

2022

HIREDLY

work culture report



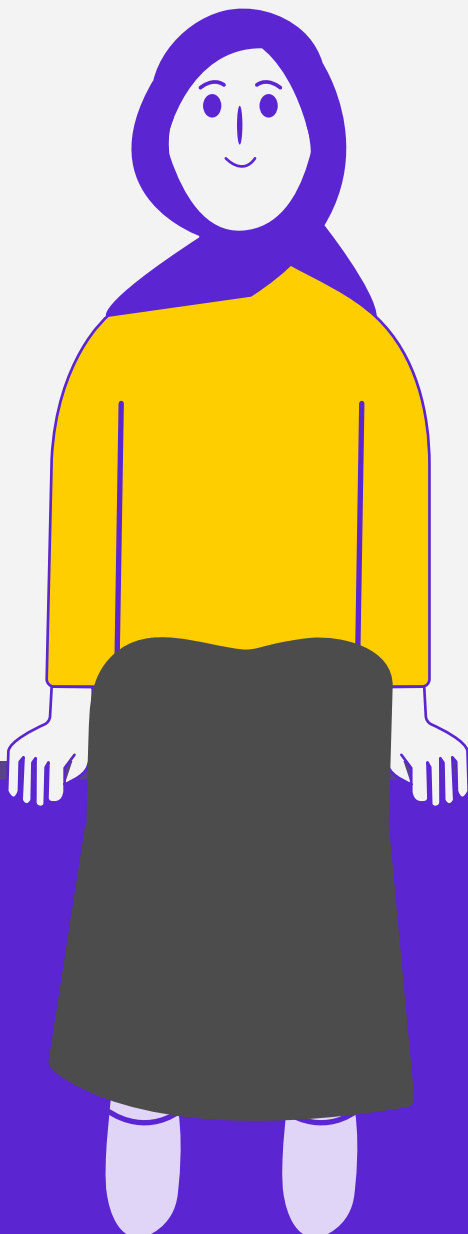
Demographic Breakdown

Age Group	1
Work Experience	2
Educational Qualifications	2

Age Group

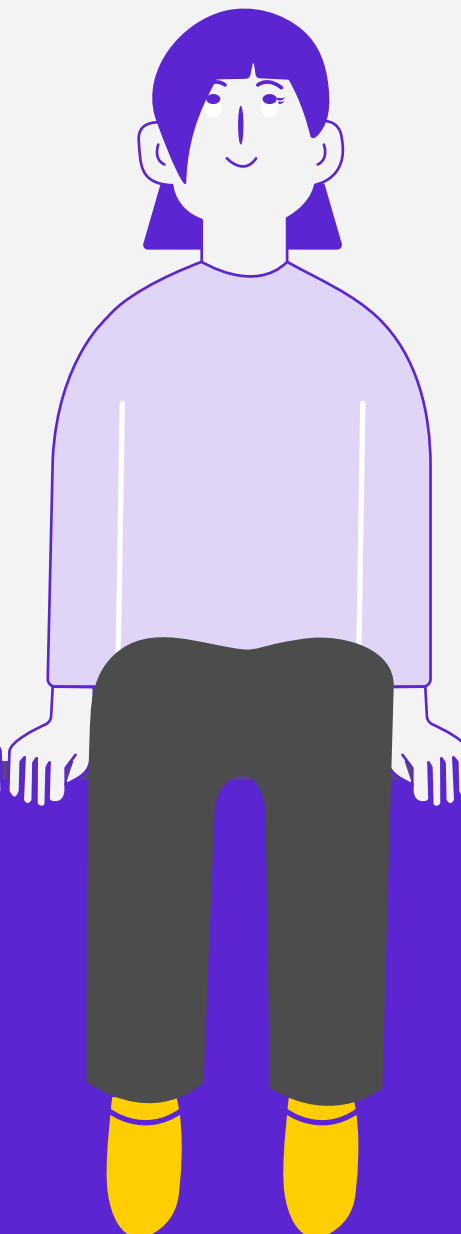
**Gen X
and older
(41-75)**

8%



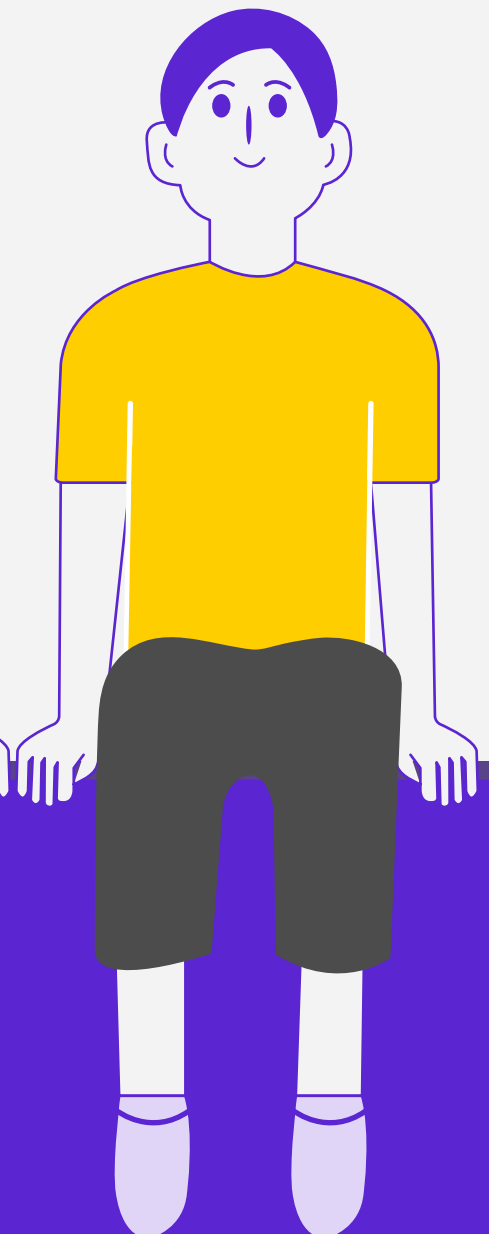
**Gen Y
(25-40)**

60%

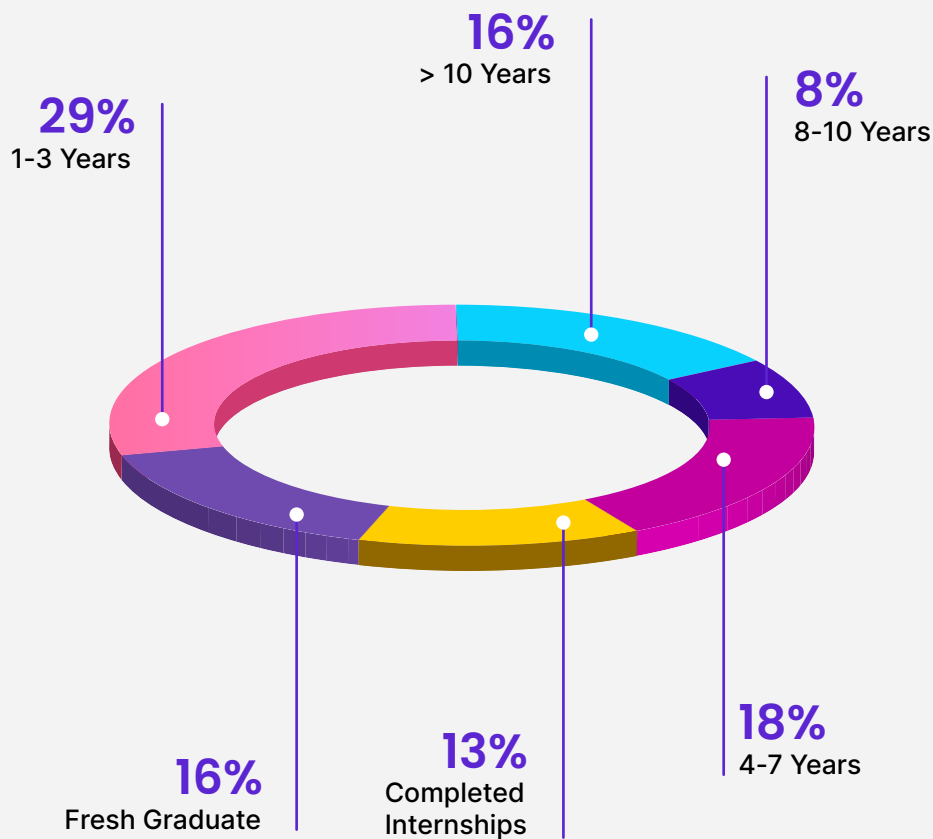


**Gen Z
(18-24)**

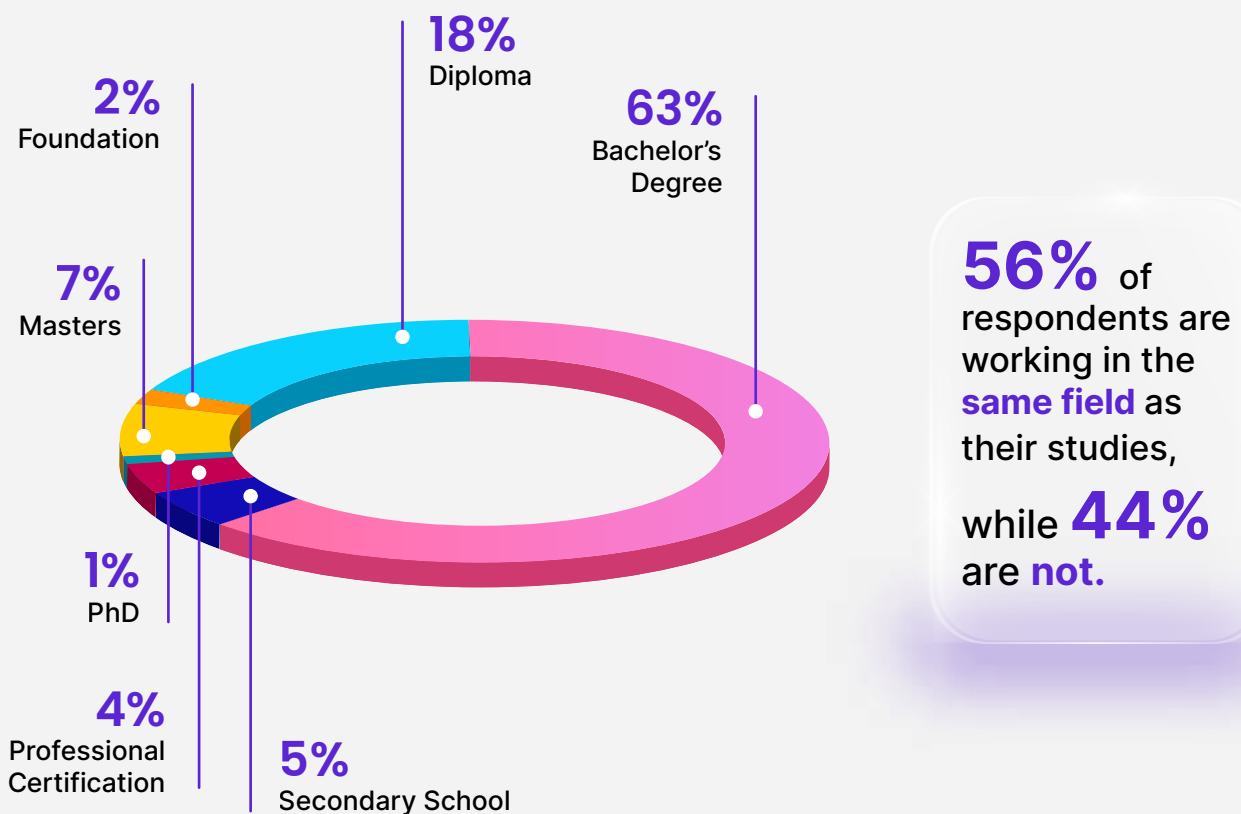
32%



Work Experience



Educational Qualification



56% of respondents are working in the **same field** as their studies, while **44%** are **not**.



Current Employment Satisfaction

Working Arrangements in 2021	3
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Working Arrangements

We asked respondents what their working arrangements were like in 2021, and we found that:

32%

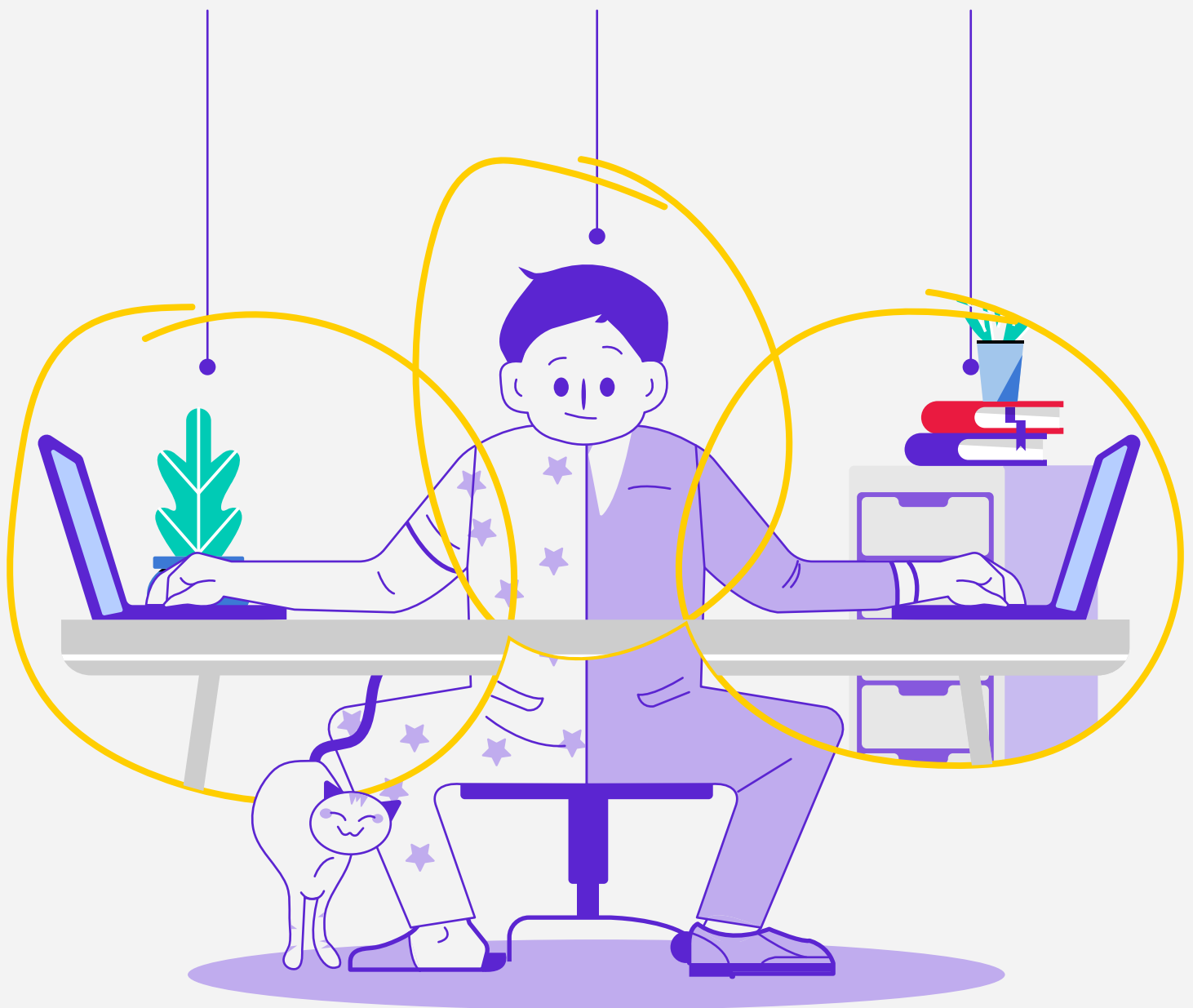
Worked Remotely

40%

Worked Hybrid

28%

Worked In The Office



We also asked respondents what they enjoyed about their working arrangements.

Here are the Top 3 things they enjoyed:



Remote Workers

- 1) Saves Cost
- 2) Saves Time
- 3) Lesser Commute Stress



Office Workers

- 1) Easier collaboration with team members
- 2) Readily available resources
- 3) Better work-life balance



Hybrid workers when working remotely

- 1) Saves Cost
- 2) Saves Time
- 3) Ability to work anywhere



Hybrid workers when working in the office

- 1) Easier collaboration with team members
- 2) Readily available resources
- 3) Better work-life balance

Out of those that worked remotely,



For those that worked in the office,



As for respondents who worked hybrid,



#Insight

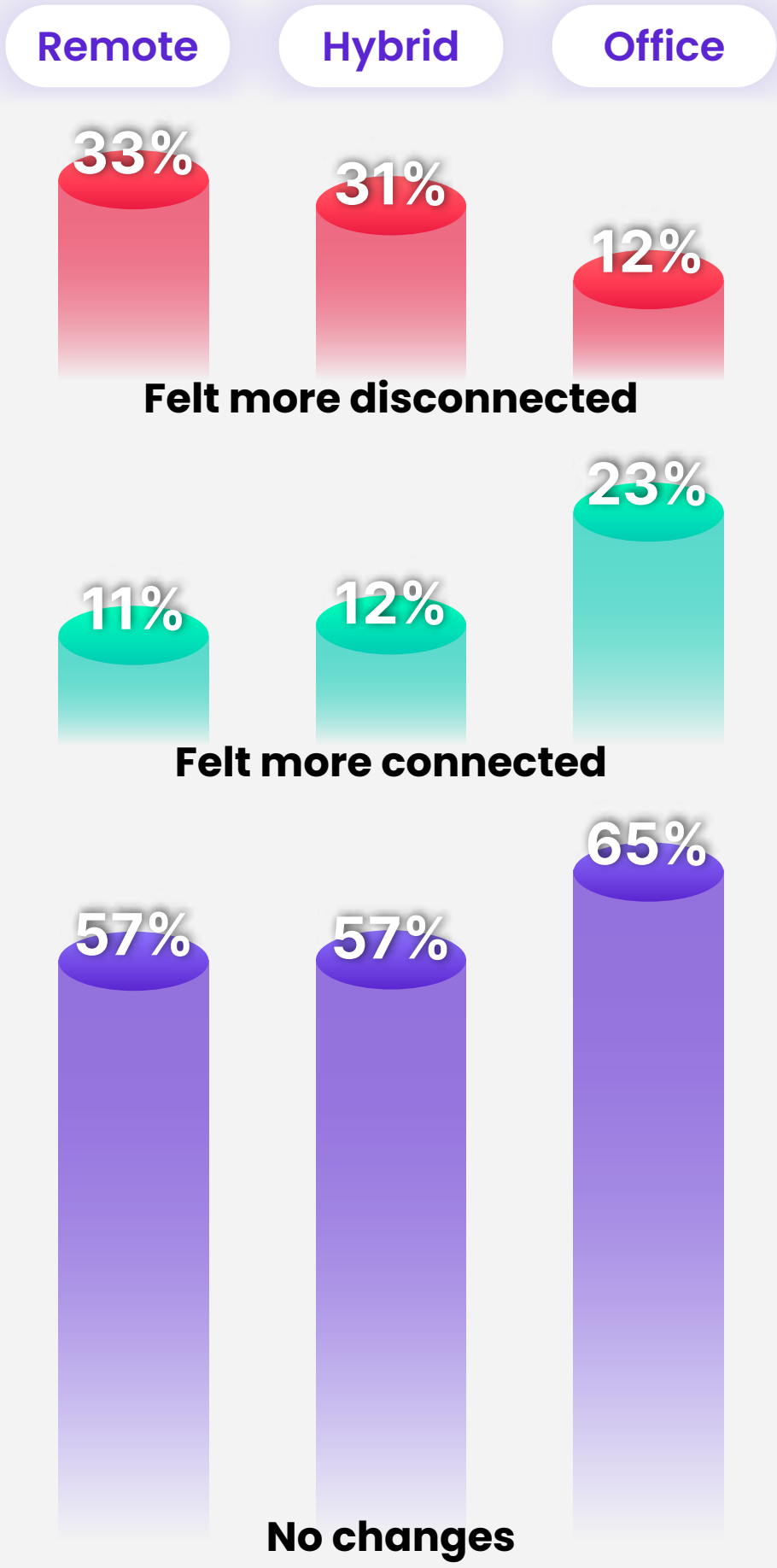
When comparing remote vs. office work, remote workers preferred their working arrangements more than office workers - and hybrid workers (who have done both) prefer working remotely as well.

