

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 - 19th February 2015

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

Status: **Launched**

Total Responses: 1127

Created Time/Date: 07:50 9th Feb 2015

Filtered Responses: 0

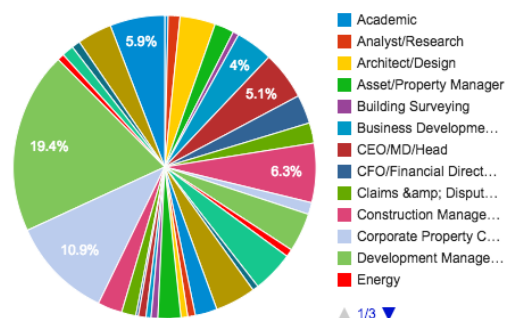
Modified Time/Date: 07:50 9th Feb 2015

Responses Excluded: 0

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

Answers: Responses:

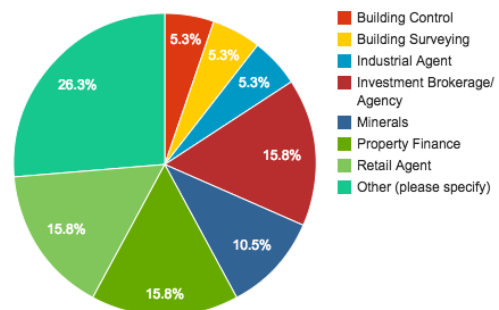
Academic	4 / 0.4%
Analyst/Research	14 / 1.3%
Architect/Design	42 / 3.8%
Asset/Property Manager	23 / 2.1%
Building Surveying	7 / 0.6%
Business Development Management	44 / 4%
CEO/MD/Head	57 / 5.1%
CFO/Financial Director/Controller	34 / 3.1%
Claims & Dispute Resolution	24 / 2.2%
Construction Management	70 / 6.3%
Corporate Property Consultancy	14 / 1.3%
Development Management	46 / 4.2%
Energy	9 / 0.8%
Engineering Services Management	49 / 4.4%
Environmental	7 / 0.6%
Facilities Management	48 / 4.3%
Financial/Real Estate Analyst	26 / 2.3%
Fund Management	9 / 0.8%
General Practice	8 / 0.7%
Health and Safety	27 / 2.4%
Interior Design	8 / 0.7%
Landlord & Tenant	6 / 0.5%
Landscape Architect	9 / 0.8%
Office Agent	3 / 0.3%
Planner	17 / 1.5%
Property Asset Management	29 / 2.6%
Project Management	121 / 10.9%
Quantity Surveying	215 / 19.4%
Residential Agent/Sales/Leasing	8 / 0.7%
Residential Development	14 / 1.3%



Retail Agent/Leasing	10 / 0.9%
Valuation	41 / 3.7%
Other	65 / 5.9%
TOTAL CLICKS	1108
TOTAL RESPONSES	1108

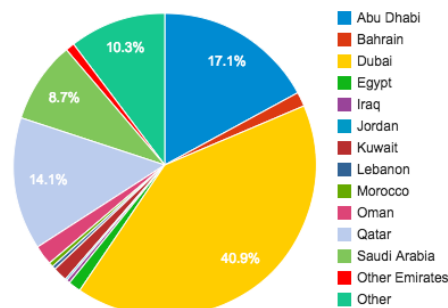
Question 2: Which one of the following best describes your main professional activity? please pick ONE:

Answers:	Responses:
Arts & Antiques	0 / 0%
Building Control	1 / 5.3%
Building Surveying	1 / 5.3%
Estates Surveyor (In-house)	0 / 0%
Geomatics	0 / 0%
Industrial Agent	1 / 5.3%
Investment Brokerage/Agency	3 / 15.8%
Minerals	2 / 10.5%
Property Finance	3 / 15.8%
Rating	0 / 0%
Regeneration	0 / 0%
Retail Agent	3 / 15.8%
Rural Practice	0 / 0%
Other (please specify)	5 / 26.3%
TOTAL CLICKS	19
TOTAL RESPONSES	19



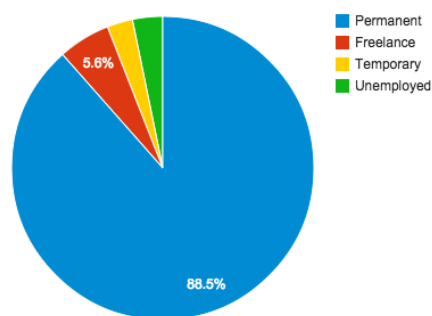
Question 3: Where is your normal place of work? Please tick ONE

Answers:	Responses:
Abu Dhabi	179 / 17.1%
Bahrain	16 / 1.5%
Dubai	428 / 40.9%
Egypt	14 / 1.3%
Iraq	4 / 0.4%
Jordan	2 / 0.2%
Kuwait	16 / 1.5%
Lebanon	4 / 0.4%
Morocco	5 / 0.5%
Oman	22 / 2.1%
Qatar	148 / 14.1%
Saudi Arabia	91 / 8.7%
Other Emirates	10 / 1%
Other	108 / 10.3%
TOTAL CLICKS	1047
TOTAL RESPONSES	1047



