



Report Summary - 27th January 2015

Survey: The 2015 RICS and Macdonald & Company Asia Rewards and Attitudes Survey

Status: **Launched**

Total Responses: 929

Created Time/Date: 06:15 29th Oct 2014

Filtered Responses: 0

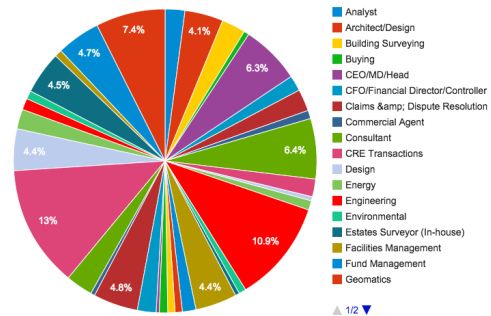
Modified Time/Date: 07:23 2nd Dec 2014

Responses Excluded: 0

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

Answers: Responses:

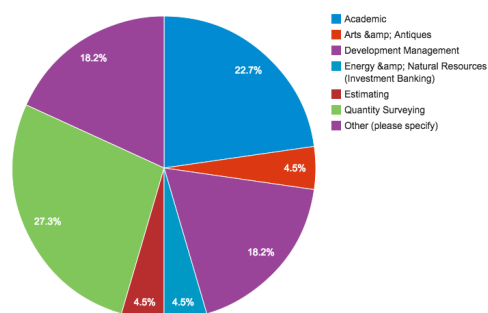
Analyst	19 / 2.1%
Architect/Design	37 / 4.1%
Building Surveying	23 / 2.5%
Buying	5 / 0.6%
CEO/MD/Head	57 / 6.3%
CFO/Financial Director/Controller	15 / 1.7%
Claims & Dispute Resolution	21 / 2.3%
Commercial Agent	8 / 0.9%
Consultant	58 / 6.4%
CRE Transactions	17 / 1.9%
Design	4 / 0.4%
Energy	9 / 1%
Engineering	98 / 10.9%
Environmental	7 / 0.8%
Estates Surveyor (In-house)	4 / 0.4%
Facilities Management	40 / 4.4%
Fund Management	13 / 1.4%
Geomatics	7 / 0.8%
Health and Safety	7 / 0.8%
Interior Design	8 / 0.9%
Landscape Architect	3 / 0.3%
Leasing	18 / 2%
New Build/Construction	43 / 4.8%
Planner	4 / 0.4%
Project Director	26 / 2.9%
Project Management	117 / 13%
Property Asset Management	40 / 4.4%
Property Building Manager	19 / 2.1%
Property Finance	11 / 1.2%
Research	8 / 0.9%
Sales & Marketing	41 / 4.5%



Site Management	7 / 0.8%
Valuation	42 / 4.7%
Other	67 / 7.4%
TOTAL CLICKS	903
TOTAL RESPONSES	903

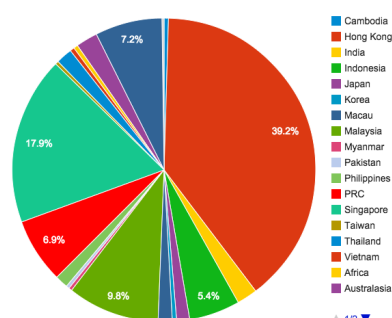
Question 2: Which one of the following best describes your main professional activity? Please tick ONE.

Answers:	Responses:
Academic	5 / 22.7%
Arts & Antiques	1 / 4.5%
Building Control	0 / 0%
Corporate Fit-out	0 / 0%
Development Management	4 / 18.2%
Energy & Natural Resources (Investment Banking)	1 / 4.5%
Estimating	1 / 4.5%
Investment Brokerage/Agency	0 / 0%
Landlord & Tenant	0 / 0%
Mergers & Acquisitions	0 / 0%
Moves & Changes MAC	0 / 0%
Quantity Surveying	6 / 27.3%
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%
Workspace Strategy	0 / 0%
Other (please specify)	4 / 18.2%
TOTAL CLICKS	22
TOTAL RESPONSES	22



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

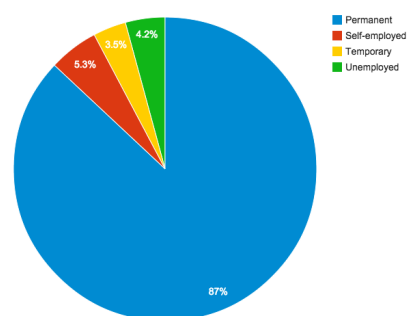
Answers:	Responses:
Cambodia	4 / 0.5%
Hong Kong	340 / 39.2%
India	19 / 2.2%
Indonesia	47 / 5.4%
Japan	12 / 1.4%
Korea	4 / 0.5%
Laos	1 / 0.1%
Macau	13 / 1.5%



Malaysia	85 / 9.8%
Myanmar	3 / 0.3%
Pakistan	3 / 0.3%
Philippines	12 / 1.4%
PRC	60 / 6.9%
Singapore	155 / 17.9%
Sri Lanka	1 / 0.1%
Taiwan	3 / 0.3%
Thailand	15 / 1.7%
Vietnam	4 / 0.5%
Africa	4 / 0.5%
Americas	0 / 0%
Australasia	20 / 2.3%
Europe/UK	0 / 0%
Middle East	0 / 0%
Other	62 / 7.2%
TOTAL CLICKS	867
TOTAL RESPONSES	867

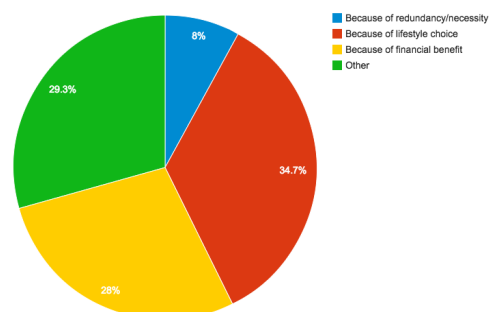
Question 4: On what basis are you currently employed? Please select ONE.

