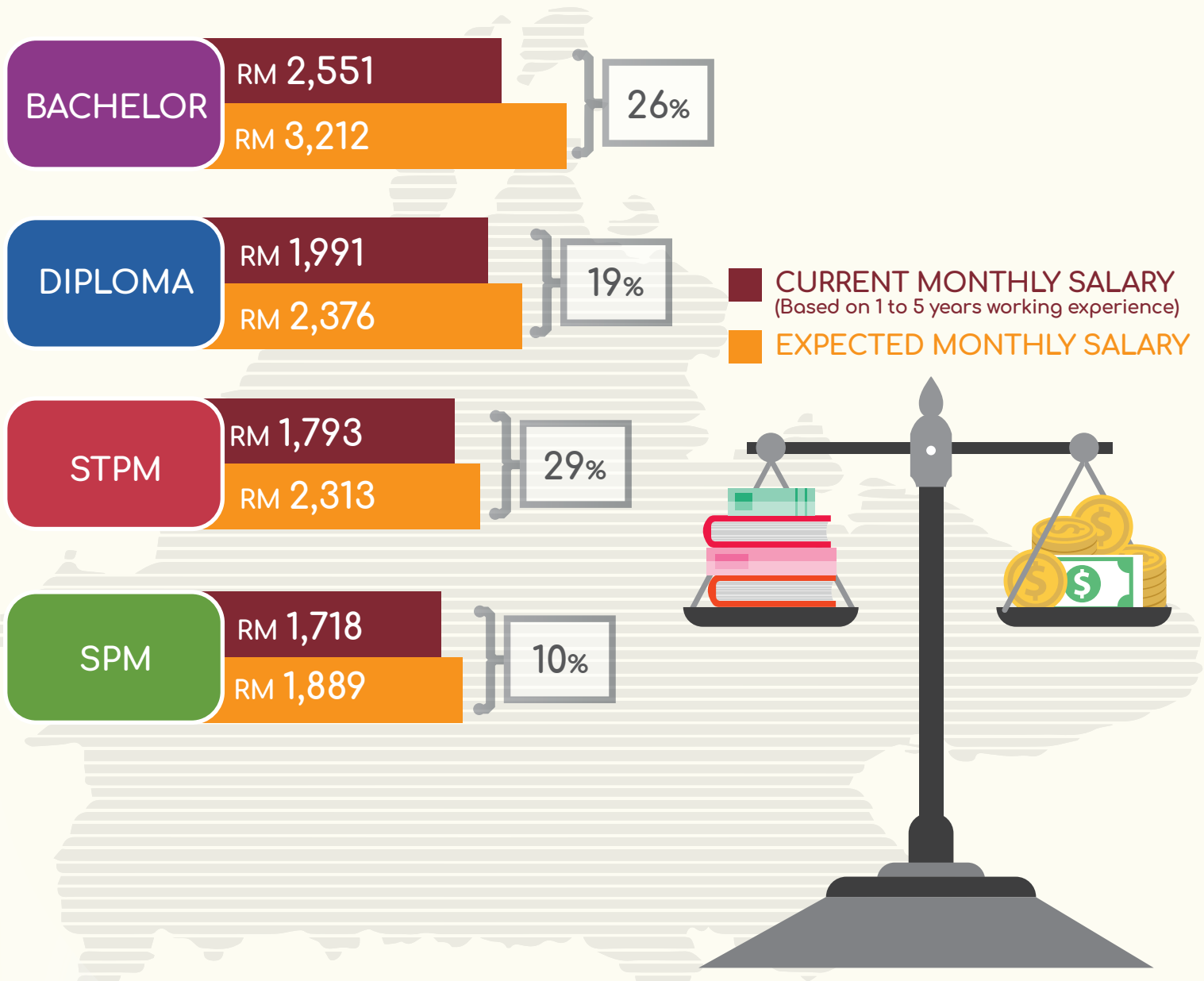




FACTS & FINDINGS

ACTUAL SALARY vs EXPECTED SALARY



FINDINGS & ANALYSIS:

Salary is one of the key considerations for both Sabahan employees and employers. We asked employees about their “current monthly salary” and “expected monthly salary” and examine these salaries with respective qualifications. We found an increase in disparity between the expected monthly salary versus the current monthly salary when qualification level rises from SPM (expects 10% more pay), to STPM (expects 29% more pay), to Diploma (expects 19% more pay), and Bachelor Degree (expects 26% more pay). Very often, companies feedback that jobseekers are expecting too much in terms of Salary. That said, we also found that majority of the employees’ expectations do fall within and meet with their current salary.