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Effects from economic
uncertainty in H1 2009 &
Outlook for H2 2009



Introduction

This report aims to collect information on the effects from economic uncertainty in the first half of 2009 on employees and their outlook for second half. Surveys were conducted with 657 employees to measure the overall job outlook confidence. The report is compiled to help job seekers to know more about the market situation as well as giving valuable prediction on outlook for second half.

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Scope and Methodology

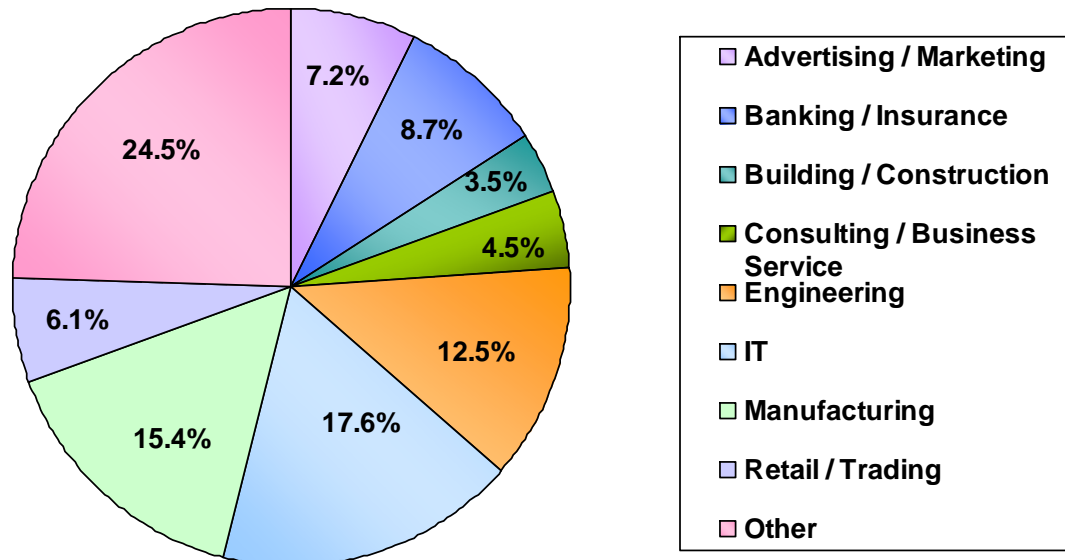
1. Objective

- The aims of this survey is to collect information on the effects from economic uncertainty in the first half of 2009 on job seekers and their outlook for second half.

2. Survey Coverage

- The survey covered 657 respondents, among which, 17.6% from IT industry, 15.4% from manufacturing industry and 12.5% from engineering industry.

Survey Respondents by Industry



3. Data Collection Method

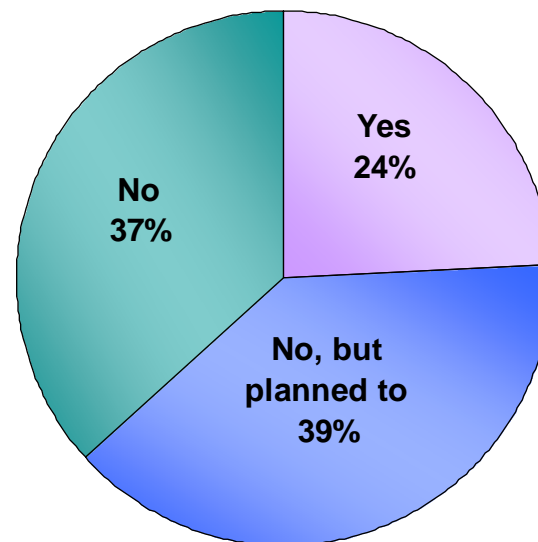
- The survey was conducted by an online questionnaire. JobsDB members were invited through e-mail or JobsDB website to fill in the questionnaire from 5th August to 19th August.

1. H1/2009 Employment Confidence

1.1 Change job in first half of 2009

- Among the respondents, 24% reported they have changed their job in first half of 2009 while 39% of them have planned to change job.