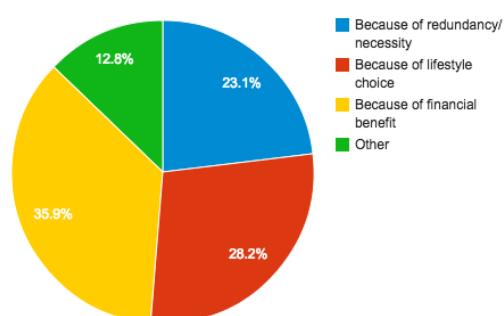
Question 4: On what basis are you currently employed? Please select ONE.

Answers:	Responses:
Permanent	905 / 88.5%
Freelance	57 / 5.6%
Temporary	28 / 2.7%
Unemployed	33 / 3.2%
TOTAL CLICKS	1023
TOTAL RESPONSES	1023



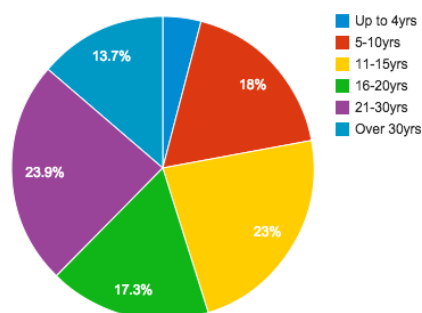
Question 5: Do you work on a freelance/temporary basis...? Please tick ONE.

Answers:	Responses:
Because of redundancy/necessity	18 / 23.1%
Because of lifestyle choice	22 / 28.2%
Because of financial benefit	28 / 35.9%
Other	10 / 12.8%
TOTAL CLICKS	78
TOTAL RESPONSES	78



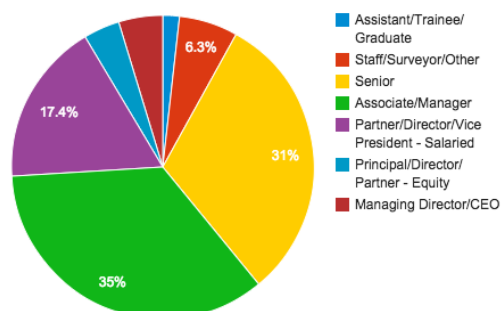
Question 6: How many years' experience do you have in your discipline? Please select ONE.

Answers:	Responses:
Up to 4yrs	39 / 4.1%
5-10yrs	172 / 18%
11-15yrs	220 / 23%
16-20yrs	165 / 17.3%
21-30yrs	228 / 23.9%
Over 30yrs	131 / 13.7%
TOTAL CLICKS	955
TOTAL RESPONSES	955



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

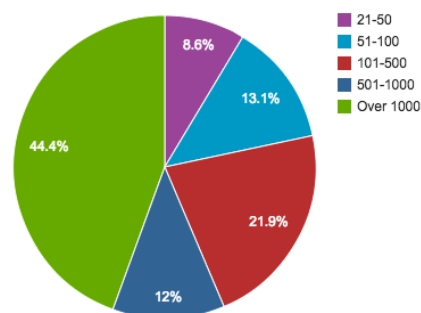
Answers:	Responses:
Assistant/Trainee/Graduate	17 / 1.8%
Staff/Surveyor/Other	60 / 6.3%
Senior	296 / 31%
Associate/Manager	334 / 35%
Partner/Director/Vice President - Salaried	166 / 17.4%
Principal/Director/Partner - Equity	37 / 3.9%



Managing Director/CEO	45 / 4.7%
TOTAL CLICKS	955
TOTAL RESPONSES	955

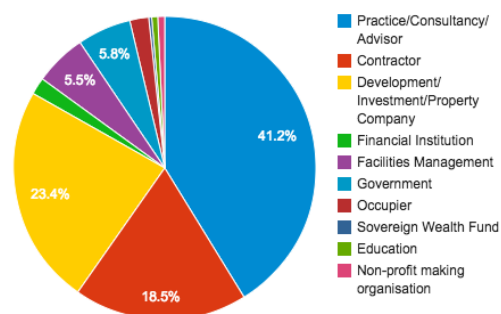
Question 8: How many people are employed in total by the organisation for which you work? Please select ONE.

Answers:	Responses:
1-2	0 / 0%
3-5	0 / 0%
6-10	0 / 0%
11-20	0 / 0%
21-50	72 / 8.6%
51-100	109 / 13.1%
101-500	183 / 21.9%
501-1000	100 / 12%
Over 1000	371 / 44.4%
TOTAL CLICKS	835
TOTAL RESPONSES	835



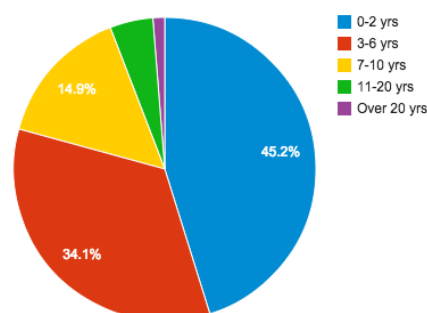
Question 9: What is the main activity of the organisation? Please select ONE.

