answers:	Responses:
20 days or less	18 / 5.1%
21 days	18 / 5.1%
22 days	51 / 14.5%
23 days	8 / 2.3%
24 days	15 / 4.3%
25 days	55 / 15.7%
26 days	26 / 7.4%
27 days	7 / 2%
28 days	9 / 2.6%
29 days	1 / 0.3%
30 days	91 / 25.9%
31 days or more	52 / 14.8%
TOTAL CLICKS	351
TOTAL RESPONSES	351



Question 30: 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	7 / 2%	22 / 7%	68 / 20%	128 / 38%	113 / 33%	338	0
Job security	1 / 0%	11 / 3%	104 / 30%	130 / 38%	98 / 28%	344	0
Latest technology	11 / 3%	76 / 23%	150 / 45%	73 / 22%	24 / 7%	334	0
Location	1 / 0%	31 / 9%	153 / 45%	121 / 36%	33 / 10%	339	0
Management style	0 / 0%	12 / 3%	88 / 26%	152 / 44%	91 / 27%	343	0
Range of clients	10 / 3%	65 / 19%	146 / 43%	88 / 26%	27 / 8%	336	0
Range of interesting work	0 / 0%	19 / 6%	104 / 30%	152 / 45%	66 / 19%	341	0
Responsibility	1 / 0%	11 / 3%	87 / 26%	143 / 43%	94 / 28%	336	0
Salary	0 / 0%	0 / 0%	64 / 19%	134 / 39%	146 / 42%	344	0
Training/personal development	4 / 1%	33 / 10%	103 / 30%	128 / 38%	70 / 21%	338	0
Travel opportunities	19 / 6%	140 / 42%	108 / 32%	55 / 16%	14 / 4%	336	0
Working environment	1 / 0%	6 / 2%	100 / 29%	137 / 40%	96 / 28%	340	0

Question 31: 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	1 / 0%	23 / 7%	81 / 24%	104 / 31%	123 / 37%	332	0
Career progression	7 / 2%	15 / 5%	67 / 20%	110 / 33%	134 / 40%	333	0
Change of career	66 / 21%	108 / 34%	75 / 24%	40 / 13%	26 / 8%	315	0
Job security	10 / 3%	29 / 9%	110 / 34%	96 / 30%	76 / 24%	321	0
Latest technology	43 / 14%	109 / 35%	104 / 33%	39 / 12%	20 / 6%	315	0
Location	7 / 2%	49 / 15%	127 / 39%	95 / 29%	48 / 15%	326	0
Management style	4 / 1%	30 / 9%	87 / 26%	128 / 39%	82 / 25%	331	0
Range of clients	17 / 5%	87 / 27%	125 / 39%	71 / 22%	22 / 7%	322	0
Range of interesting work	3 / 1%	29 / 9%	119 / 37%	120 / 37%	52 / 16%	323	0
Redundancy	50 / 16%	71 / 23%	100 / 32%	49 / 16%	38 / 12%	308	0
Responsibility	6 / 2%	20 / 6%	112 / 35%	116 / 37%	63 / 20%	317	0
Retirement	80 / 26%	96 / 31%	59 / 19%	44 / 14%	28 / 9%	307	0
Salary	0 / 0%	6 / 2%	58 / 18%	104 / 32%	162 / 49%	330	0
To start your own business	86 / 28%	93 / 30%	71 / 23%	30 / 10%	29 / 9%	309	0
Training/personal development	25 / 8%	58 / 18%	113 / 36%	83 / 26%	36 / 11%	315	0
Travel opportunities	36 / 11%	108 / 34%	103 / 33%	52 / 17%	15 / 5%	314	0
Work in a different country	47 / 15%	89 / 28%	99 / 31%	51 / 16%	33 / 10%	319	0
Working environment	3 / 1%	22 / 7%	93 / 29%	116 / 36%	87 / 27%	321	0

Question 32: Do you consider your current employer an employer of choice? Please tick ONE:

Answers:

Responses:

Yes

252 / 72.6%



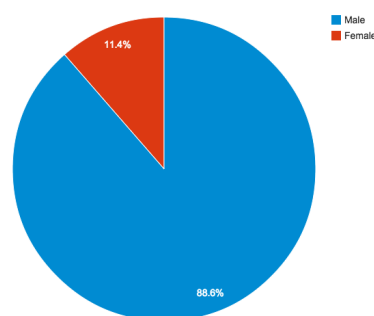
No	95 / 27.4%
TOTAL CLICKS	347
TOTAL RESPONSES	347