Change Job in First Half of 2009

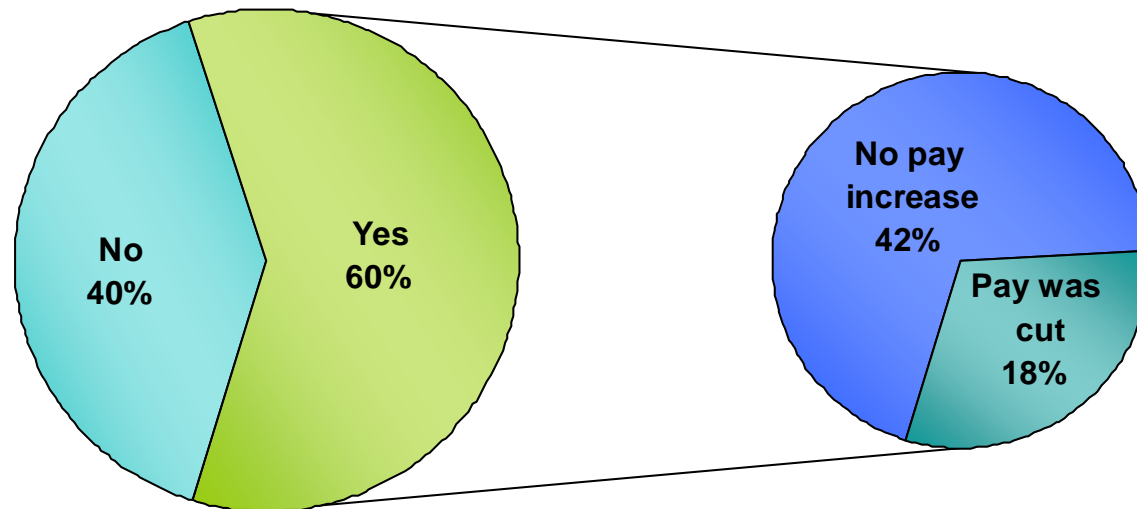


2. Effect from economic uncertainty

2.1 Salary Adjustment

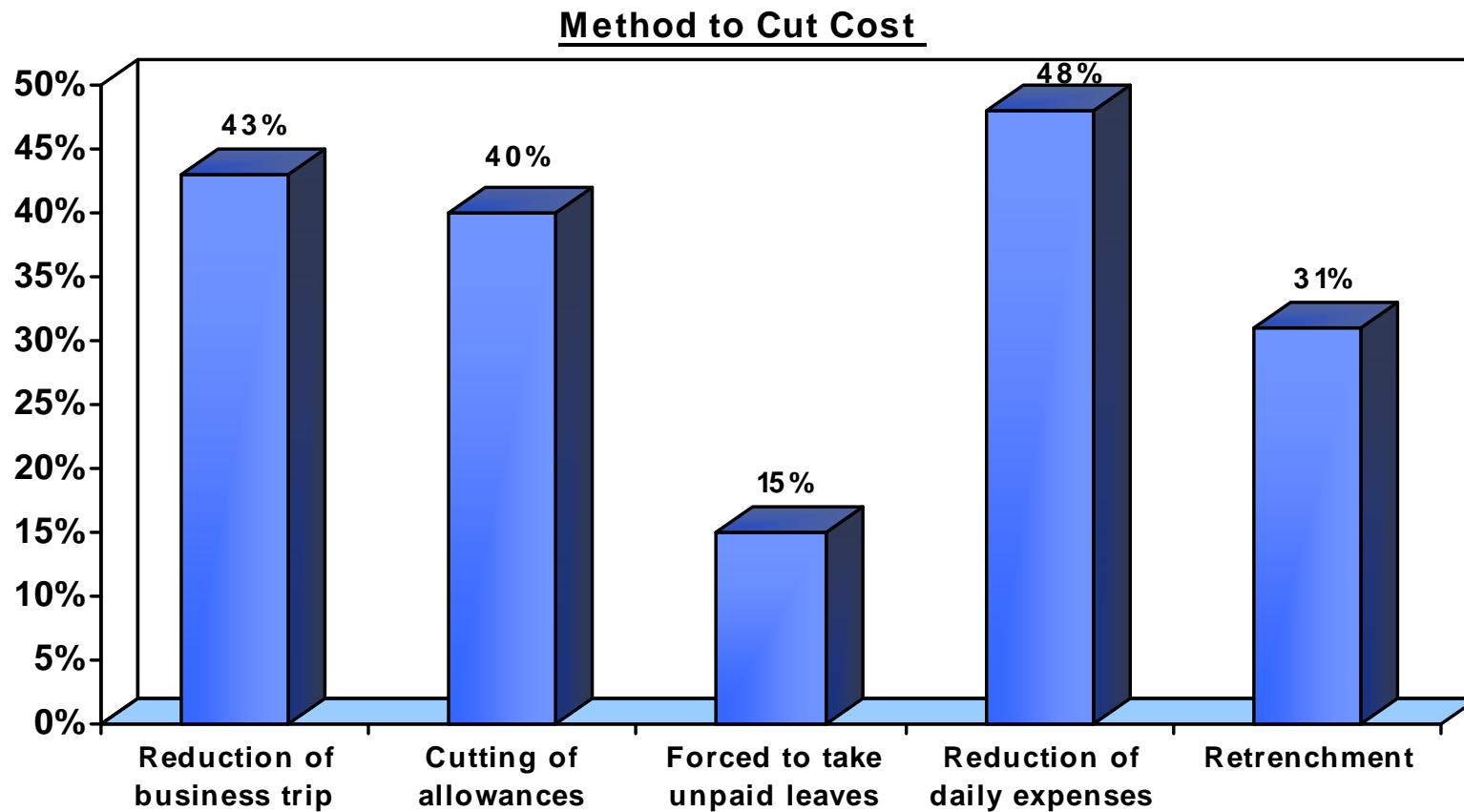
- Economic uncertainty may persuade organizations to hold off on any performance rewards. 60% of respondents indicated that their salaries have been impacted by the current economic downturn. Among of them, 42% of respondents indicated that they would offer no pay rises in first half of 2009.