Answers:	Responses:
Practice/Consultancy/Advisor	387 / 41.2%
Contractor	174 / 18.5%
Development/Investment/Property Company	220 / 23.4%
Financial Institution	17 / 1.8%
Facilities Management	52 / 5.5%
Government	54 / 5.8%
Occupier	19 / 2%
Sovereign Wealth Fund	3 / 0.3%
Education	6 / 0.6%
Non-profit making organisation	7 / 0.7%
TOTAL CLICKS	939
TOTAL RESPONSES	939



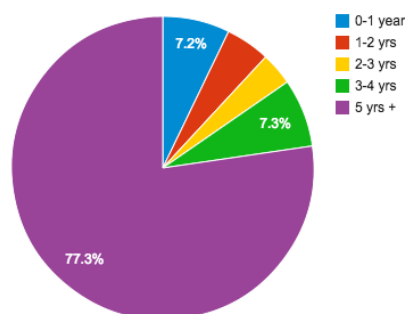
Question 10: Approximately how many years have you been with your present employer? Please select ONE.

Answers:	Responses:
0-2 yrs	431 / 45.2%
3-6 yrs	325 / 34.1%
7-10 yrs	142 / 14.9%
11-20 yrs	44 / 4.6%
Over 20 yrs	12 / 1.3%
TOTAL CLICKS	954

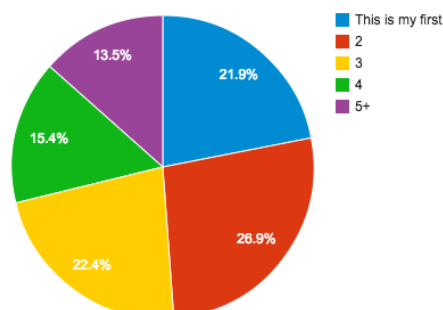


Question 11: How long have you worked in the Middle East Region? Please select ONE.

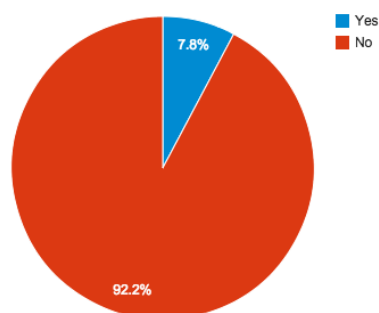
Answers:	Responses:
0-1 year	68 / 7.2%
1-2 yrs	45 / 4.7%
2-3 yrs	33 / 3.5%
3-4 yrs	69 / 7.3%
5 yrs +	733 / 77.3%
TOTAL CLICKS	948
TOTAL RESPONSES	948

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

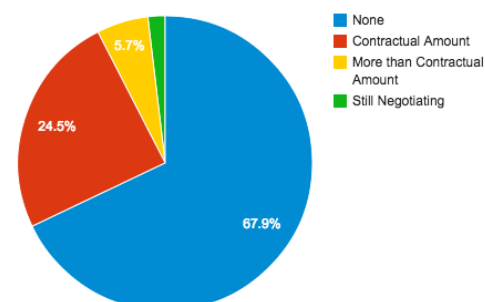
Answers:	Responses:
This is my first	207 / 21.9%
2	254 / 26.9%
3	211 / 22.4%
4	145 / 15.4%
5+	127 / 13.5%
TOTAL CLICKS	944
TOTAL RESPONSES	944

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

Answers:	Responses:
Yes	74 / 7.8%
No	878 / 92.2%
TOTAL CLICKS	952
TOTAL RESPONSES	952

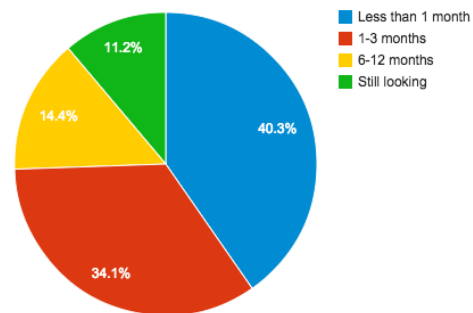
**Question 14:** If you have been made redundant, what settlement did you receive? Please tick ONE.

Answers:	Responses:
None	360 / 67.9%
Contractual Amount	130 / 24.5%
More than Contractual Amount	30 / 5.7%
Still Negotiating	10 / 1.9%
TOTAL CLICKS	530
TOTAL RESPONSES	530



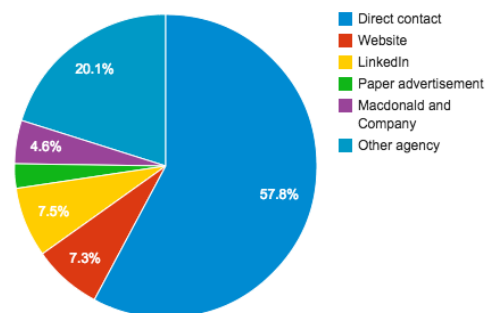
Question 15: How long did it take you to find new employment? Please tick ONE.