However, this is not to say that working in an office is unpleasant; in fact, the vast majority of employees (78 percent) enjoy coming to work in the office.

There is always discussion about which work arrangement is preferable, but only your employees can tell you what is best for your company. Before deciding on a working arrangement, ensure that you understand what your employees actually prefer.

Consider internal polls, talking to team leads to determine the best working arrangement as a whole company-wide, or different working arrangements for teams if their function supports it.

Relationship with peers

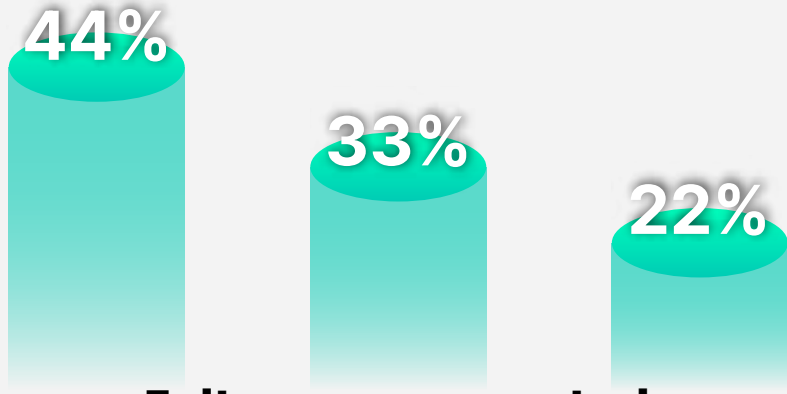


Relationship with management

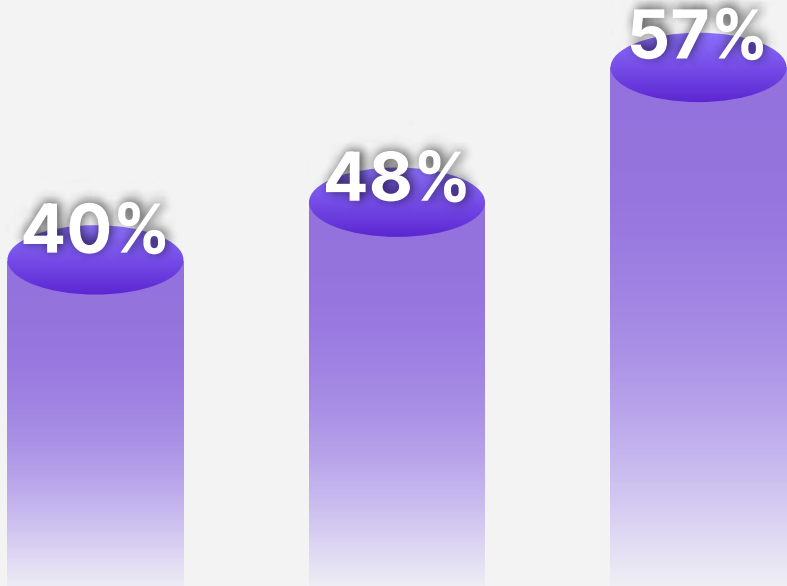
Remote Hybrid Office



Felt more disconnected

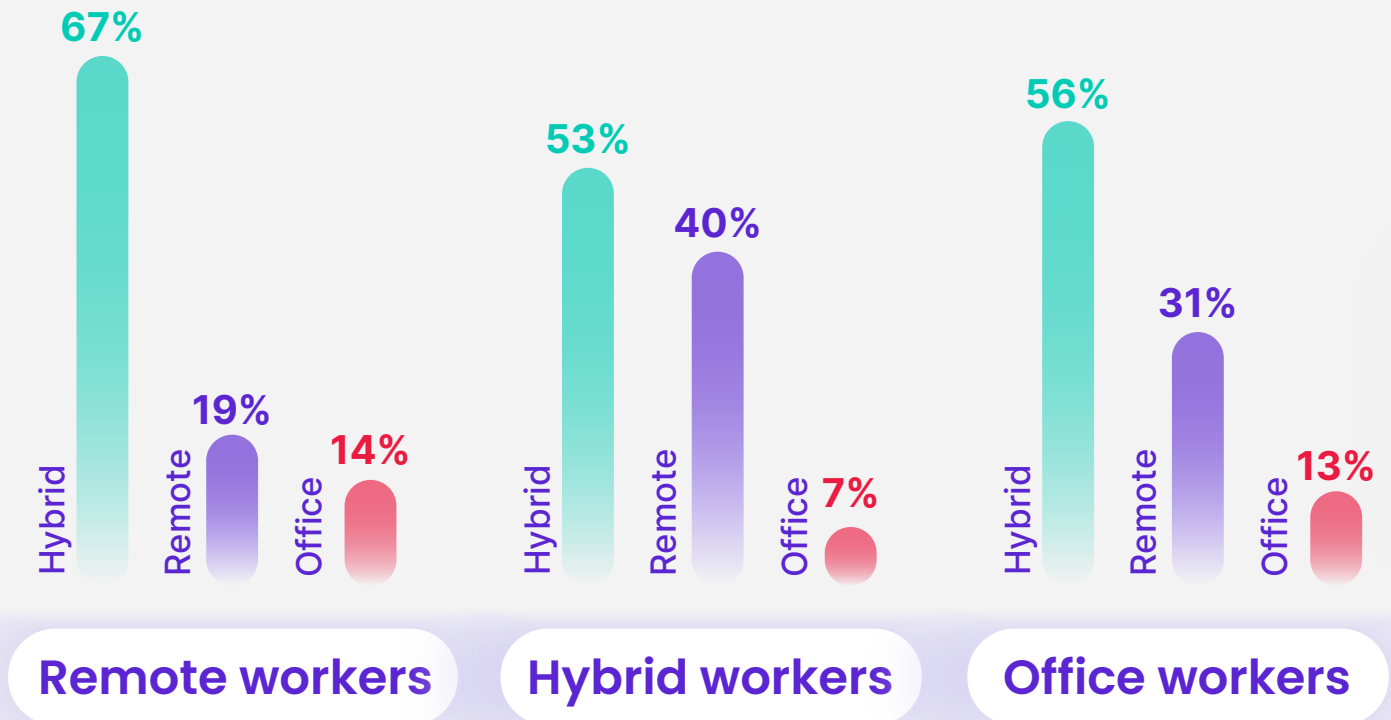


Felt more connected



No changes

Among our respondents, these are the working arrangements that they preferred:



Across the board, the **Hybrid** arrangement is favoured by all respondents!



#Insight

As a result of the pandemic, the work environment changed, and many businesses were told to make working from home the norm. But as we can see, most of the people who answered want the best of both worlds: working from home and in an office. A recent Harvard Business School study found that the best way for workers to stay productive is to spend only one or two days a week in the office.