Answers:	Responses:
Permanent	741 / 87%
Self-employed	45 / 5.3%
Temporary	30 / 3.5%
Unemployed	36 / 4.2%
TOTAL CLICKS	852
TOTAL RESPONSES	852



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

Answers:	Responses:
Because of redundancy/necessity	6 / 8%
Because of lifestyle choice	26 / 34.7%
Because of financial benefit	21 / 28%
Other	22 / 29.3%
TOTAL CLICKS	75
TOTAL RESPONSES	75



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

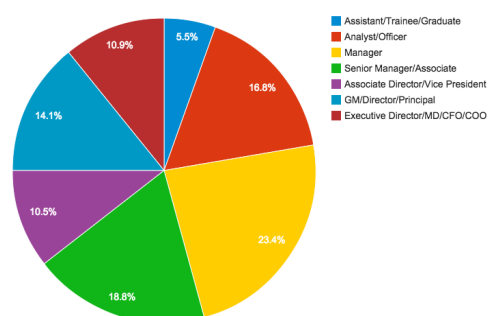
Answers:	Responses:
Up to 1yr	16 / 1.9%



1-2yrs	26 / 3.1%
3-4yrs	65 / 7.9%
5-6yrs	59 / 7.1%
7-10yrs	135 / 16.3%
11-15yrs	155 / 18.7%
16-20yrs	115 / 13.9%
21-30yrs	185 / 22.3%
Over 31yrs	72 / 8.7%
TOTAL CLICKS	828
TOTAL RESPONSES	828

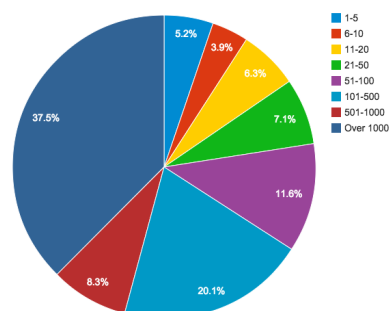
Question 7: What is your level of responsibility within the organisation for which you work? Please select ONE.

Answers:	Responses:
Assistant/Trainee/Graduate	45 / 5.5%
Analyst/Officer	138 / 16.8%
Manager	192 / 23.4%
Senior Manager/Associate	154 / 18.8%
Associate Director/Vice President	86 / 10.5%
GM/Director/Principal	116 / 14.1%
Executive Director/MD/CFO/COO	89 / 10.9%
TOTAL CLICKS	820
TOTAL RESPONSES	820



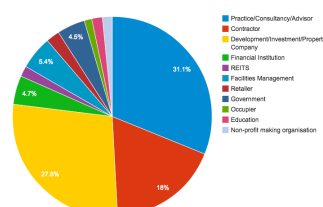
Question 8: How many people are employed in total by the organisation for which you work? Please select ONE.

Answers:	Responses:
1-5	43 / 5.2%
6-10	32 / 3.9%
11-20	52 / 6.3%
21-50	58 / 7.1%
51-100	95 / 11.6%
101-500	165 / 20.1%
501-1000	68 / 8.3%
Over 1000	308 / 37.5%
TOTAL CLICKS	821
TOTAL RESPONSES	821



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

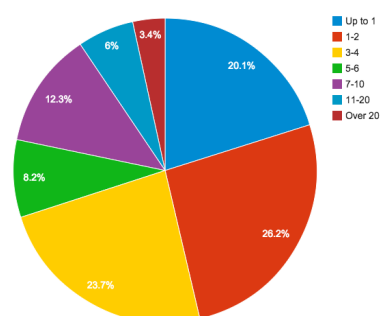
Answers:	Responses:
Practice/Consultancy/Advisor	254 / 31.1%
Contractor	147 / 18%
Development/Investment/Property Company	227 / 27.8%



Financial Institution	38 / 4.7%
REITS	14 / 1.7%
Facilities Management	44 / 5.4%
Retailer	18 / 2.2%
Government	37 / 4.5%
Occupier	10 / 1.2%
Education	14 / 1.7%
Non-profit making organisation	13 / 1.6%
TOTAL CLICKS	816
TOTAL RESPONSES	816

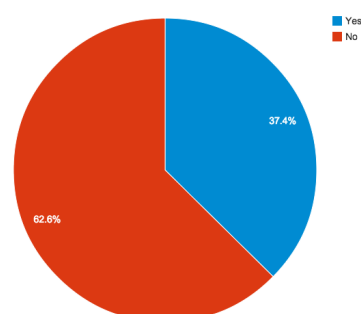
Question 10: Approximately how many years have you been with your present employer? Please select ONE.

Answers:	Responses:
Up to 1	164 / 20.1%
1-2	213 / 26.2%
3-4	193 / 23.7%
5-6	67 / 8.2%
7-10	100 / 12.3%
11-20	49 / 6%
Over 20	28 / 3.4%
TOTAL CLICKS	814
TOTAL RESPONSES	814



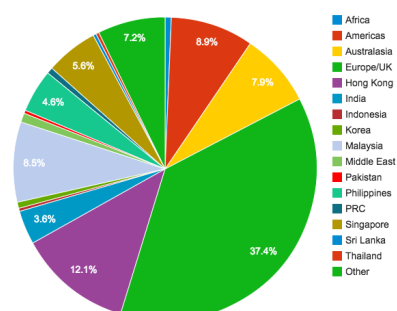
Question 11: Are you an expatriate worker?