Answers:	Responses:
Less than 1 month	202 / 40.3%
1-3 months	171 / 34.1%
6-12 months	72 / 14.4%
Still looking	56 / 11.2%
TOTAL CLICKS	501
TOTAL RESPONSES	501



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

Answers:	Responses:
Direct contact	488 / 57.8%
Website	62 / 7.3%
LinkedIn	63 / 7.5%
Paper advertisement	22 / 2.6%
Macdonald and Company	39 / 4.6%
Other agency	170 / 20.1%
TOTAL CLICKS	844
TOTAL RESPONSES	844



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	44,559.13
TOTAL CLICKS	831
TOTAL RESPONSES	831

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).

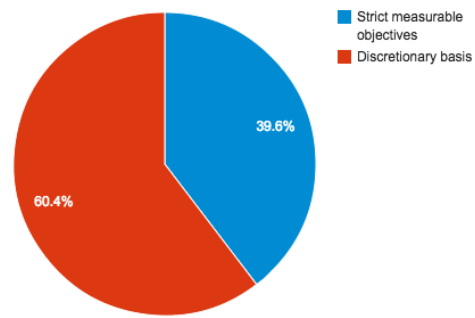
TOTAL RESPONSES
502

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).

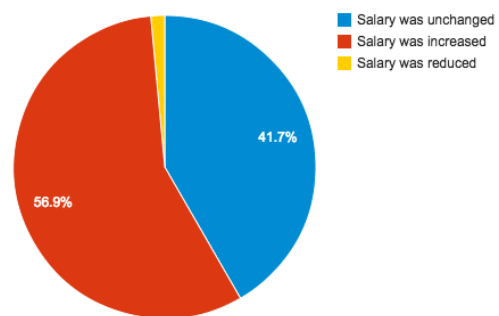
TOTAL RESPONSES
142

Question 20: Is your bonus awarded on?

Answers:	Responses:
Strict measurable objectives	286 / 39.6%
Discretionary basis	436 / 60.4%
TOTAL CLICKS	722
TOTAL RESPONSES	722

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

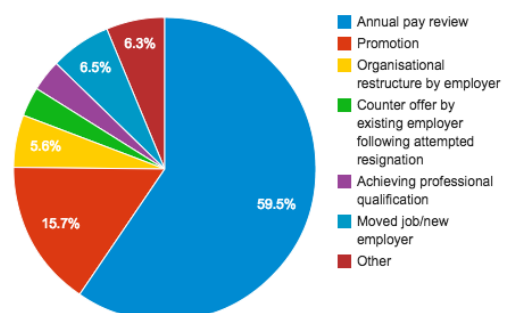
Answers:	Responses:
Salary was unchanged	337 / 41.7%
Salary was increased	460 / 56.9%
Salary was reduced	12 / 1.5%
TOTAL CLICKS	809
TOTAL RESPONSES	809

**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**

434

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

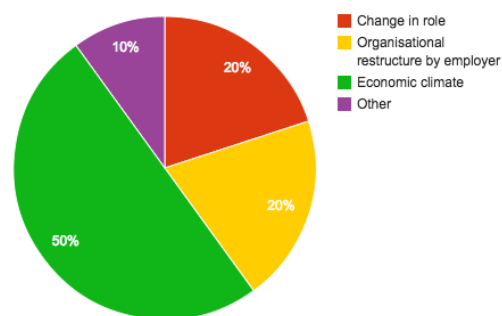
Answers:	Responses:
Annual pay review	266 / 59.5%
Promotion	70 / 15.7%
Organisational restructure by employer	25 / 5.6%
Counter offer by existing employer following attempted resignation	14 / 3.1%
Achieving professional qualification	15 / 3.4%
Moved job/new employer	29 / 6.5%
Other	28 / 6.3%
TOTAL CLICKS	447
TOTAL RESPONSES	447

**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**

10

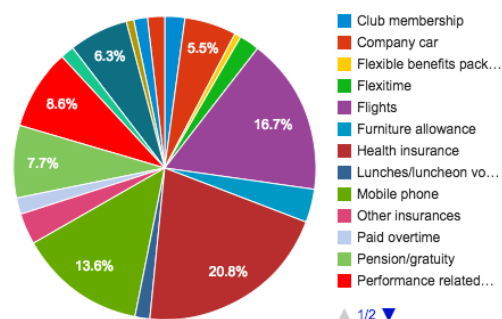
Question 25: Was your salary decrease as a result of (Please select ONE):

Answers:	Responses:
Annual pay review	0 / 0%
Change in role	2 / 20%
Organisational restructure by employer	2 / 20%
Economic climate	5 / 50%
Other	1 / 10%
TOTAL CLICKS	10
TOTAL RESPONSES	10



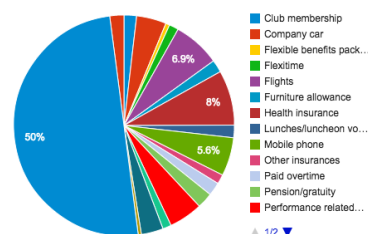
Question 26: Which of the following additional benefits are included in your CURRENT PACKAGE? Please tick ALL that apply.

