

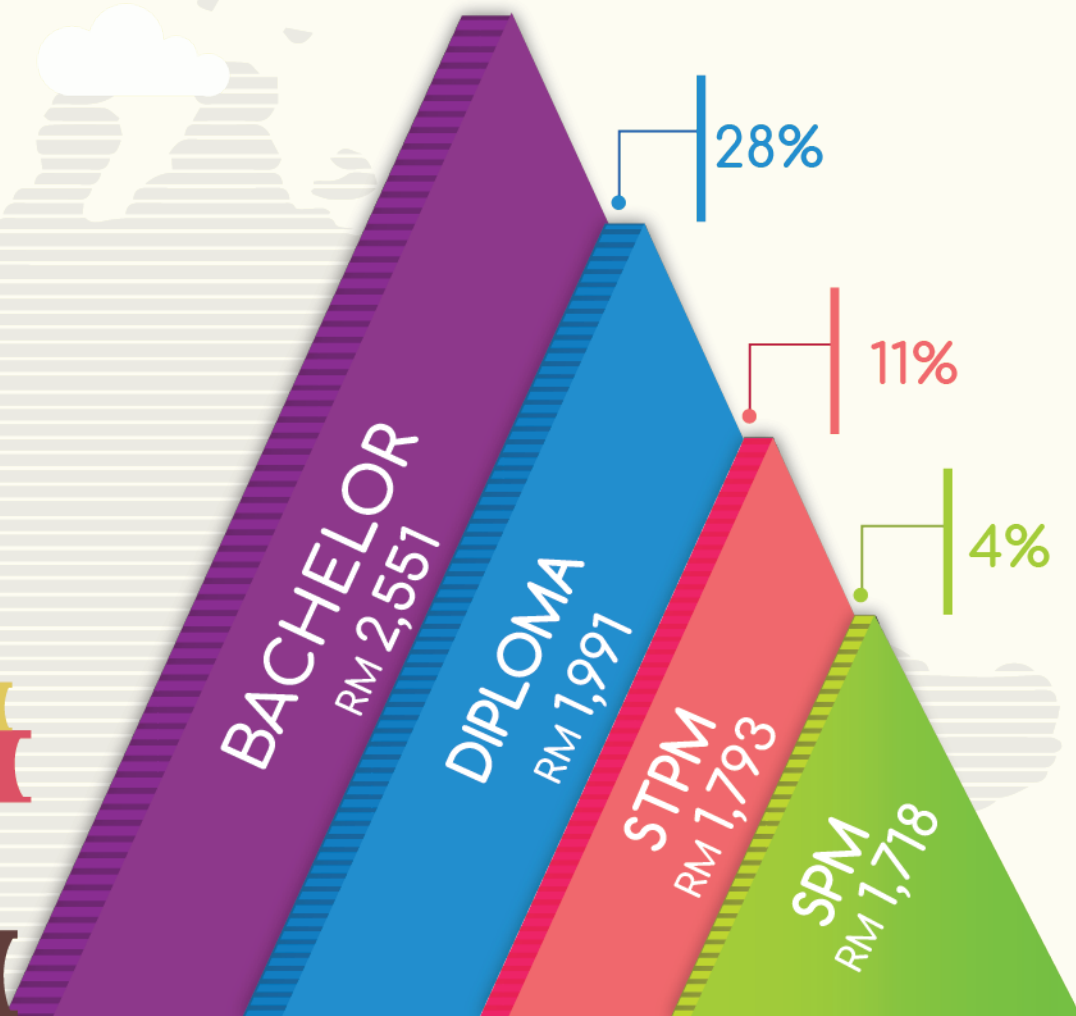


FACTS & FINDINGS

AVERAGE MONTHLY SALARY BASED ON LEVEL OF EDUCATION

(Based on 1 to 5 years working experience)

INCREMENT



FINDINGS & ANALYSIS: Is it possible to become a high earner without a formal education? It is rather obvious as our survey results show how income is affected by two factors: Education and Years of Experience. Based on the above image, there is a significant increase in the average monthly salary when one attains a higher level of education. The average monthly salary for employees holding Diploma (RM1,991) & Bachelor Degree (RM2,551) shows a much higher difference of 28% when compared to those with a lower level of education: SPM (RM1,718) & STPM (RM1,793). On a positive note, employees with SPM qualifications can experience a salary increment of 4% or 11% higher should they upgrade to attain STPM and Diploma levels respectively. Without doubt, when one acquires a higher level of qualification, one earns a higher remuneration. However to point out, qualification alone does not contribute to a higher income; the years of working experience does come into effect. Among 238 employees surveyed, those holding Bachelor Degree who command the highest average monthly earnings of RM2,551, 25% of them have 5 years working experience while 51% have at least 2 years of working experience. Employees holding Diploma who bring home an average of RM1,991 monthly, 23% of them have 5 years working experience and 53% with at least 2 years of working experience. To conclude, the average monthly salary shown above does not literally mean the actual starting salary for an employee without any working experience but may hold a specific qualification. Also do bear in mind that both "Education Level" and "Years of Experience" are factors that will affect one's salary. Refer to the next page for the average monthly salary based on both factors.