Answers:	Responses:
Yes	308 / 37.4%
No	516 / 62.6%
TOTAL CLICKS	824
TOTAL RESPONSES	824



Question 12: Where are you from?

Answers:	Responses:
Africa	2 / 0.7%
Americas	27 / 8.9%
Australasia	24 / 7.9%
Europe/UK	114 / 37.4%
Hong Kong	37 / 12.1%
India	11 / 3.6%
Indonesia	1 / 0.3%

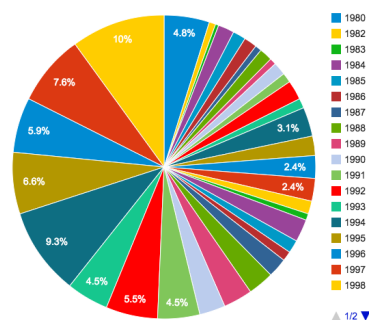


Japan	0 / 0%
Korea	2 / 0.7%
Macau	0 / 0%
Malaysia	26 / 8.5%
Middle East	3 / 1%
Pakistan	1 / 0.3%
Philippines	14 / 4.6%
PRC	2 / 0.7%
Singapore	17 / 5.6%
Sri Lanka	1 / 0.3%
Thailand	1 / 0.3%
Vietnam	0 / 0%
Other	22 / 7.2%
TOTAL CLICKS	305
TOTAL RESPONSES	305

Question 13: When did you arrive?

Answers: Responses:

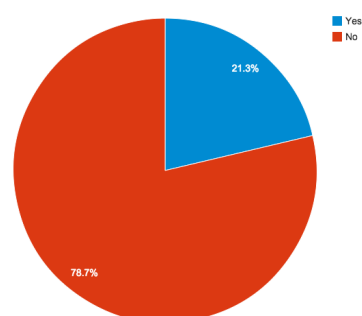
1980	14 / 4.8%
1981	0 / 0%
1982	2 / 0.7%
1983	1 / 0.3%
1984	5 / 1.7%
1985	4 / 1.4%
1986	4 / 1.4%
1987	2 / 0.7%
1988	4 / 1.4%
1989	2 / 0.7%
1990	4 / 1.4%
1991	3 / 1%
1992	6 / 2.1%
1993	3 / 1%
1994	9 / 3.1%
1995	6 / 2.1%
1996	7 / 2.4%
1997	7 / 2.4%
1998	4 / 1.4%
1999	2 / 0.7%
2000	7 / 2.4%
2001	4 / 1.4%
2002	3 / 1%
2003	6 / 2.1%
2004	8 / 2.8%
2005	9 / 3.1%
2006	8 / 2.8%



2007	13 / 4.5%
2008	16 / 5.5%
2009	13 / 4.5%
2010	27 / 9.3%
2011	19 / 6.6%
2012	17 / 5.9%
2013	22 / 7.6%
2014	29 / 10%
TOTAL CLICKS	290
TOTAL RESPONSES	290

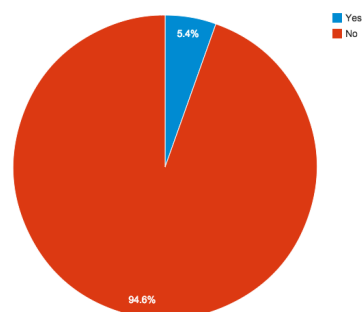
Question 14: Has your organisation made any redundancies in the last 12 months?

Answers:	Responses:
Yes	172 / 21.3%
No	635 / 78.7%
TOTAL CLICKS	807
TOTAL RESPONSES	807



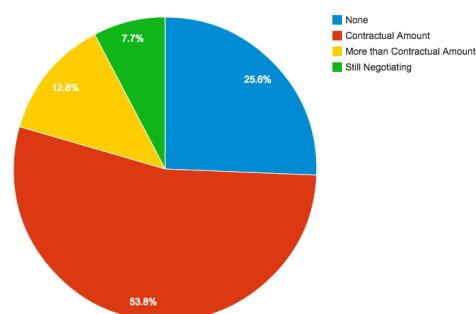
Question 15: Have you been made redundant in the last 12 months?

Answers:	Responses:
Yes	44 / 5.4%
No	765 / 94.6%
TOTAL CLICKS	809
TOTAL RESPONSES	809



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

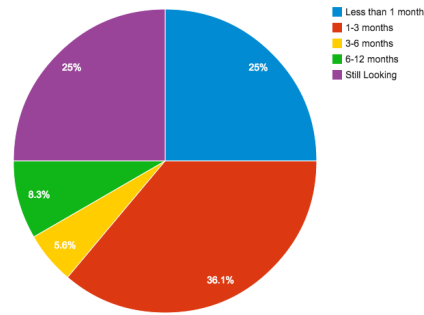
Answers:	Responses:
None	10 / 25.6%
Contractual Amount	21 / 53.8%
More than Contractual Amount	5 / 12.8%
Still Negotiating	3 / 7.7%
TOTAL CLICKS	39
TOTAL RESPONSES	39



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

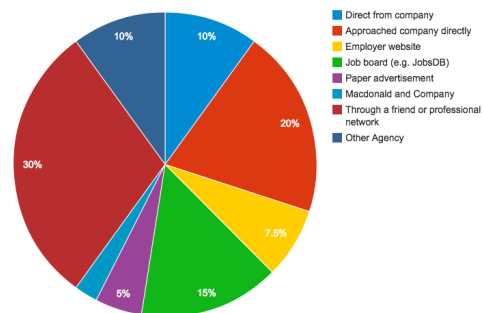
Answers: Responses:

Less than 1 month	9 / 25%
1-3 months	13 / 36.1%
3-6 months	2 / 5.6%
6-12 months	3 / 8.3%
Still Looking	9 / 25%
TOTAL CLICKS	36
TOTAL RESPONSES	36

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

Answers: Responses:

Direct from company	4 / 10%
Approached company directly	8 / 20%
Employer website	3 / 7.5%
Job board (e.g. JobsDB)	6 / 15%
Paper advertisement	2 / 5%
Macdonald and Company	1 / 2.5%
Through a friend or professional network	12 / 30%
Other Agency	4 / 10%
TOTAL CLICKS	40
TOTAL RESPONSES	40

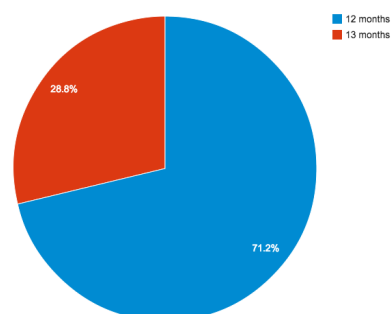
**Question 19: What is your current ANNUAL BASE SALARY in \$USD? (Please include basic salary only)Please give your annual salary in \$USD (please use the format for example 70000, to indicate \$USD70,000. PLEASE DO NOT USE \$USD or a comma). The Universal Currency Converter Services****TOTAL RESPONSES**

700

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

Answers: Responses:

12 months	508 / 71.2%
13 months	205 / 28.8%
TOTAL CLICKS	713
TOTAL RESPONSES	713

**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**

TOTAL RESPONSES

663

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

TOTAL RESPONSES

412

Question 23: Is your bonus awarded on?

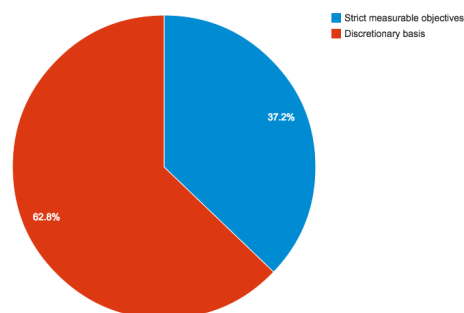
Answers: Responses:

Strict measurable objectives 256 / 37.2%

Discretionary basis 433 / 62.8%

TOTAL CLICKS 689

TOTAL RESPONSES 689

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

Answers: Responses:

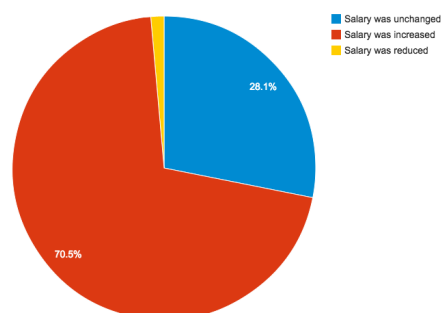
Salary was unchanged 200 / 28.1%

Salary was increased 501 / 70.5%

Salary was reduced 10 / 1.4%

TOTAL CLICKS 711

TOTAL RESPONSES 711

**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.**TOTAL RESPONSES**

484

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

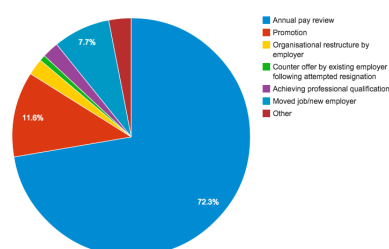
Answers: Responses:

Annual pay review 355 / 72.3%

Promotion 57 / 11.6%

Organisational restructure by employer 11 / 2.2%

Counter offer by existing employer following attempted resignation 4 / 0.8%



Achieving professional qualification	11 / 2.2%
Moved job/new employer	38 / 7.7%
Other	15 / 3.1%
TOTAL CLICKS	491
TOTAL RESPONSES	491

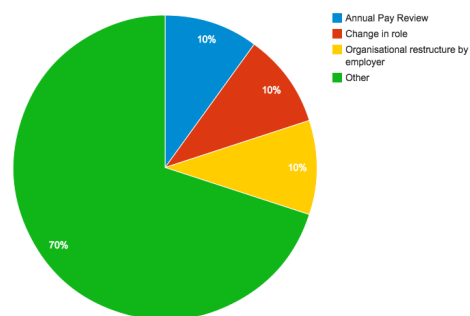
Question 27: If your salary was reduced please indicate % DECREASE. Please use the format for example 10 to indicate a 10% decrease PLEASE DO NOT USE the % or - signs, or comma.

TOTAL RESPONSES

9

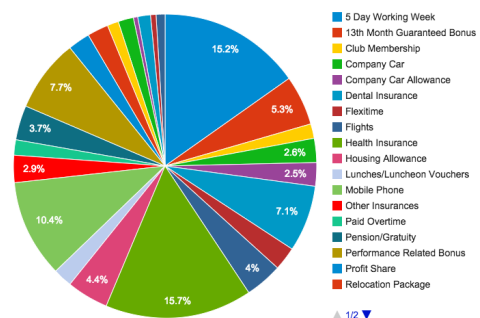
Question 28: Was your salary decrease as a result of (Please select ONE):

Answers:	Responses:
Annual Pay Review	1 / 10%
Change in role	1 / 10%
Organisational restructure by employer	1 / 10%
Other	7 / 70%
TOTAL CLICKS	10
TOTAL RESPONSES	10