Answers:	Responses:
Club membership	69 / 2.1%
Company car	178 / 5.5%
Flexible benefits package	22 / 0.7%
Flexitime	69 / 2.1%
Flights	537 / 16.7%
Furniture allowance	114 / 3.6%
Health insurance	667 / 20.8%
Lunches/luncheon vouchers	51 / 1.6%
Mobile phone	436 / 13.6%
Other insurances	107 / 3.3%
Paid overtime	56 / 1.7%
Pension/gratuity	248 / 7.7%
Performance related bonus	275 / 8.6%
Profit share	47 / 1.5%
School fees	203 / 6.3%
Share option scheme	26 / 0.8%
None	47 / 1.5%
Other	59 / 1.8%
TOTAL CLICKS	3211
TOTAL RESPONSES	3211



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

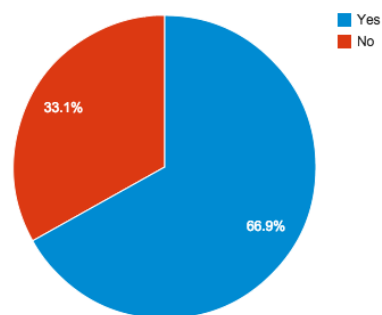
Answers:	Responses:
Club membership	16 / 1.8%
Company car	38 / 4.4%
Flexible benefits package	5 / 0.6%
Flexitime	12 / 1.4%



Flights	60 / 6.9%
Furniture allowance	16 / 1.8%
Health insurance	70 / 8%
Lunches/luncheon vouchers	16 / 1.8%
Mobile phone	49 / 5.6%
Other insurances	12 / 1.4%
Paid overtime	17 / 2%
Pension/gratuity	20 / 2.3%
Performance related bonus	43 / 4.9%
Profit share	11 / 1.3%
School fees	28 / 3.2%
Share option scheme	4 / 0.5%
None	435 / 50%
Other	18 / 2.1%
TOTAL CLICKS	870
TOTAL RESPONSES	870

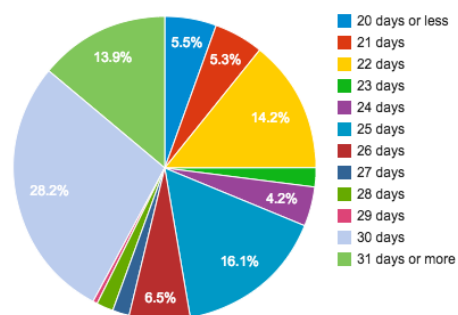
Question 28: Do you utilise your full annual holiday entitlement? Please tick ONE.

Answers:	Responses:
Yes	560 / 66.9%
No	277 / 33.1%
TOTAL CLICKS	837
TOTAL RESPONSES	837



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

Answers:	Responses:
20 days or less	46 / 5.5%
21 days	44 / 5.3%
22 days	118 / 14.2%
23 days	17 / 2%
24 days	35 / 4.2%
25 days	134 / 16.1%
26 days	54 / 6.5%
27 days	15 / 1.8%
28 days	15 / 1.8%
29 days	4 / 0.5%
30 days	235 / 28.2%
31 days or more	116 / 13.9%
TOTAL CLICKS	833
TOTAL RESPONSES	833



