

1 in 2 malaysians  
would quit their jobs if  
it kept them from  
enjoying their lives.

randstad malaysia  
2022 workmonitor survey report



1 in 2 workers in Malaysia said that they are not afraid to quit their jobs if it means they can have better work-life balance.



This is most significant among millennials aged between 25 and 34 years old, with 55% sharing the same sentiment.

## malaysian workers will leave jobs if it kept them from enjoying their lives.

Millennials are the drivers of change in the world of work today. They are changing the meaning and purpose of work, as well as the role of the employer for the other generations as well. Instead of living in the shadows of their jobs, they want to have the flexibility and freedom to enjoy life outside of work. There is also a much greater focus on mental health and work-life balance among the workforce, and fewer people are willing to sacrifice their time and health for work.

## 1 in 3 respondents in malaysia said that they would rather be unemployed than feel unhappy at work

We spend one-third of our adult lives working, it is hence critical that employees feel satisfied and happy in our jobs to make it worth our time. If workers feel unhappy in their jobs, it can have a consequential impact on their personal relationships as they may find themselves complaining more than spending quality time with their family and friends. Business leaders are instrumental in creating a positive and supportive environment that gives employees the opportunities to realise their true potential so that they can be happier and more productive at work.



95% of respondents said that having a good work-life balance is important to them.



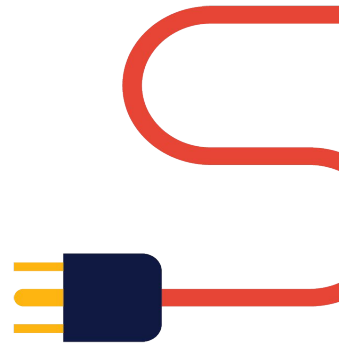
1 in 3 respondents had resigned from their jobs before because of inflexibility.



37% of millennials have quit their jobs because they can't choose where and when they can work.

## remote work is the new norm.

The pandemic has brought about a great mindset change among many employees with regards to working arrangement, with many having a preference for flexible working arrangement to enable a healthy work-life balance.



### flexibility in working hours



89%

said that it's important to be able to work anytime they want.



47%

won't accept a job if they can't choose when they they want to work.

### flexibility in work location



86%

said it's crucial for them to have flexibility to work from home or remotely.



43%

will turn down a job if the company doesn't allow them to work remotely



work-life flexibility

is your key to  
attract more talent.



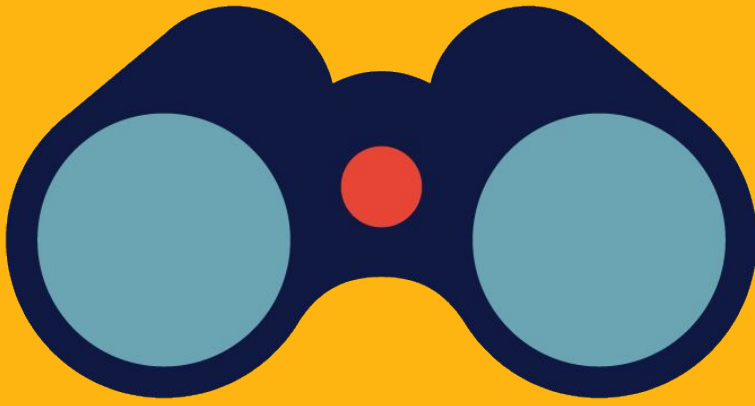
Employers that continue to offer work flexibility to their workforce are more capable of attracting and retaining talent who value autonomy in today's candidate-short market.

During the great work-from-home experiment over the past two years, many employees and business leaders realised that when given the right tools and resources, they can be more productive at home. It is also a very desirable option to employees as they get to save commuting time and cost, and focus better in an environment where there are fewer distractions.

These flexibilities allow employees to gain more responsibilities over their workload and deadlines. Working from home or at their own pace also allows employees to strike a better balance between work and personal life, as they can plan their own time and activities around work.

A happier and balanced workforce can also strengthen the company's ability to attract more talent to work for them

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Country Director, Randstad Malaysia



## about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2H 2022 survey was conducted in September across 34 markets around the world, with a minimum of 800 respondents in each market.

## we share market insights that'll guide your workforce strategy.

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We know how the right talent can make a significant impact not only to your company's workforce productivity and business growth. Our specialist recruiters have a proven track record in sourcing high-calibre professionals across various key industries and are committed to provide in-depth market intelligence and insights to changing candidates' expectations.

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- Human resources
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