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	493 / 15.2%
13th Month Guaranteed Bonus	172 / 5.3%
Club Membership	50 / 1.5%
Company Car	83 / 2.6%
Company Car Allowance	81 / 2.5%
Dental Insurance	229 / 7.1%
Flexitime	81 / 2.5%
Flights	129 / 4%
Health Insurance	507 / 15.7%
Housing Allowance	144 / 4.4%
Lunches/Luncheon Vouchers	66 / 2%
Mobile Phone	337 / 10.4%
Other Insurances	94 / 2.9%
Paid Overtime	53 / 1.6%
Pension/Gratuity	119 / 3.7%
Performance Related Bonus	251 / 7.7%
Profit Share	76 / 2.3%
Relocation Package	73 / 2.3%
School Fees	39 / 1.2%

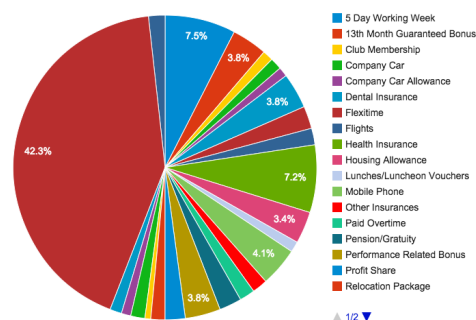


Share Option Scheme	53 / 1.6%
Sign On Bonus	15 / 0.5%
Tax Efficiency Scheme	44 / 1.4%
None	19 / 0.6%
Other	31 / 1%
TOTAL CLICKS	3239
TOTAL RESPONSES	3239

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:

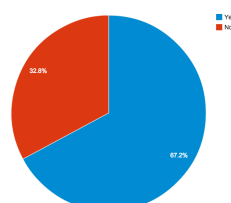
5 Day Working Week	60 / 7.5%
13th Month Guaranteed Bonus	30 / 3.8%
Club Membership	9 / 1.1%
Company Car	10 / 1.3%
Company Car Allowance	8 / 1%
Dental Insurance	30 / 3.8%
Flexitime	19 / 2.4%
Flights	14 / 1.8%
Health Insurance	57 / 7.2%
Housing Allowance	27 / 3.4%
Lunches/Luncheon Vouchers	9 / 1.1%
Mobile Phone	33 / 4.1%
Other Insurances	13 / 1.6%
Paid Overtime	13 / 1.6%
Pension/Gratuity	19 / 2.4%
Performance Related Bonus	30 / 3.8%
Profit Share	17 / 2.1%
Relocation Package	12 / 1.5%
School Fees	5 / 0.6%
Share Option Scheme	12 / 1.5%
Sign On Bonus	8 / 1%
Tax Efficiency Scheme	10 / 1.3%
None	337 / 42.3%
Other	14 / 1.8%
TOTAL CLICKS	796
TOTAL RESPONSES	796



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

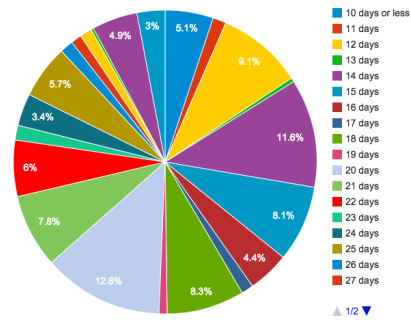
Answers: Responses:

Yes	475 / 67.2%
No	232 / 32.8%
TOTAL CLICKS	707
TOTAL RESPONSES	707



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

Answers:	Responses:
10 days or less	36 / 5.1%
11 days	10 / 1.4%
12 days	64 / 9.1%
13 days	3 / 0.4%
14 days	81 / 11.6%
15 days	57 / 8.1%
16 days	31 / 4.4%
17 days	9 / 1.3%
18 days	58 / 8.3%
19 days	6 / 0.9%
20 days	90 / 12.8%
21 days	55 / 7.8%
22 days	42 / 6%
23 days	11 / 1.6%
24 days	24 / 3.4%
25 days	40 / 5.7%
26 days	10 / 1.4%
27 days	8 / 1.1%
28 days	9 / 1.3%
29 days	2 / 0.3%
30 days	34 / 4.9%
31 days or more	21 / 3%
TOTAL CLICKS	701
TOTAL RESPONSES	701



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	11 / 2%	38 / 6%	216 / 32%	257 / 38%	153 / 23%	675	0
Job title	24 / 4%	116 / 17%	311 / 46%	179 / 27%	43 / 6%	673	0
Job security	9 / 1%	30 / 4%	240 / 36%	256 / 38%	134 / 20%	669	0
Latest technology	21 / 3%	128 / 19%	319 / 48%	161 / 24%	37 / 6%	666	0
Location	12 / 2%	82 / 12%	292 / 44%	212 / 32%	71 / 11%	669	0
Employer status/reputation	3 / 0%	30 / 4%	272 / 40%	277 / 41%	92 / 14%	674	0
Management style	1 / 0%	20 / 3%	161 / 24%	333 / 49%	160 / 24%	675	0
Range of clients	17 / 3%	108 / 16%	301 / 45%	198 / 30%	43 / 6%	667	0
Range of interesting work	3 / 0%	34 / 5%	224 / 33%	280 / 42%	131 / 19%	672	0
Responsibility	0 / 0%	8 / 1%	227 / 34%	314 / 47%	124 / 18%	673	0
Salary	0 / 0%	8 / 1%	129 / 19%	300 / 45%	237 / 35%	674	0
Training/personal development	7 / 1%	57 / 9%	261 / 39%	243 / 36%	99 / 15%	667	0