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	19 / 2%	53 / 7%	179 / 23%	312 / 39%	232 / 29%	795	0
Job security	2 / 0%	29 / 4%	244 / 30%	304 / 38%	225 / 28%	804	0
Latest technology	25 / 3%	172 / 22%	367 / 47%	174 / 22%	46 / 6%	784	0
Location	13 / 2%	81 / 10%	338 / 43%	287 / 36%	74 / 9%	793	0
Management style	1 / 0%	22 / 3%	250 / 31%	324 / 40%	206 / 26%	803	0
Range of clients	30 / 4%	150 / 19%	360 / 46%	192 / 24%	59 / 7%	791	0
Range of interesting work	4 / 0%	35 / 4%	275 / 34%	324 / 40%	162 / 20%	800	0
Responsibility	3 / 0%	18 / 2%	203 / 26%	376 / 47%	193 / 24%	793	0
Salary	0 / 0%	1 / 0%	153 / 19%	328 / 41%	318 / 40%	800	0
Training/personal development	16 / 2%	79 / 10%	246 / 31%	300 / 38%	153 / 19%	794	0
Travel opportunities	58 / 7%	296 / 37%	260 / 33%	137 / 17%	41 / 5%	792	0
Working environment	4 / 0%	17 / 2%	230 / 29%	332 / 41%	218 / 27%	801	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	6 / 1%	43 / 6%	198 / 26%	258 / 33%	270 / 35%	775	0
Career progression	21 / 3%	48 / 6%	145 / 19%	259 / 33%	304 / 39%	777	0
Change of career	144 / 20%	248 / 34%	178 / 24%	103 / 14%	60 / 8%	733	0
Job security	24 / 3%	75 / 10%	253 / 34%	206 / 28%	190 / 25%	748	0
Latest technology	95 / 13%	260 / 35%	255 / 34%	95 / 13%	37 / 5%	742	0
Location	31 / 4%	112 / 15%	287 / 37%	224 / 29%	115 / 15%	769	0
Management style	14 / 2%	62 / 8%	237 / 31%	278 / 36%	175 / 23%	766	0
Range of clients	56 / 7%	182 / 24%	303 / 40%	162 / 22%	49 / 7%	752	0
Range of interesting work	14 / 2%	67 / 9%	271 / 36%	272 / 36%	128 / 17%	752	0
Redundancy	122 / 17%	177 / 24%	235 / 33%	111 / 15%	78 / 11%	723	0
Responsibility	20 / 3%	47 / 6%	264 / 35%	280 / 37%	136 / 18%	747	0
Retirement	171 / 24%	199 / 27%	167 / 23%	115 / 16%	73 / 10%	725	0
Salary	1 / 0%	9 / 1%	137 / 18%	266 / 35%	358 / 46%	771	0
To start your own business	191 / 26%	220 / 30%	168 / 23%	87 / 12%	66 / 9%	732	0
Training/personal development	53 / 7%	138 / 19%	275 / 37%	195 / 26%	81 / 11%	742	0
Travel opportunities	95 / 13%	250 / 34%	224 / 30%	130 / 18%	40 / 5%	739	0
Work in a different country	121 / 16%	199 / 27%	225 / 30%	122 / 16%	82 / 11%	749	0
Working environment	13 / 2%	52 / 7%	225 / 30%	272 / 36%	185 / 25%	747	0

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

Answers:

Responses:

Yes

564 / 69.4%



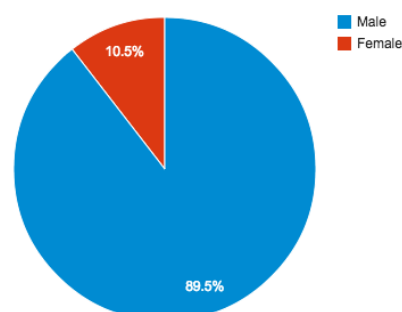
No	249 / 30.6%
TOTAL CLICKS	813
TOTAL RESPONSES	813

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	4 / 1%	24 / 5%	165 / 31%	221 / 42%	114 / 22%	528	0
Brand values	5 / 1%	37 / 7%	195 / 37%	203 / 39%	81 / 16%	521	0
Company values/ethics	3 / 1%	21 / 4%	150 / 28%	228 / 43%	128 / 24%	530	0
Leadership/management style	1 / 0%	19 / 4%	162 / 31%	214 / 40%	133 / 25%	529	0
Colleagues/social dimension	7 / 1%	53 / 10%	229 / 44%	165 / 32%	67 / 13%	521	0
Personal development culture	11 / 2%	77 / 15%	184 / 35%	181 / 35%	68 / 13%	521	0
Relocation possibilities	48 / 9%	170 / 33%	158 / 31%	102 / 20%	38 / 7%	516	0
Work life balance	7 / 1%	50 / 10%	177 / 34%	199 / 38%	89 / 17%	522	0
Promotional opportunities	11 / 2%	72 / 14%	166 / 32%	187 / 36%	82 / 16%	518	0
Reward & recognition	5 / 1%	34 / 7%	154 / 30%	216 / 42%	110 / 21%	519	0
Internal communication	9 / 2%	62 / 12%	213 / 41%	181 / 35%	54 / 10%	519	0
Support in gaining your qualifications	49 / 9%	120 / 23%	145 / 28%	137 / 27%	65 / 13%	516	0
C.S.R policy (Corporate Social Responsibility)	34 / 7%	100 / 19%	215 / 42%	130 / 25%	36 / 7%	515	0

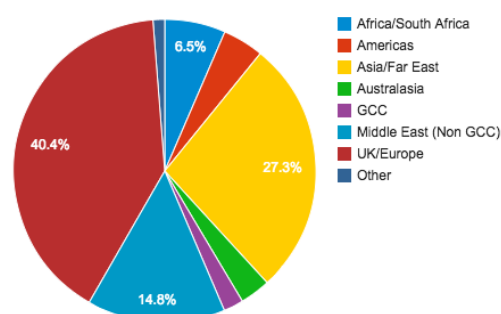
Question 34: Are you...Please tick ONE.

