

more malaysia-based employees



want higher bonuses.

2019 bonus expectations survey.

bonus expectations

survey 2019.



83% of malaysia-based employees anticipate a bonus payout this year

More than 83% are expecting to receive a bonus this year – a six-point increase from 2018. Out of which, 60% of the respondents said that they are anticipating an annual bonus averaging one to two months.

Ryan Carroll, Country Director of Randstad Malaysia said, “Employees are looking forward to be rewarded for their contributions and loyalty to the organisations they work for, especially if they had stayed with their employers amid major political changes and business transformation projects last year. While a bonus payout may be a fair expectation in these circumstances, employees should also think about upskilling themselves to demonstrate their worth. This will help them stay relevant and employable, as well as allow them to advance their careers more quickly.”

bonuses not essential for employee retention

While almost all of the survey respondents (98%) agreed that receiving a bonus is important to their engagement with the company, 59% said that it is not the only factor that will make them start considering the possibility of a job change.

“There is always a combination of factors that motivates a valued employee to leave the company. Our 2018 Employer Brand Research found that the top reason people gave for resigning is a ‘limited career path’. Companies that are able to benefit from a highly-engaged workforce are those that continuously present their staff with opportunities to develop and grow within the organisation,” Carroll added.

39% said that they will start a new job search if they did not receive a bonus this year, with a majority of these respondents working in the construction, property and engineering (53%) as well as information technology (19%) sectors.

companies still giving bonus payout despite lower GDP forecast

Malaysia-based companies plan to share profits with their staff this year in an effort to boost employee engagement and improve retention.

83% of the companies surveyed had planned for a bonus payout this year. Out of which, 79% are prepared to reward their staff with a bonus averaging one to two months and 20% are rewarding their staff three to five months bonuses.

Only one company of those surveyed is giving five months or more in annual bonus.

However, 33% of the employees surveyed are expecting an annual bonus averaging three to five months. This indicates that employees’ expectations of bonuses are not aligned with their employers, with many expecting a higher payout than what they may receive in reality.



ryan carroll
country director
randstad malaysia

“Some companies within manufacturing, construction, property and engineering sectors will likely not budget for large bonuses this year due to the economic slowdown, which will have a direct impact on the business’s ability to earn a healthy profit. Organisations will also be investing more in large capital activities such as digital transformation projects to stay ahead of the competition and achieve higher workplace productivity. As a result of these different business priorities, companies are likely to have a limited budget for bonus payout this year.”

“Moving forward, we expect more companies to introduce inclusive HR policies that will promote work-life balance and learning opportunities to attain a highly-skilled and productive workforce. Employees should also learn to value intrinsic rewards such as development opportunities and being able to work in a collaborative and positive culture,” Carroll continued.

2019 bonus expectations survey: randstad malaysia

Randstad – the largest global recruitment and human resource services company – today launched the second edition of its Bonus Expectations survey in Malaysia. The survey seeks to understand employees’ outlook of their annual bonuses and how it impacts their engagement with their employers.

This is also the first year that Randstad Malaysia surveyed companies about their plans for bonus payouts to learn if expectations are aligned between employers and employees.

Randstad Malaysia surveyed more than 160 companies and 400 locally-based professionals across various disciplines over a six-week period from December 2018 to January 2019.

bonus expectations

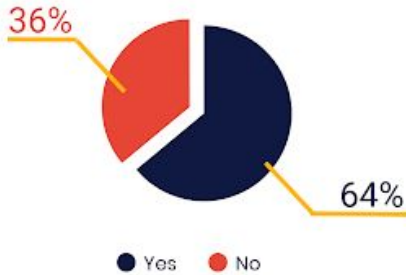
survey 2019.



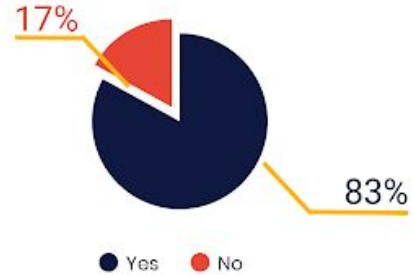
more people expecting bonus

this year

"Did you receive a bonus last year (2018)?"