Salary Affected by The Economic Uncertainty



2.2 Cost Cutting

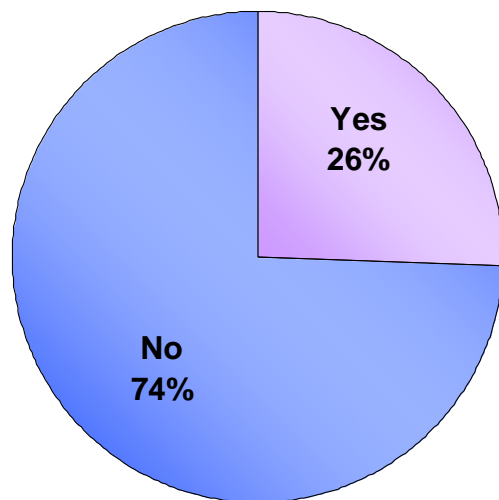
- To prepare for the economic uncertainty, most of the companies have already taken various methods to control the budget and cut cost. The popular method include reduction of daily expenses (48%), reduction of business trip (43%) and cutting of allowances (40%).



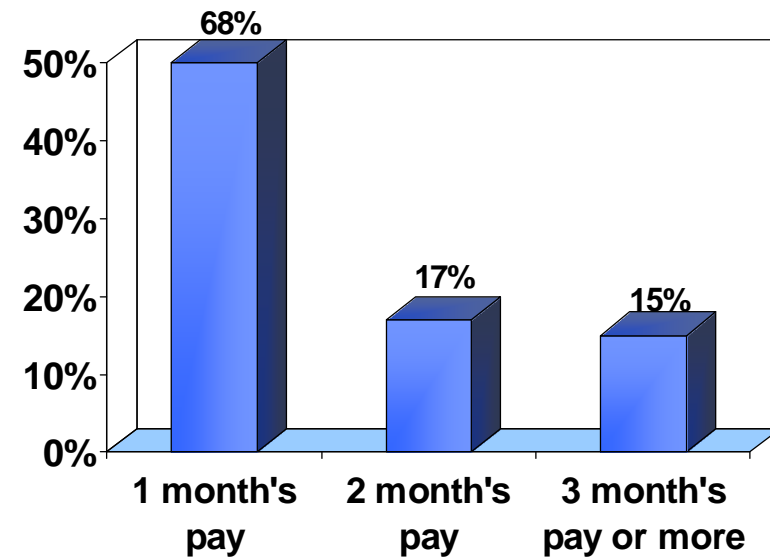
2.3 Bonus

- In term of bonus, only quarter of respondents reported that they have received bonus in first half of 2009.
- Among the respondents who received bonus, most of them received 1 month of bonus while 32% received at least two months of bonus.