At the end of the day, what matters is that your employees are comfortable at work, and it's up to you to find a solution that meets the needs for both the company and the employees. (Source: Harvard Business School)

As we enter the endemic phase in 2022,
51% of our respondents reported that
their companies no longer allow remote work.

For those who worked in the office

10% more
people feel safe
or somewhat safe
this year.

in 2022,
41% feels safe
38% feels somewhat safe
21% do not feel safe

VS

in 2021,
38% feels safe
31% feels somewhat safe
31% do not feel safe

We also wanted to get a better understanding of
what SOPs were companies practicing

Most Frequently Practiced

Mandatory Mask Wearing

Regular Sanitisation of the Office

Sponsored Tests (PCR/RTK/Self-test kits)

Mandatory Weekly/Bi-Weekly Self-tests

Limited Occupancy of Workers In An Area

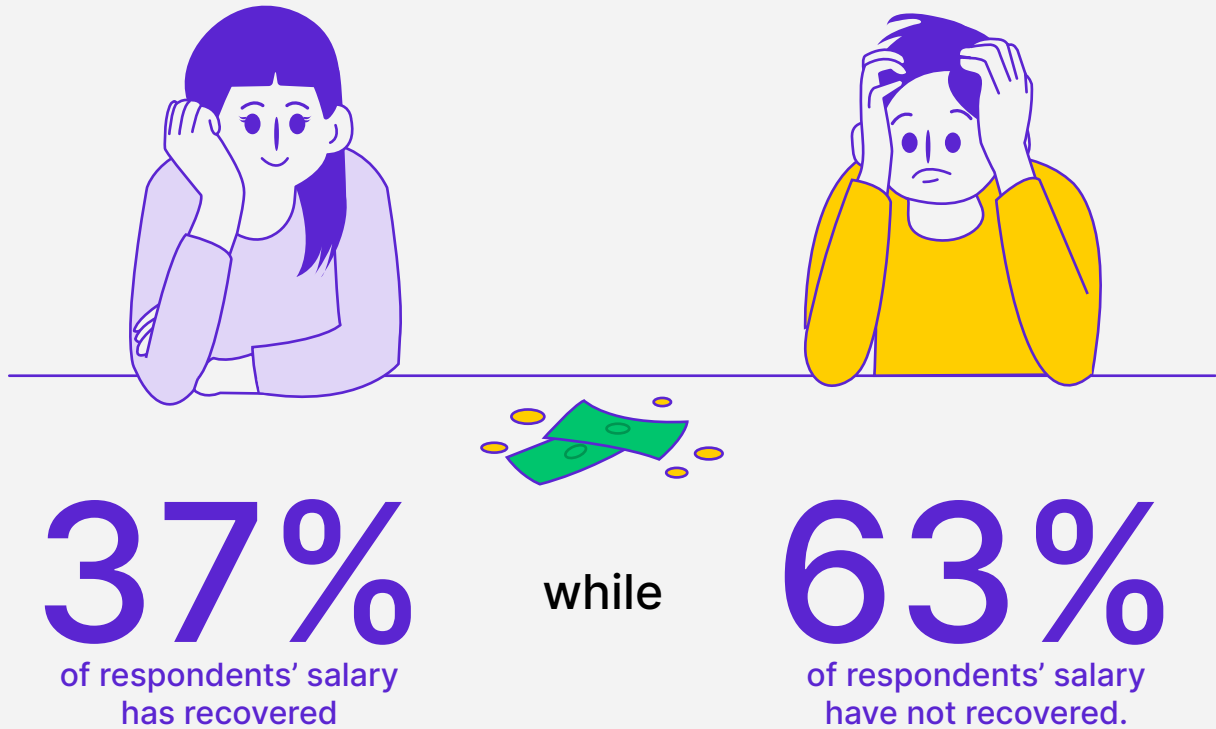
Protective Shields Between Desks

#Insight

As we enter the endemic phase together, more companies are opening their office doors again and you may have concerns about your employees safety. But fret not! As long as you implement and enforce proper SOPs, you would be able to create a workplace your employees feel safe in. (PS, the list above may be helpful to help you understand which SOPs have been working well.)

Current Challenges in the Workplace

Out of those who experienced a salary reduction in 2020 or 2021, only

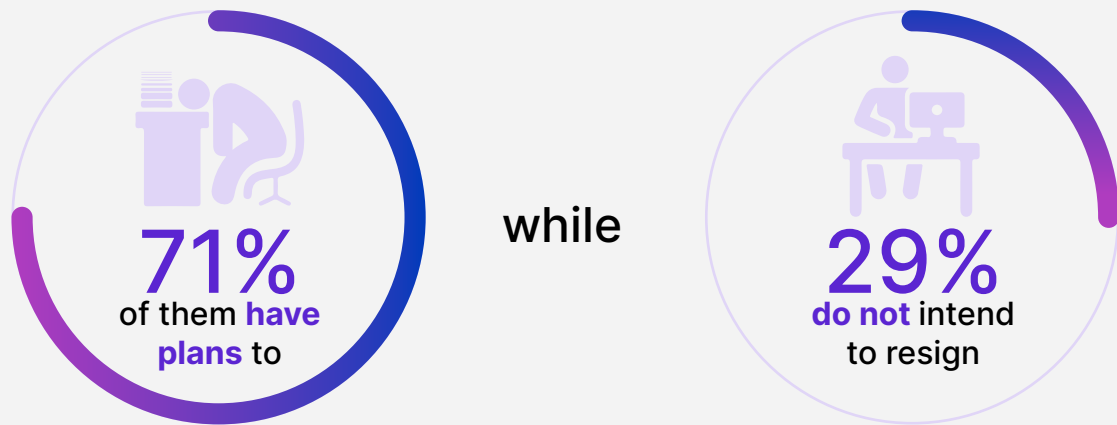


73% respondents reported that their company **did not** introduce any new benefits in 2021,

but out of the 27% that did, these were the new types of benefits introduced

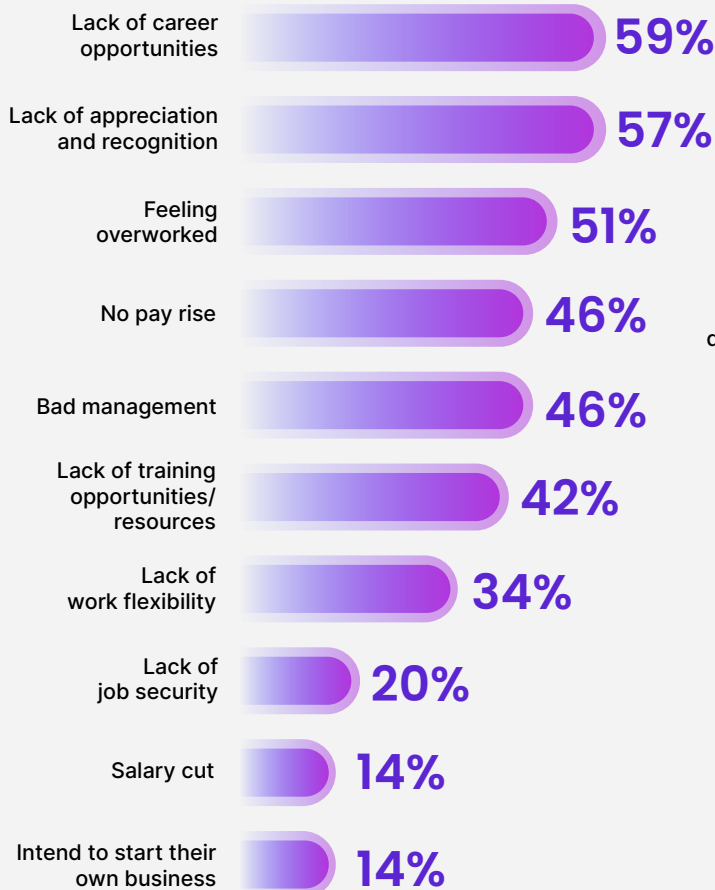


We were also curious to know if our respondents had plans to resign and found that:

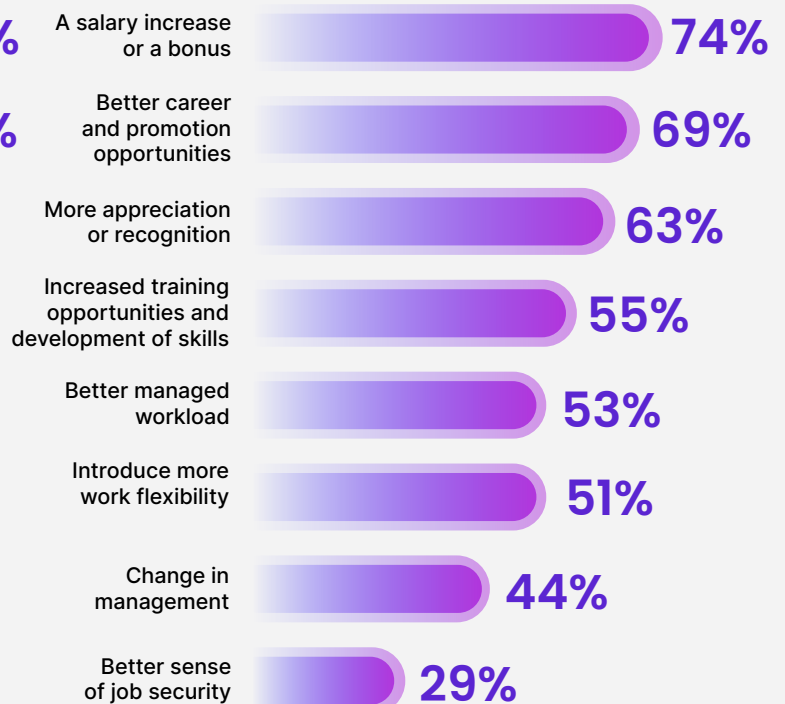


For those that intend to resign, the following are the reasons to resign and factors that would encourage an employee to stay:

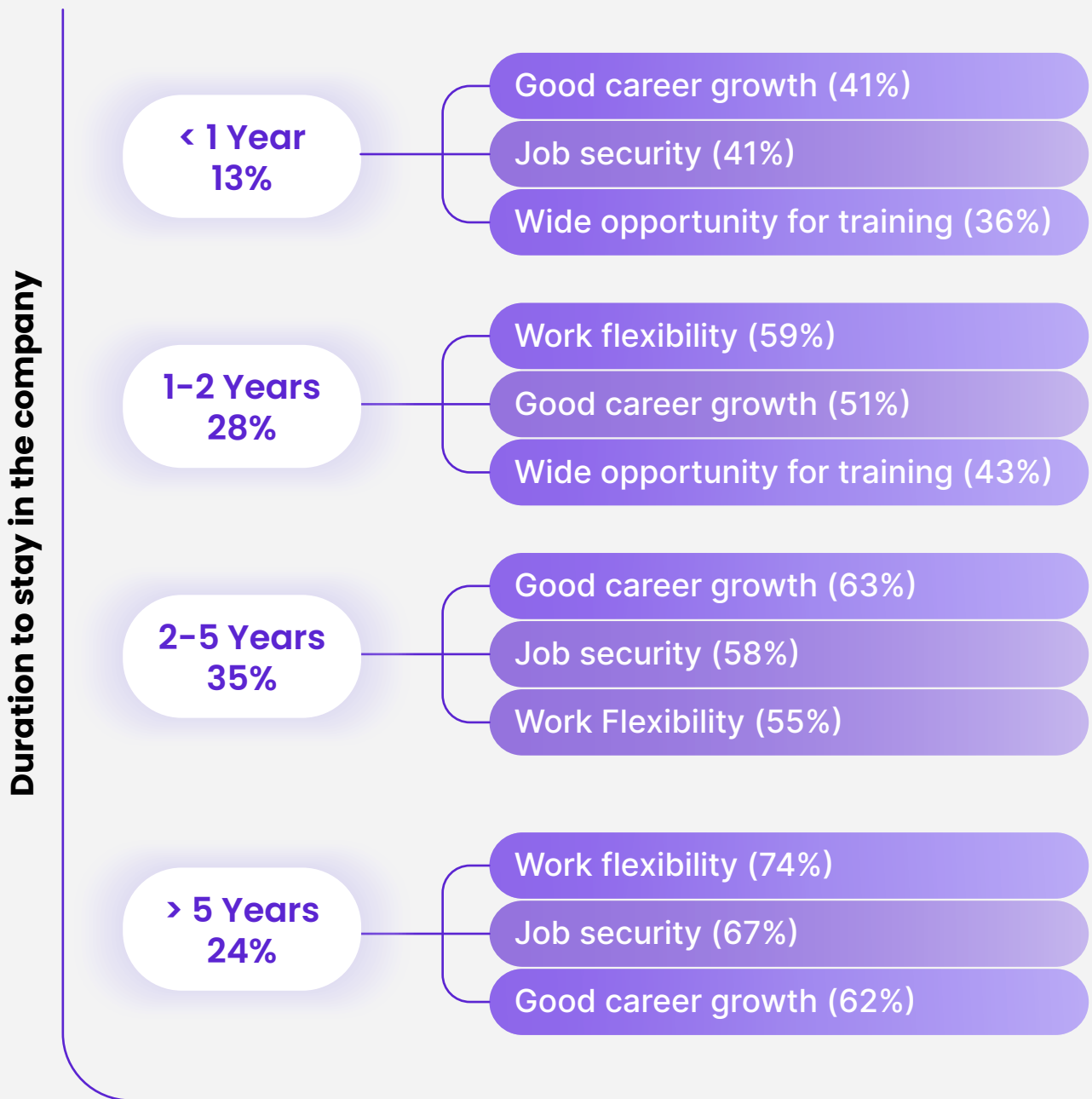
Reasons to resign



Factors to make them stay



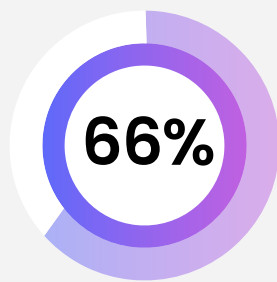
While for the proportion of those who does not intend on resigning:



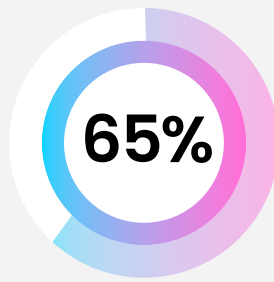
Top reasons to stay for this duration



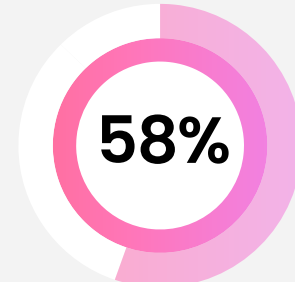
Overall, regardless of whether an employee has intention to resign, here are the top 3 reasons to encourage employee retention:



**Good salary,
salary increment
or bonus**



**Good career growth
and promotional
opportunities**



**High appreciation and
recognition from peers
and colleagues**

While other factors that will influence a person to stay in a company includes:

53%
Work
flexibility



52%
Wide opportunity
for training and
development of
skills



51%
Manageable
workload



43%
Good management
who listens to
employees needs



36%
Job security



#Insight

Career growth and promotion opportunities may influence whether employees stay or leave. Try to focus on helping your existing talent reach their full potential. Rehiring, orienting, and training a new employee will be longer and costlier than focusing on an existing employee.

Consider **setting up ways for employees to provide feedback** on their career path and to identify opportunities where the company's needs and employees' career goals can align to improve employee retention.

Increased work flexibility is another common aspect that employees look at. When employees believe they have the option to work flexibly, they believe they are less micromanaged and that the company trusts them more.

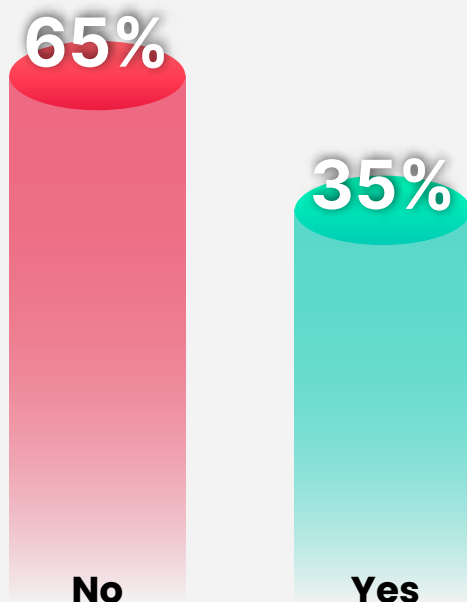
3

Career Opportunities and Job Search Behaviour

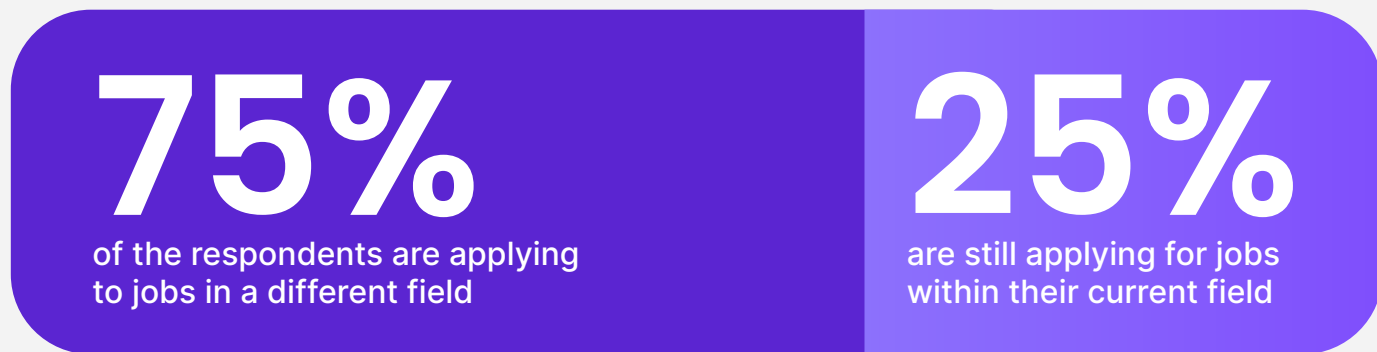
Top Fields Job Seekers Apply To	12
Factors That Affect Job Search Behaviour	14
Where Job Seekers Do Their Research	16

We wanted to know

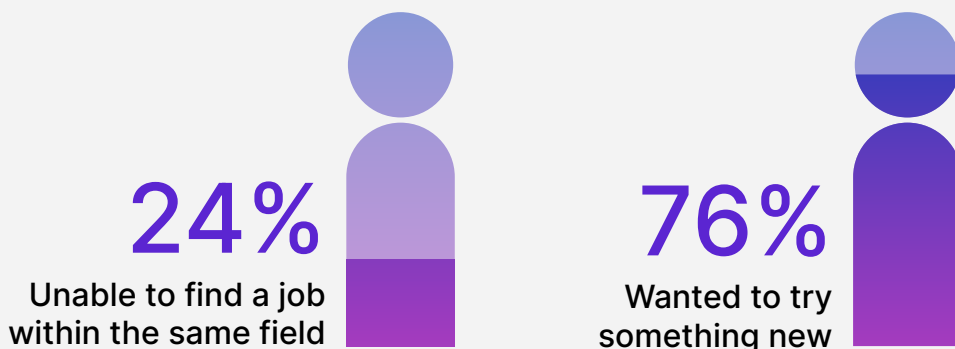
Is it easier to look for a job now?



Among the respondents,



When asked why:



Top 10 fields job seekers are applying to

1. **Operations And Admin**
2. **Customer Service**
3. **Human Resources**
4. **Marketing – Digital**
5. **Project Management**
6. **Marketing – General**
7. **Writing**
8. **Education**
9. **Supply Chain And Logistics**
10. **Retail**