Answers:	Responses:
Male	699 / 89.5%
Female	82 / 10.5%
TOTAL CLICKS	781
TOTAL RESPONSES	781



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

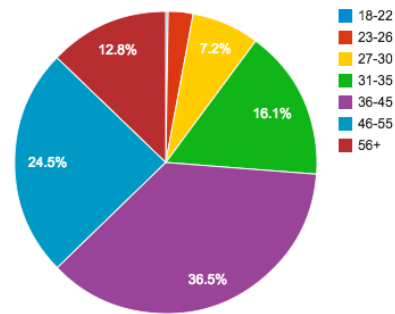
Answers:	Responses:
Africa/South Africa	52 / 6.5%
Americas	35 / 4.4%
Asia/Far East	218 / 27.3%
Australasia	26 / 3.3%
GCC	17 / 2.1%
Middle East (Non GCC)	118 / 14.8%
UK/Europe	323 / 40.4%
Other	10 / 1.3%



TOTAL CLICKS	799
TOTAL RESPONSES	799

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

Answers:	Responses:
18-22	2 / 0.3%
23-26	21 / 2.7%
27-30	57 / 7.2%
31-35	127 / 16.1%
36-45	288 / 36.5%
46-55	193 / 24.5%
56+	101 / 12.8%
TOTAL CLICKS	789
TOTAL RESPONSES	789

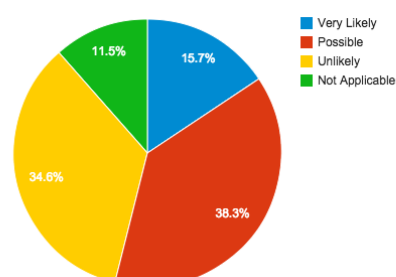


Question 37: If your work location has changed in the last 12 months, please indicate where you worked previously, where you mainly work now and where you would consider working in the future...Please tick ALL that apply:

	Worked Previously	Work Now	Work Future	Total Responses	Not Answered
Abu Dhabi	165 / 46%	102 / 29%	219 / 62%	356	0
Bahrain	36 / 30%	11 / 9%	88 / 73%	120	0
Dubai	197 / 43%	222 / 49%	294 / 64%	457	0
Egypt	34 / 50%	14 / 21%	32 / 47%	68	0
Iraq	7 / 24%	5 / 17%	17 / 59%	29	0
Jordan	16 / 34%	3 / 6%	28 / 60%	47	0
Kuwait	27 / 31%	14 / 16%	52 / 60%	86	0
Lebanon	21 / 38%	6 / 11%	38 / 68%	56	0
Libya	13 / 48%	1 / 4%	14 / 52%	27	0
Morocco	6 / 12%	4 / 8%	43 / 88%	49	0
Oman	43 / 27%	15 / 9%	117 / 73%	160	0
Qatar	92 / 39%	70 / 30%	115 / 49%	233	0
Saudi Arabia	86 / 55%	51 / 33%	60 / 39%	155	0
Yemen	3 / 21%	0 / 0%	12 / 86%	14	0
Other Emirates	35 / 25%	20 / 14%	101 / 73%	138	0

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

Answers:	Responses:
Very Likely	124 / 15.7%
Possible	303 / 38.3%
Unlikely	274 / 34.6%
Not Applicable	91 / 11.5%
TOTAL CLICKS	792



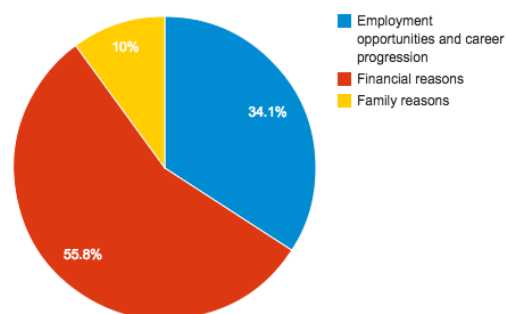
Question 39: Do you still consider the GCC region to be a preferred location for? Please tick ONE.

Answers: Responses:

Employment opportunities and career progression 272 / 34.1%

Financial reasons 445 / 55.8%

Family reasons 80 / 10%

TOTAL CLICKS 797**TOTAL RESPONSES** 797**Question 40:** Which qualifications do you have? Please tick ALL that apply.

Answers: Responses:

ACCA/CPA/CA/CIMA 28 / 2%

APM 10 / 0.7%

BIFM 13 / 0.9%

CFA (level) 9 / 0.6%

CIPS 2 / 0.1%

CIWEM 2 / 0.1%

Degree 504 / 36.3%

IEWA 0 / 0%

LEED BREEAM 20 / 1.4%

MAPM 7 / 0.5%

MBA 124 / 8.9%

MCIQB 37 / 2.7%

MICE 17 / 1.2%

MRICS/FRICS 230 / 16.5%

MRTPI/FRTPI 2 / 0.1%

MSc Facilities Management 18 / 1.3%

NEBOSH 31 / 2.2%

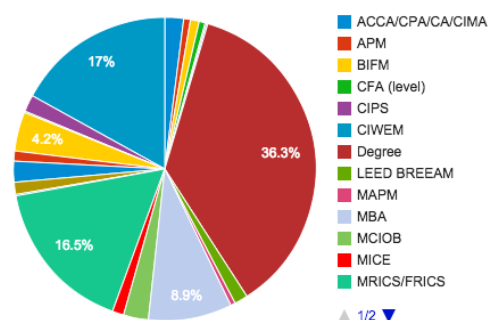
RIBA/AIA 15 / 1.1%

RICS Trainee 58 / 4.2%

RTPI 2 / 0.1%

Not Professionally Qualified 25 / 1.8%

Other 236 / 17%

TOTAL CLICKS 1390**TOTAL RESPONSES** 1390**Question 41:** How likely are you to change employer in the next 12 months? Please select ONE.