**Receive Bonus in First Half
of 2009**



Bonus Received



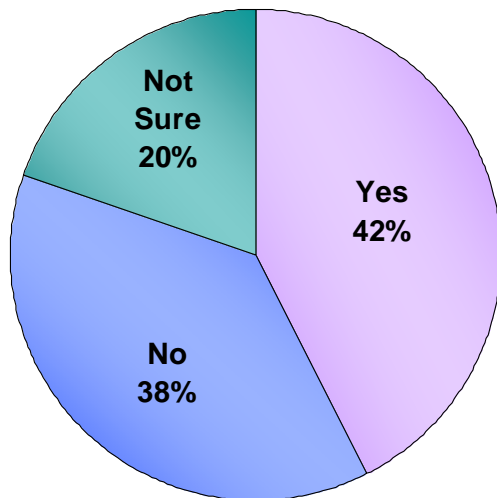
* Relates to the percentage of respondents who have selected this response

3. Outlook for H2/2009

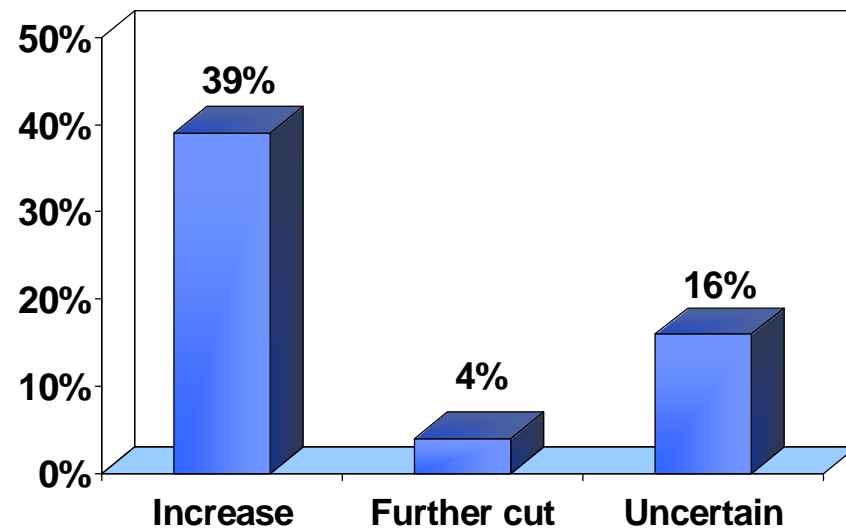
3.1 Salary Adjustment for H2/2009

- The survey of respondents reveals a positive scenario. The survey shows that more than a quarter (39%) of the respondents who expected salary increment for the second half of 2009.
- Only 4% of the executives who expected further cut of salary for the second half of 2009.

Expect Salary Adjustment
for H2/2009



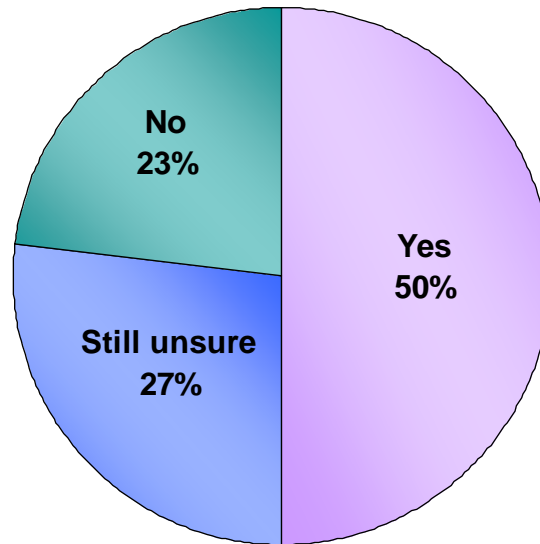
Salary Adjustment



3.2 Plan to Change job in Next Six Months

- Around 50% of job seekers in Malaysia plan to change jobs after the global financial tsunami.
- This shows that although the financial tsunami has a great impact on the economy, job seekers will still choose to change jobs rather than stay at current positions when chances come.

Plan to Change Job in Next Six Month



Summary

- Following the global economic downturn in the late 2008, this year employment market is shaping up to be the toughest after the 1997 economic crisis. Most of the respondent companies have already taken various methods to control the budget such as reduce performance rewards, reduction of daily expenses, cutting of allowances and etc.
- However, fears among executives have decreased sharply in the past six months. Most of the respondents reflect a positive outlook for second half of 2009.