Most valued company traits



Career Growth 79%

Provides clear growth and promotion opportunities

Social Connection 57%

Encourages friendly work environment and strong social bonds among colleagues

Wealth 57%

Offers high salaries and financial incentives

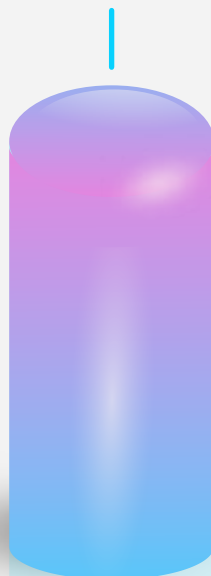
55%

Allows employees to express themselves and make decisions



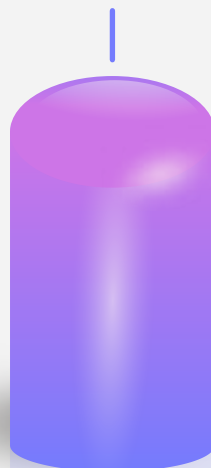
20%

Has a well-known and respected brand and/or leadership



19%

Innovative, fast paced and values creativity

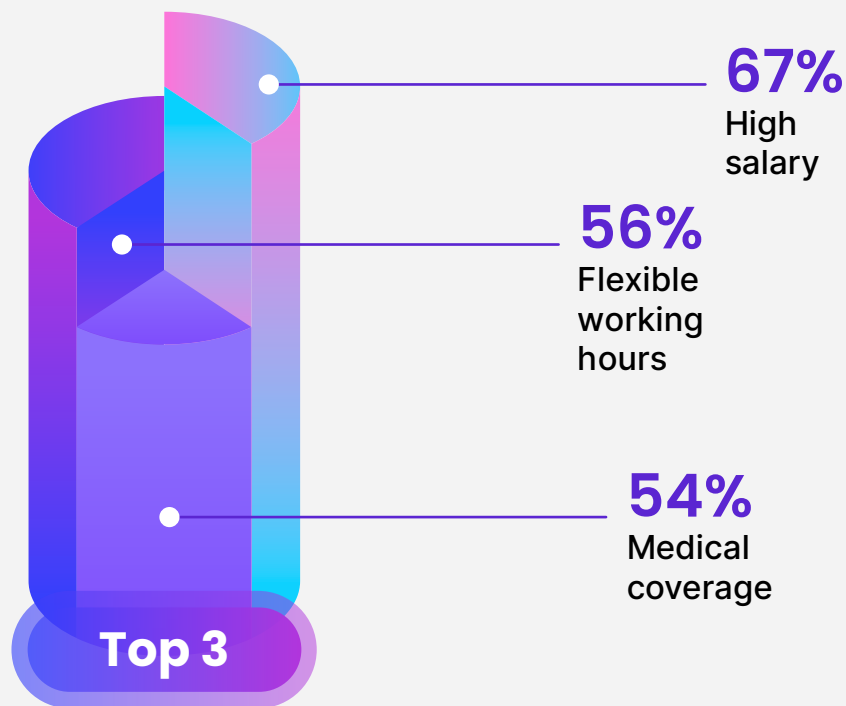


13%

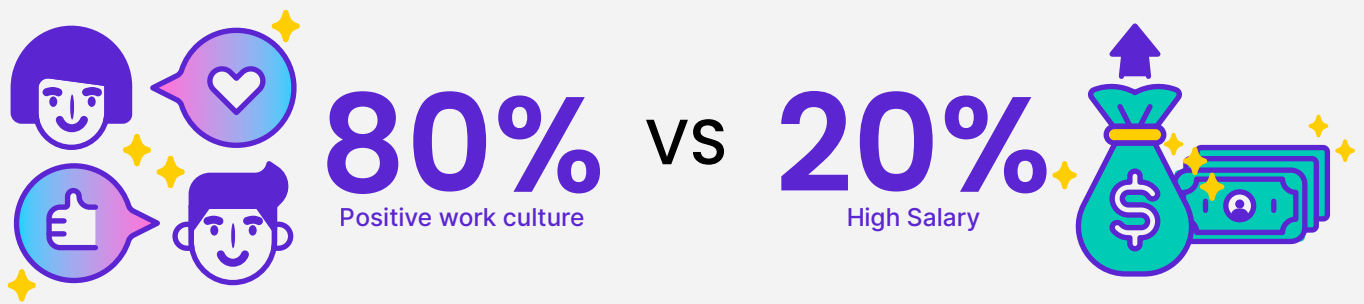
Trying to save the environment or helped underserved communities



Most valued employee benefits



When asked to choose between a positive work culture or a high salary, they voted



#Insight

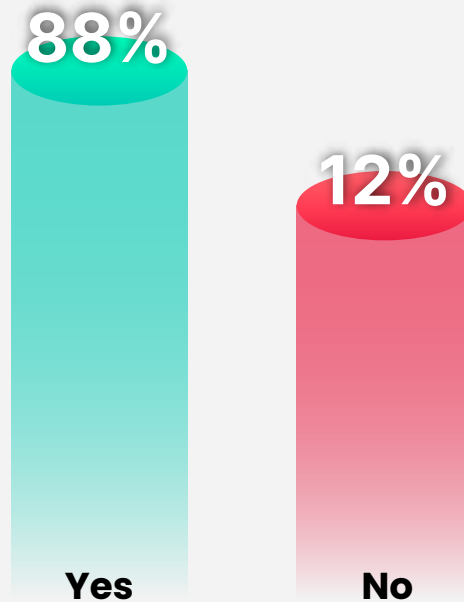
In today's working environment, a **positive work culture is highly valued**, and employees often consider it when deciding whether to stay or leave. While having a high salary is good, a positive work culture plays a more vital role in employee happiness and retention.

Employers can **provide support in not just direction in career growth and development**, but also, **encourage a supportive environment** for employees to work in as well as ensure that proper **SOPs are continued to be practiced**.

Since our annual release of our survey, a positive work culture has always been preferred over high pay. The impact of a positive work culture has been so significant that we **still observe a similar trend almost half a decade later**.

We were also interested to know

Do job seekers conduct research before applying?



Where do they conduct research?

29%

Company's website

71%

3rd party websites
(Social Media, LinkedIn,
Glassdoor, Hiredly Company Profiles)

#Key Takeaways

1

Employees appear to prefer a **hybrid working system**. There is no one working arrangement that is superior to the other, and each has advantages. What is important is to **understand the needs of both the employees and the company** and to find a **solution that allows both parties to achieve their objectives**.

2

People are starting to **feel more comfortable returning to the office** as we enter the endemic phase. It is unavoidable that most employers will begin reopening their offices, and it is encouraging to see that, **with the right policies in place**, employees are more prepared and excited to return to the office.

3

With the various challenges faced by employees in the workplace, **a significant number of employees intend to leave their current company** to find better opportunities elsewhere. We understand that every employer wants to retain their best talent, and from the survey, we found that efforts **to help employees maximise their full potential** through **carefully planned career paths** and **proper working arrangements** are **vital in improving employee retention**.



#Key Takeaways

4

A **positive work environment remains a high priority**, as evidenced by the fact that the **trend has remained consistent over the last four years**. As a result, it is critical that employers **continue to foster a positive working environment** for their employees. Employers should **prioritise creating a safe working environment** for employees in addition to creating a good working environment for employees.

5

When looking for a job, job seekers place **high value on learning more about a company's culture**, and based on our findings, it is **critical to maintain a good presence on third-party websites**. Maintaining a good company profile on websites like LinkedIn and Hiredly helps build good employer branding in order to better tell a company's story and attract the right talent.



HIREDLY is the leading **hybrid recruitment platform** that connects job seekers to the **right job at the right company.**

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talent easily today**

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