Question 33: 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	1 / 0%	12 / 5%	72 / 30%	103 / 43%	49 / 21%	237	0
Brand values	1 / 0%	19 / 8%	87 / 37%	88 / 37%	42 / 18%	237	0
Company values/ethics	0 / 0%	13 / 5%	70 / 29%	106 / 44%	50 / 21%	239	0
Leadership/management style	0 / 0%	13 / 5%	85 / 35%	85 / 35%	57 / 24%	240	0
Colleagues/social dimension	2 / 1%	29 / 12%	102 / 44%	71 / 31%	28 / 12%	232	0
Personal development culture	4 / 2%	36 / 15%	91 / 39%	73 / 31%	29 / 12%	233	0
Relocation possibilities	25 / 11%	81 / 35%	76 / 33%	35 / 15%	13 / 6%	230	0
Work life balance	5 / 2%	25 / 11%	87 / 38%	76 / 33%	39 / 17%	232	0
Promotional opportunities	5 / 2%	40 / 17%	77 / 33%	68 / 30%	40 / 17%	230	0
Reward & recognition	3 / 1%	24 / 10%	76 / 33%	86 / 37%	42 / 18%	231	0
Internal communication	5 / 2%	35 / 15%	88 / 38%	80 / 34%	26 / 11%	234	0
Support in gaining your qualifications	20 / 9%	51 / 22%	72 / 31%	59 / 25%	32 / 14%	234	0
C.S.R policy (Corporate Social Responsibility)	18 / 8%	46 / 20%	94 / 41%	58 / 25%	15 / 6%	231	0

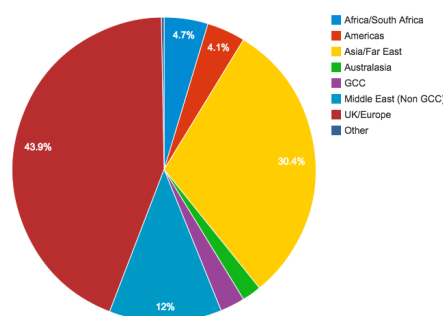
Question 34: Are you...Please tick ONE.

Answers:	Responses:
Male	295 / 88.6%
Female	38 / 11.4%
TOTAL CLICKS	333
TOTAL RESPONSES	333



Question 35: From which of these regions do you originate (Ethnicity)...Please tick ONE.

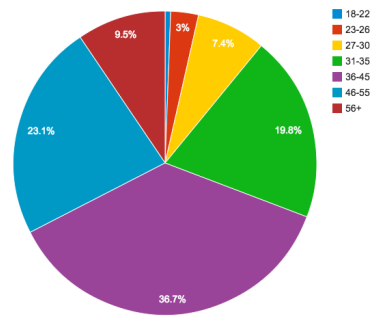
Answers:	Responses:
Africa/South Africa	16 / 4.7%
Americas	14 / 4.1%
Asia/Far East	104 / 30.4%
Australasia	7 / 2%
GCC	9 / 2.6%
Middle East (Non GCC)	41 / 12%
UK/Europe	150 / 43.9%
Other	1 / 0.3%



TOTAL CLICKS	342
TOTAL RESPONSES	342

Question 36: Are you aged...Please select ONE.

Answers:	Responses:
18-22	2 / 0.6%
23-26	10 / 3%
27-30	25 / 7.4%
31-35	67 / 19.8%
36-45	124 / 36.7%
46-55	78 / 23.1%
56+	32 / 9.5%
TOTAL CLICKS	338
TOTAL RESPONSES	338

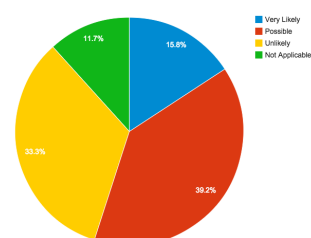


Question 37: If your work location has changed in the last 12 months, please indicate where you worked previously, where you mainly work now and where you would consider working in the future...Please tick ALL that apply:

	Worked Previously	Work Now	Work Future	Total Responses	Not Answered
Abu Dhabi	65 / 42%	44 / 28%	99 / 63%	156	0
Bahrain	14 / 24%	4 / 7%	45 / 76%	59	0
Dubai	80 / 41%	107 / 55%	130 / 67%	195	0
Egypt	14 / 54%	5 / 19%	12 / 46%	26	0
Iraq	1 / 12%	1 / 12%	6 / 75%	8	0
Jordan	3 / 23%	1 / 8%	9 / 69%	13	0
Kuwait	7 / 21%	9 / 27%	23 / 70%	33	0
Lebanon	7 / 39%	2 / 11%	12 / 67%	18	0
Libya	7 / 58%	0 / 0%	5 / 42%	12	0
Morocco	2 / 10%	2 / 10%	17 / 85%	20	0
Oman	17 / 22%	5 / 7%	60 / 79%	76	0
Qatar	36 / 35%	28 / 27%	60 / 58%	103	0
Saudi Arabia	36 / 62%	17 / 29%	26 / 45%	58	0
Syria	1 / 25%	0 / 0%	3 / 75%	4	0
Yemen	1 / 25%	0 / 0%	3 / 75%	4	0
Other Emirates	12 / 19%	7 / 11%	50 / 81%	62	0

Question 38: Are you considering returning home to the UK, Europe, US, Africa, Asia or Australasia? Please tick ONE.

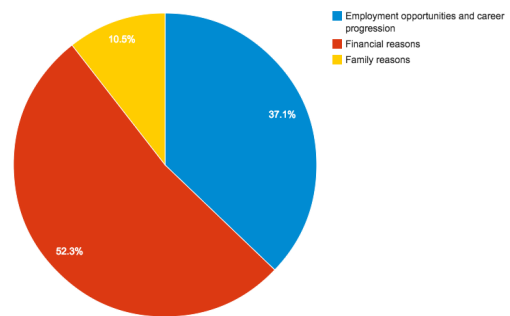
Answers:	Responses:
Very Likely	54 / 15.8%
Possible	134 / 39.2%
Unlikely	114 / 33.3%
Not Applicable	40 / 11.7%



TOTAL CLICKS	342
TOTAL RESPONSES	342

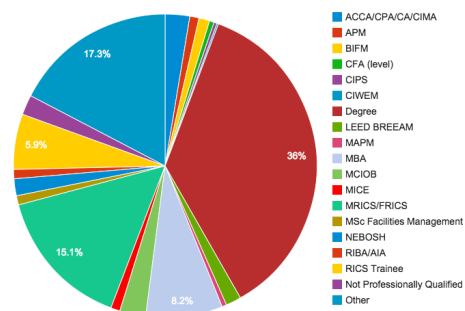
Question 39: Do you still consider the GCC region to be a preferred location for? Please tick ONE.

Answers:	Responses:
Employment opportunities and career progression	127 / 37.1%
Financial reasons	179 / 52.3%
Family reasons	36 / 10.5%
TOTAL CLICKS	342
TOTAL RESPONSES	342



Question 40: Which qualifications do you have? Please tick ALL that apply.

Answers:	Responses:
ACCA/CPA/CA/CIMA	16 / 2.6%
APM	6 / 1%
BIFM	7 / 1.1%
CFA (level)	3 / 0.5%
CIPS	2 / 0.3%
CIWEM	1 / 0.2%
Degree	220 / 36%
IEWA	0 / 0%
LEED BREEAM	10 / 1.6%
MAPM	3 / 0.5%
MBA	50 / 8.2%
MCIQB	17 / 2.8%
MICE	6 / 1%
MRICS/FRICS	92 / 15.1%
MRTPI/FRTPI	0 / 0%
MSc Facilities Management	6 / 1%
NEBOSH	11 / 1.8%
RIBA/AIA	6 / 1%
RICS Trainee	36 / 5.9%
RTPI	0 / 0%
Not Professionally Qualified	13 / 2.1%
Other	106 / 17.3%
TOTAL CLICKS	611
TOTAL RESPONSES	611



Question 41: How likely are you to change employer in the next 12 months? Please select ONE.

