



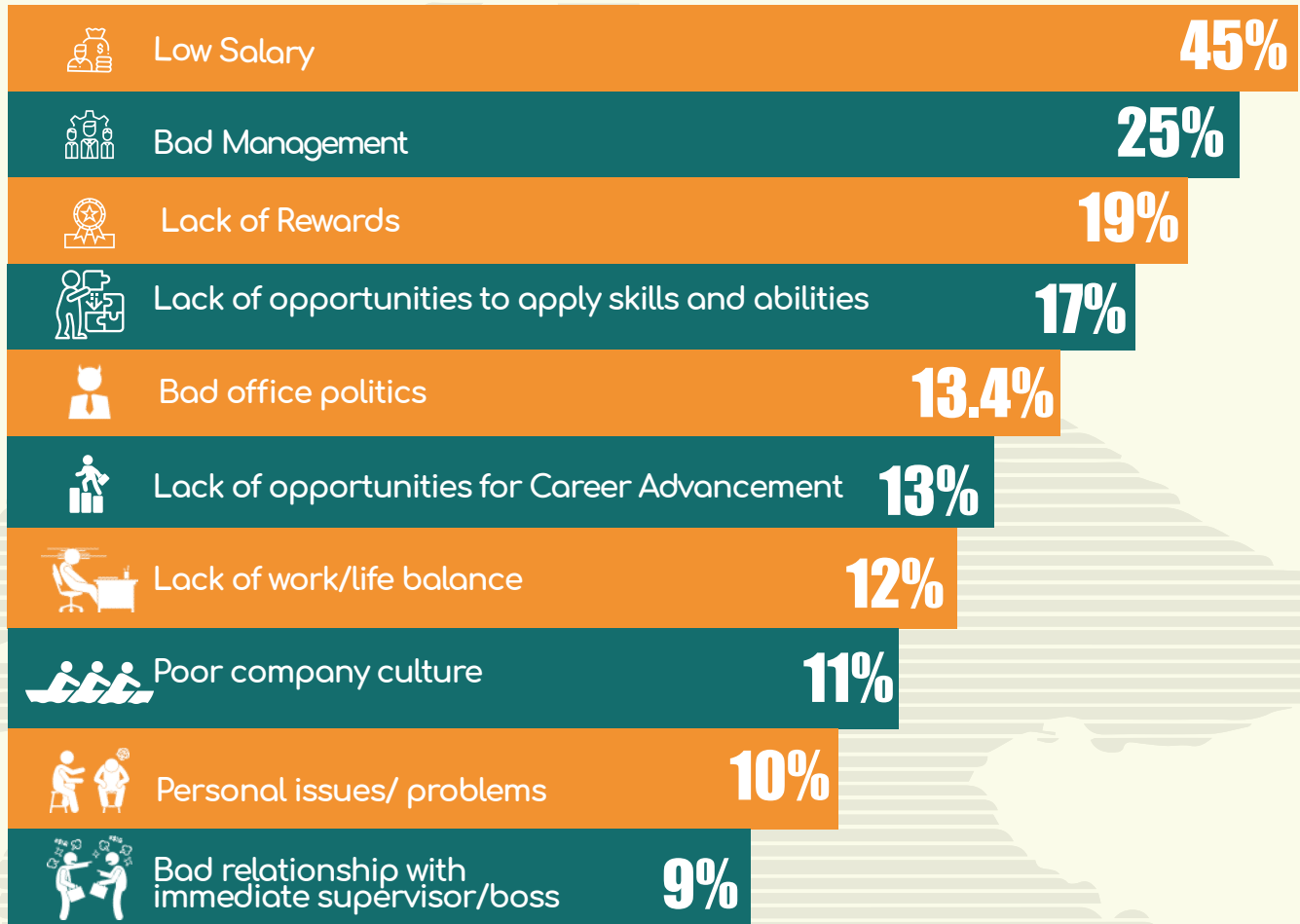
EMPLOYEES' OPINION

ARE EMPLOYEES HAPPY OR UNHAPPY AT WORK?

10% HAPPY

90% UNHAPPY

TOP 10 REASONS WHY EMPLOYEES ARE UNHAPPY



FINDINGS & ANALYSIS:

On the average, 9 in every 10 Sabahan employees, 90% said they are unhappy at work and TOP 10 reasons are – Low Salary (45%), Bad Management (25%), Lack of Rewards (19%), Lack of opportunities to apply skills and abilities (17%), Bad office politics (13.4%), Lack of opportunities for career advancement (13%), lack of work/life balance (12%), Poor company culture (11%), Personal issues/problems (10%), Bad relationship with immediate supervisor/boss (9%). To achieve job satisfaction, salary isn't the only factor that matters as many other factors play a part to motivate and create job satisfaction. Usually talents who attain higher career level may perceive more job satisfaction than others at a lower career level and are happier working.