"Are you anticipating a bonus this year (2019)?"



83% of Malaysian-based employees are expecting a bonus, a 6-point increase from 2017. Even though 77% of employees anticipated a payout last year, **only 64%** received it.



how much bonus are employees expecting?

60%

are looking forward to a 1-month to 2-months bonus

33%

are anticipating a bonus averaging 3 - 5 months

employers are conservative

about bonus payout this year

78% have planned to give a 1-month to 2-months bonus payout...



but only 21%

are giving a 3 - 5 months bonus payout.

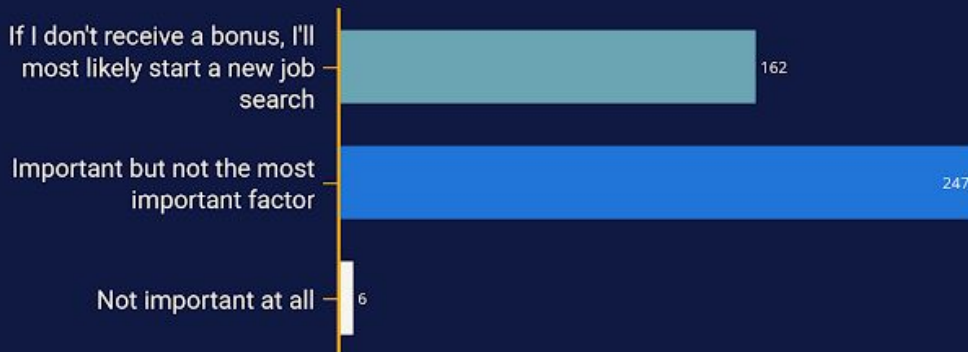
bonus expectations

survey 2019.



no bonus?

not a deal breaker



59%

said that they will still be engaged in the organisation even if they did not receive a bonus this year.

who's looking for a

bonus payout?



95% from banking & financial services

and 47% are anticipating a 3 - 5 months bonus.



82% from information technology

and 69% look forward to a bonus averaging one to two months.



74% from construction, property, engineering & manufacturing

and 62% expect to receive 1 - 2 month(s) bonus.

bonus expectations

survey 2019.



stay ahead with the latest insights

We demonstrate our ongoing commitment to move organisations and people forward by investing in research focussing on the latest market and labour trends. Check out some of our proprietary research below.

2019 market outlook

The annual report highlights key economic trends impacting Malaysia as well as insights from our leaders on key employment trends for both employers and job seekers.

[Click here to download your complimentary 2019 market outlook report.](#)

randstad workmonitor

This quarterly research explores the developments in employee mobility, job satisfaction and motivation. We provide comprehensive insights to job market sentiments and employee trends.

Here are the findings from 2018:

1. [Malaysian Employees Expect Incentives from the Government if they Stay Employed](#)
2. [80% of Employees in Malaysia Prefer to Work with an Older Manager](#)
3. [Malaysian Employees want Work-Life Balance but do not know how to 'Disconnect' from Work](#)
4. [89% of Malaysians need to Upskill to Work in a Digital Environment](#)

randstad employer brand research

The annual Employer Brand Research is the most comprehensive, independent research in employer branding globally. It provides unique insights into the world of work and gives an in-depth understanding of employees' key drivers and motivations to help shape talent attraction and retention strategies.

- [Employer Brand Research 2018: 'Attractive Salary and Benefits' Most Important to Malaysian Employees](#)
- [PETRONAS emerges as Malaysia's Most Attractive Employer in 2018](#)

refer-a-friend programme.

Know of a friend who is looking to fulfill his or her career aspirations in human resources? Refer a friend or family member to Randstad to receive rewards valued at RM250*



Our HR team consists of experienced consultants who can help match potential candidates to organisations to develop and realise their full potential and meet their career ambitions. We specialise in placing middle to senior level professionals on a permanent or contract basis with human resources team.

Please speak with your dedicated Randstad consultant if you wish to know more about our referral programme.

Randstad takes data privacy seriously. For more information, please visit www.randstad.com.my/employers/privacy-statement

**Terms and conditions apply*