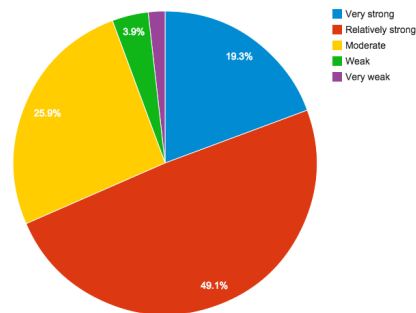
Answers:	Responses:
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Very	101 / 30%
Fairly	89 / 26.4%
Not very	113 / 33.5%
Not at all	34 / 10.1%
TOTAL CLICKS	337
TOTAL RESPONSES	337

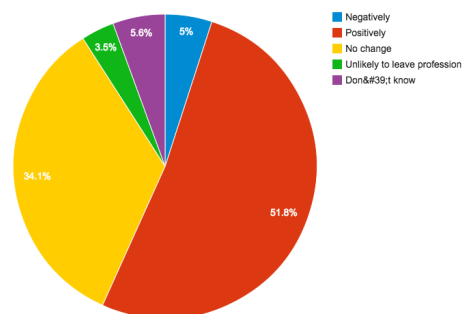
Question 42: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	65 / 19.3%
Relatively strong	165 / 49.1%
Moderate	87 / 25.9%
Weak	13 / 3.9%
Very weak	6 / 1.8%
TOTAL CLICKS	336
TOTAL RESPONSES	336



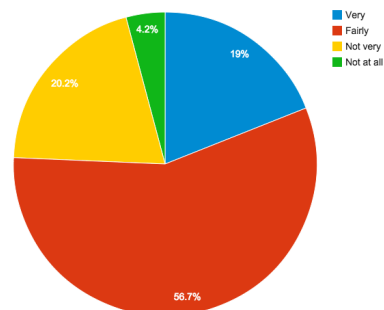
Question 43: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please select ONE.

Answers:	Responses:
Negatively	17 / 5%
Positively	176 / 51.8%
No change	116 / 34.1%
Unlikely to leave profession	12 / 3.5%
Don't know	19 / 5.6%
TOTAL CLICKS	340
TOTAL RESPONSES	340



Question 44: How satisfied overall are you with your current job? Please select ONE.

Answers:	Responses:
Very	64 / 19%
Fairly	191 / 56.7%
Not very	68 / 20.2%
Not at all	14 / 4.2%
TOTAL CLICKS	337
TOTAL RESPONSES	337



Question 45: Do you expect your organisation to increase headcount in 2015?

Answers:	Responses:
Yes, significantly	82 / 24.1%

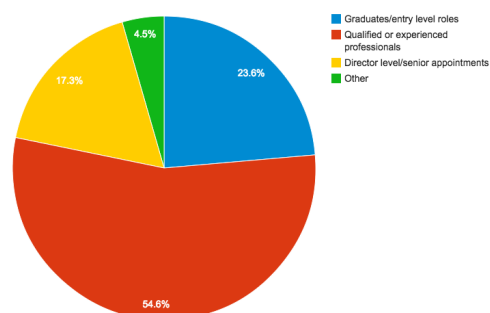


Yes, modestly	165 / 48.5%
No	63 / 18.5%
I am not sure	30 / 8.8%
TOTAL CLICKS	340
TOTAL RESPONSES	340

Question 46: At what level/role do you expect your company to hire this year?

Answers: Responses:

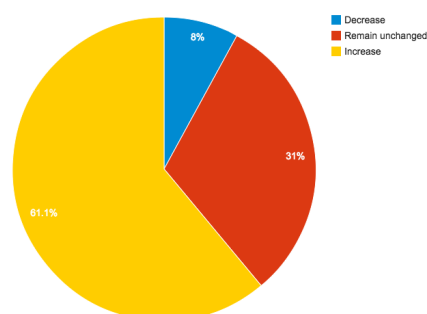
Graduates/entry level roles	90 / 23.6%
Qualified or experienced professionals	208 / 54.6%
Director level/senior appointments	66 / 17.3%
Other	17 / 4.5%
TOTAL CLICKS	381
TOTAL RESPONSES	381



Question 47: In your chosen professional activity, do you anticipate economic activity in the next 12 months to... Please tick ONE.

Answers: Responses:

Decrease	27 / 8%
Remain unchanged	105 / 31%
Increase	207 / 61.1%
TOTAL CLICKS	339
TOTAL RESPONSES	339



Question 48: For entry into our free prize draw and a chance to win the new iPad Air 2, please enter your details below. We will also email you a copy of the executive summary as soon as it is released. Please note Macdonald & Company respects your privacy and will not share your data with any third parties.