Answers: Responses:

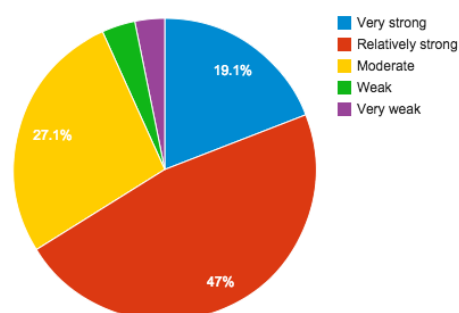
Very 213 / 27%



Fairly	232 / 29.4%
Not very	260 / 33%
Not at all	84 / 10.6%
TOTAL CLICKS	789
TOTAL RESPONSES	789

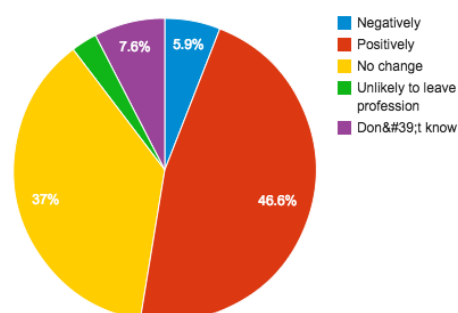
Question 42: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	150 / 19.1%
Relatively strong	369 / 47%
Moderate	213 / 27.1%
Weak	28 / 3.6%
Very weak	25 / 3.2%
TOTAL CLICKS	785
TOTAL RESPONSES	785



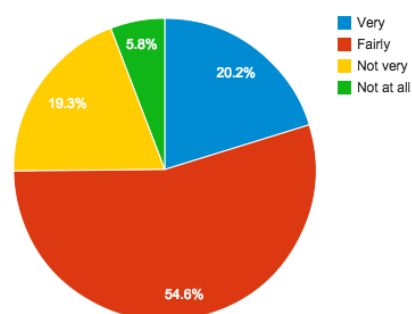
Question 43: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please select ONE.

Answers:	Responses:
Negatively	47 / 5.9%
Positively	369 / 46.6%
No change	293 / 37%
Unlikely to leave profession	22 / 2.8%
Don't know	60 / 7.6%
TOTAL CLICKS	791
TOTAL RESPONSES	791



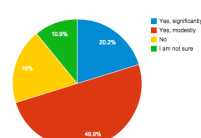
Question 44: How satisfied overall are you with your current job? Please select ONE.

Answers:	Responses:
Very	160 / 20.2%
Fairly	432 / 54.6%
Not very	153 / 19.3%
Not at all	46 / 5.8%
TOTAL CLICKS	791
TOTAL RESPONSES	791



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

Answers:	Responses:
Yes, significantly	160 / 20.2%
Yes, modestly	395 / 49.9%
No	153 / 19.3%
I am not sure	46 / 5.8%



No	150 / 19%
I am not sure	86 / 10.9%
TOTAL CLICKS	791
TOTAL RESPONSES	791

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

Answers: Responses:

Graduates/entry level roles 217 / 24.6%

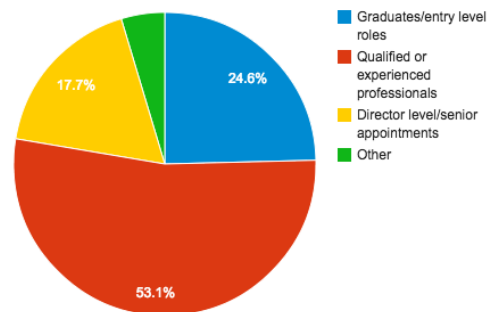
Qualified or experienced professionals 468 / 53.1%

Director level/senior appointments 156 / 17.7%

Other 41 / 4.6%

TOTAL CLICKS 882

TOTAL RESPONSES 882



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

Answers: Responses:

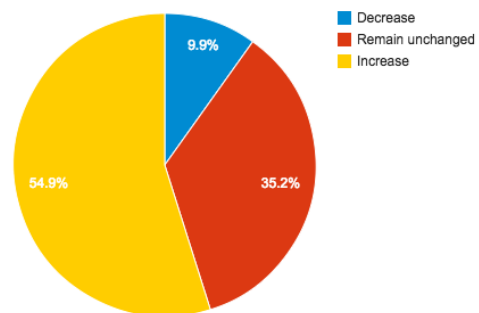
Decrease 78 / 9.9%

Remain unchanged 278 / 35.2%

Increase 433 / 54.9%

TOTAL CLICKS 789

TOTAL RESPONSES 789



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.