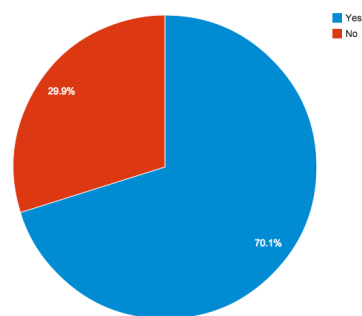
Travel opportunities	45 / 7%	222 / 33%	243 / 36%	119 / 18%	41 / 6%	670	0
Working environment	3 / 0%	33 / 5%	246 / 37%	246 / 37%	140 / 21%	668	0

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	10 / 2%	45 / 7%	186 / 28%	240 / 36%	181 / 27%	662	0
Career progression	13 / 2%	42 / 6%	155 / 23%	245 / 37%	205 / 31%	660	0
Change of career	67 / 10%	191 / 30%	195 / 30%	133 / 21%	61 / 9%	647	0
Job security	28 / 4%	66 / 10%	236 / 36%	205 / 31%	118 / 18%	653	0
Latest technology	60 / 9%	241 / 37%	214 / 33%	95 / 15%	40 / 6%	650	0
Location	25 / 4%	113 / 17%	257 / 39%	178 / 27%	86 / 13%	659	0
Management style	9 / 1%	43 / 7%	233 / 35%	244 / 37%	130 / 20%	659	0
Range of clients	37 / 6%	138 / 21%	284 / 44%	149 / 23%	43 / 7%	651	0
Range of interesting work	13 / 2%	48 / 7%	241 / 37%	245 / 37%	111 / 17%	658	0
Redundancy	84 / 13%	155 / 24%	246 / 39%	112 / 18%	41 / 6%	638	0
Responsibility	8 / 1%	37 / 6%	259 / 40%	257 / 39%	93 / 14%	654	0
Salary	4 / 1%	16 / 2%	136 / 21%	237 / 36%	270 / 41%	663	0
To start your own business	116 / 18%	193 / 30%	177 / 28%	95 / 15%	62 / 10%	643	0
Training/personal development	42 / 6%	128 / 20%	233 / 36%	178 / 27%	70 / 11%	651	0
Travel opportunities	75 / 12%	223 / 34%	220 / 34%	98 / 15%	36 / 6%	652	0
Work in a different country	90 / 14%	215 / 33%	181 / 28%	116 / 18%	51 / 8%	653	0
Working environment	14 / 2%	62 / 9%	250 / 38%	205 / 31%	124 / 19%	655	0

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

Answers:	Responses:
Yes	477 / 70.1%
No	203 / 29.9%
TOTAL CLICKS	680
TOTAL RESPONSES	680



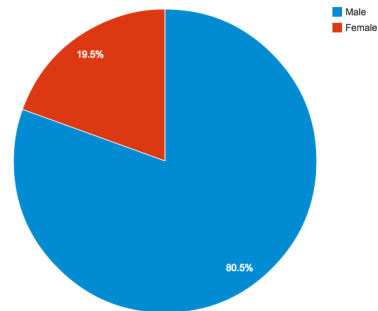
Question 36: How important are the following factors in making your current employer an employer of choice?

	Not at all important	Not important	Important	Very important	Most important	Total Responses	Not Answered
Business vision & future potential	0 / 0%	12 / 3%	184 / 40%	192 / 42%	70 / 15%	458	0
Brand values	2 / 0%	28 / 6%	196 / 43%	179 / 39%	49 / 11%	454	0
Company values/ethics	0 / 0%	19 / 4%	185 / 41%	180 / 40%	68 / 15%	452	0
Leadership/management style	1 / 0%	16 / 4%	169 / 37%	166 / 37%	100 / 22%	452	0
Colleague/social dimension	6 / 1%	43 / 10%	208 / 46%	152 / 34%	40 / 9%	449	0

Personal development culture	4 / 1%	38 / 8%	204 / 45%	155 / 35%	48 / 11%	449	0
Relocation possibilities	45 / 10%	128 / 28%	182 / 40%	77 / 17%	19 / 4%	451	0
Work life balance	10 / 2%	36 / 8%	167 / 37%	158 / 35%	85 / 19%	456	0
Promotional opportunities	9 / 2%	43 / 10%	174 / 39%	157 / 35%	68 / 15%	451	0
Reward & recognition	2 / 0%	19 / 4%	147 / 33%	187 / 42%	95 / 21%	450	0
Internal communication	7 / 2%	53 / 12%	200 / 44%	150 / 33%	41 / 9%	451	0
Support in gaining your qualifications	36 / 8%	91 / 20%	165 / 37%	116 / 26%	37 / 8%	445	0
C.S.R policy (Corporate Social Responsibility)	36 / 8%	87 / 20%	197 / 44%	102 / 23%	24 / 5%	446	0

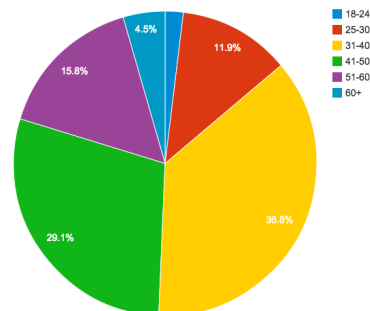
Question 37: Are you...Please tick ONE.

Answers:	Responses:
Male	533 / 80.5%
Female	129 / 19.5%
TOTAL CLICKS	662
TOTAL RESPONSES	662



Question 38: Are you aged...Please select ONE.

Answers:	Responses:
18-24	13 / 1.9%
25-30	80 / 11.9%
31-40	247 / 36.8%
41-50	195 / 29.1%
51-60	106 / 15.8%
60+	30 / 4.5%
TOTAL CLICKS	671
TOTAL RESPONSES	671



Question 39: If your work location has changed in the last 12 months, please indicate where you worked previously and where you mainly work now....Please tick ALL that apply:
If your work location has not changed in the past 12 months, please proceed to the next question.

