



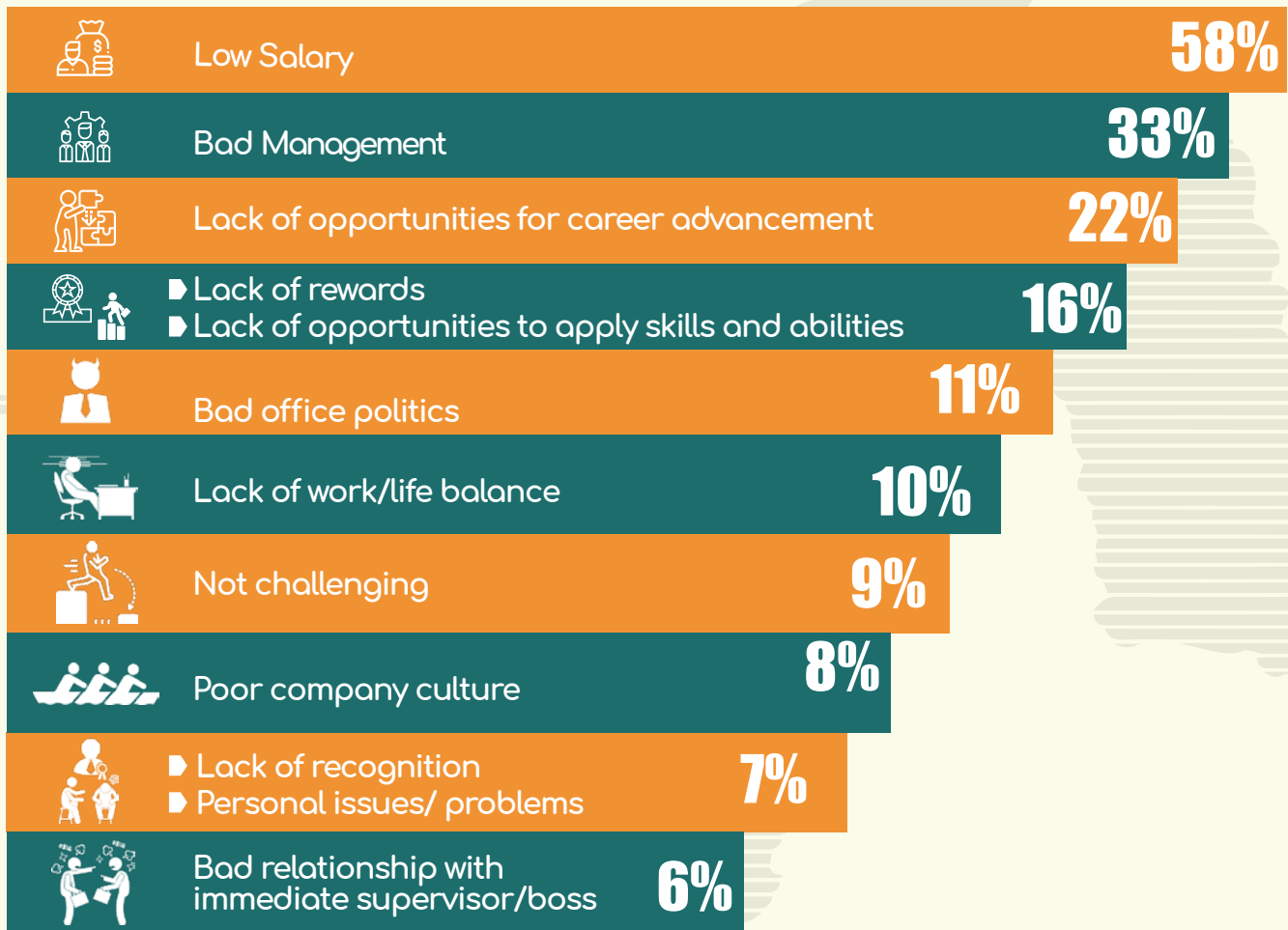
EMPLOYEES' OPINION

ARE EMPLOYEES HAPPY OR UNHAPPY AT WORK?

7% HAPPY

93% UNHAPPY

TOP 10 REASONS WHY EMPLOYEES ARE UNHAPPY



FINDINGS & ANALYSIS:

On the average, 9 in every 10 Bruneian employees, 93% said they are unhappy at work and TOP 10 reasons are – Low Salary (58%), Bad Management (33%), Lack of opportunities for career advancement (22%), Lack of rewards / Lack of opportunities to apply skills and abilities (16%), Bad office politics (11%), Lack of work/life balance (10%), Not challenging (9%), Poor company culture (8%), Lack of recognition /Personal issues/problems (7%), Bad relationship with immediate supervisor/boss (6%). 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.