	Worked Previously	Work Now	Total Responses	Not Answered
Africa	4 / 67%	2 / 33%	6	0
Americas	17 / 77%	5 / 23%	22	0
Australasia	9 / 45%	13 / 65%	20	0
Europe/UK	23 / 82%	4 / 14%	28	0
Hong Kong	78 / 68%	90 / 79%	114	0
India	12 / 92%	5 / 38%	13	0
Indonesia	19 / 90%	15 / 71%	21	0
Japan	4 / 57%	3 / 43%	7	0

Korea	5 / 83%	2 / 33%	6	0
Macau	12 / 67%	7 / 39%	18	0
Malaysia	34 / 85%	25 / 62%	40	0
Middle East	17 / 61%	12 / 43%	28	0
Pakistan	0 / 0%	2 / 100%	2	0
Philippines	7 / 88%	4 / 50%	8	0
PRC	33 / 80%	17 / 41%	41	0
Singapore	36 / 67%	34 / 63%	54	0
Sri Lanka	0 / 0%	0 / 0%	0	0
Thailand	13 / 81%	6 / 38%	16	0
Vietnam	10 / 71%	5 / 36%	14	0
Cambodia	0 / 0%	0 / 0%	0	0
Laos	1 / 100%	0 / 0%	1	0
Myanmar	3 / 50%	3 / 50%	6	0
Taiwan	5 / 100%	1 / 20%	5	0
Other	15 / 71%	9 / 43%	21	0

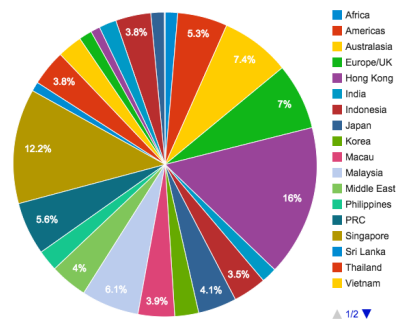
Question 40: Which of the following locations would you consider as a primary work location in the next 12 months... Please tick ALL that apply:

Answers: Responses:

Africa	31 / 1.3%
Americas	123 / 5.3%
Australasia	171 / 7.4%
Europe/UK	163 / 7%
Hong Kong	371 / 16%
India	38 / 1.6%
Indonesia	82 / 3.5%
Japan	95 / 4.1%
Korea	59 / 2.6%
Macau	90 / 3.9%
Malaysia	142 / 6.1%
Middle East	92 / 4%
Pakistan	2 / 0.1%
Philippines	52 / 2.2%
PRC	130 / 5.6%
Singapore	282 / 12.2%
Sri Lanka	23 / 1%
Thailand	88 / 3.8%
Vietnam	61 / 2.6%
Cambodia	32 / 1.4%
Laos	23 / 1%
Myanmar	43 / 1.9%
Taiwan	87 / 3.8%
Other	33 / 1.4%

TOTAL CLICKS

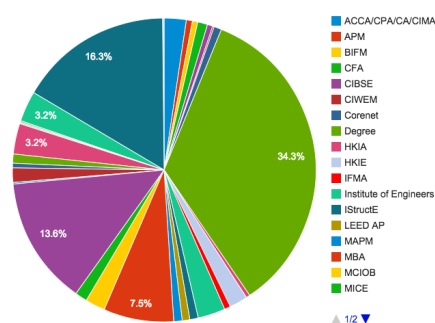
2313



Question 41: Which qualifications do you have? Please tick ALL that apply.

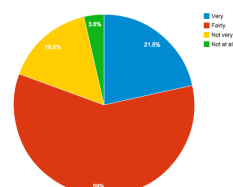
Answers: Responses:

ACCA/CPA/CA/CIMA	29 / 2.4%
APM	8 / 0.6%
BIFM	7 / 0.6%
CFA	13 / 1.1%
CIBSE	7 / 0.6%
CIPS	0 / 0%
CIWEM	2 / 0.2%
Corenet	10 / 0.8%
Degree	422 / 34.3%
HKIA	5 / 0.4%
HKIE	24 / 1.9%
IEWA	1 / 0.1%
IFMA	8 / 0.6%
Institute of Engineers	36 / 2.9%
IStructE	11 / 0.9%
LEED AP	10 / 0.8%
MAPM	11 / 0.9%
MBA	92 / 7.5%
MCIQB	26 / 2.1%
MICE	16 / 1.3%
MRICS/FRICS	168 / 13.6%
MRTPI/FRTPI	2 / 0.2%
Msc Facilities Management	19 / 1.5%
NEBOSH	6 / 0.5%
RIBA/AIA	12 / 1%
RICS Trainee	40 / 3.2%
RPEG	2 / 0.2%
RSE	2 / 0.2%
RTPI	1 / 0.1%
Not professionally qualified	40 / 3.2%
Other	201 / 16.3%
TOTAL CLICKS	1231
TOTAL RESPONSES	1231

**Question 42:** How satisfied overall are you with your current job? Please select ONE.

Answers: Responses:

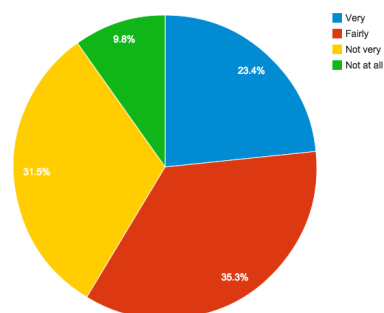
Very	144 / 21.5%
Fairly	395 / 59%
Not very	106 / 15.8%



Not at all	24 / 3.6%
TOTAL CLICKS	669
TOTAL RESPONSES	669

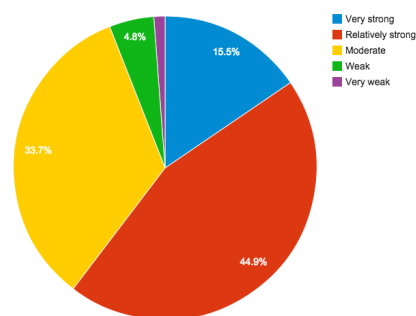
Question 43: How likely are you to change employer in the next 12 months? Please select ONE.

Answers:	Responses:
Very	157 / 23.4%
Fairly	237 / 35.3%
Not very	212 / 31.5%
Not at all	66 / 9.8%
TOTAL CLICKS	672
TOTAL RESPONSES	672



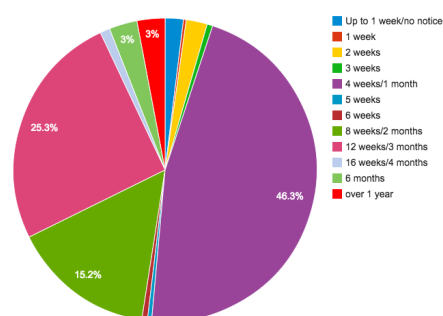
Question 44: How do you assess your job security? Please select ONE.

Answers:	Responses:
Very strong	104 / 15.5%
Relatively strong	301 / 44.9%
Moderate	226 / 33.7%
Weak	32 / 4.8%
Very weak	8 / 1.2%
TOTAL CLICKS	671
TOTAL RESPONSES	671



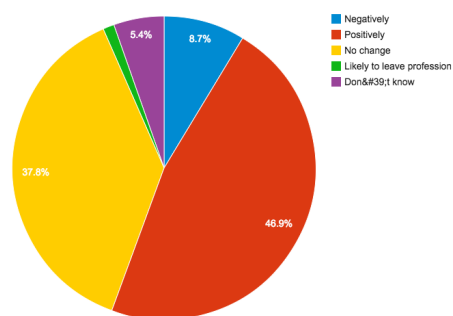
Question 45: What is your contractual notice period?

Answers:	Responses:
Up to 1 week/no notice	13 / 1.9%
1 week	2 / 0.3%
2 weeks	15 / 2.2%
3 weeks	4 / 0.6%
4 weeks/1 month	310 / 46.3%
5 weeks	3 / 0.4%
6 weeks	4 / 0.6%
7 weeks	0 / 0%
8 weeks/2 months	102 / 15.2%
12 weeks/3 months	169 / 25.3%
16 weeks/4 months	7 / 1%
6 months	20 / 3%
over 1 year	20 / 3%
TOTAL CLICKS	669
TOTAL RESPONSES	669



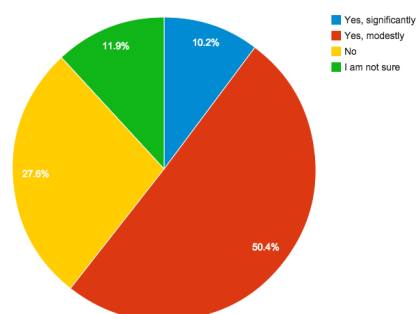
Question 46: How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months? Please tick ONE.

Answers:	Responses:
Negatively	58 / 8.7%
Positively	314 / 46.9%
No change	253 / 37.8%
Likely to leave profession	8 / 1.2%
Don't know	36 / 5.4%
TOTAL CLICKS	669
TOTAL RESPONSES	669



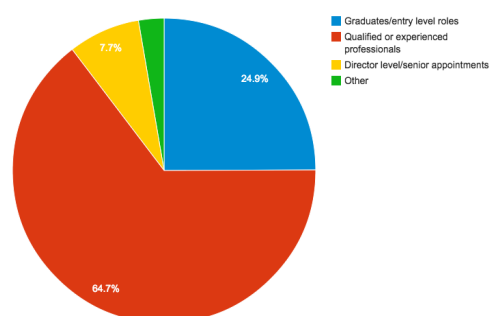
Question 47: Do you expect your organisation to increase headcount in 2015?

Answers:	Responses:
Yes, significantly	69 / 10.2%
Yes, modestly	340 / 50.4%
No	186 / 27.6%
I am not sure	80 / 11.9%
TOTAL CLICKS	675
TOTAL RESPONSES	675



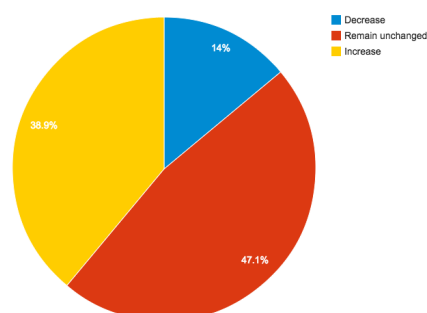
Question 48: At what level/role do you expect your company to hire this year?

Answers:	Responses:
Graduates/entry level roles	101 / 24.9%
Qualified or experienced professionals	262 / 64.7%
Director level/senior appointments	31 / 7.7%
Other	11 / 2.7%
TOTAL CLICKS	405
TOTAL RESPONSES	405



Question 49: In your chosen professional activity, do you anticipate economic activity in the next 12 months to: Please tick ONE.

Answers:	Responses:
Decrease	94 / 14%
Remain unchanged	317 / 47.1%
Increase	262 / 38.9%
TOTAL CLICKS	673
TOTAL RESPONSES	673



Question 50: For entry into our free prize draw and a chance to win the new iPad Air 2, please enter your details below. Please note Macdonald & Company respects your privacy and will not share your data with any third parties.
