Manpower Shortages Survey

Dear Sir/Madam,

I am in the process of making my project paper, the topic being "Challenges in Supplying Skilled Manpower at Enersea Resources Sdn Bhd".

As part of my primary data collection, I am conducting a survey regarding people's preferences towards manpower shortage for Oil & Gas onshore and offshore facilities. I would need only a few minutes of your time to fill out a questionnaire which forms a comprehensive part of my research. Your responses hold a great significance in my quest of data collection.

Please find the questionnaire which forms a comprehensive part of my research. Your responses hold a great significance in my quest of data collection.

Thank you very much in advance for your assistance.

1. What is your gender?
   Check all that apply.
   - Male
   - Female

2. What is your current salary?
   Check all that apply.
   - RM0 - RM3,000
   - RM3,001 - RM5,000
   - RM5,001 - RM9,999
   - RM10,000 - RM19,999
   - Above RM20,000

3. What is your qualification?
   Check all that apply.
   - SPM
   - Technical Certificate
   - Diploma
   - Degree
   - Master / PhD

4. What is your current position?
   Check all that apply.
   - Manager
   - Supervisor
   - Technician
   - Executive
   - Semi-Skilled
5. What is your nationality?
   *Check all that apply.*
   - [ ] Malaysian
   - [ ] Foreign

6. What is your current terms of employment?
   *Check all that apply.*
   - [ ] Permanent
   - [ ] Contract
   - [ ] Freelance
   - [ ] Unemployed

7. How many years have you been working in Oil & Gas industry?
   *Check all that apply.*
   - [ ] 0 - 2
   - [ ] 3 - 5
   - [ ] 6 - 9
   - [ ] 10 - 15
   - [ ] More than 15 years

8. Where is your preferred working location?
   *Check all that apply.*
   - [ ] Offshore
   - [ ] Onshore

9. What is your age?
   *Check all that apply.*
   - [ ] Below 20
   - [ ] 21 - 30
   - [ ] 31 - 40
   - [ ] 41 - 55
   - [ ] 56 and above

10. How often do you move to a different company?
    *Check all that apply.*
    - [ ] 0 - 1
    - [ ] 2 - 3
    - [ ] 4 - 5
    - [ ] Every 6 years and above
    - [ ] Never
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11. What is your main reason for leaving the company?
   Check all that apply.
   - Better salary
   - To gain new experience
   - To seek a new working environment
   - Current working conditions not up to expectations
   - Termination of contract
   - Transferred here

12. Do you think that its fair expats are paid more than locals?
   Check all that apply.
   - Yes
   - No

13. Do you think your company is short on manpower?
   Check all that apply.
   - Yes
   - No

14. Why do you think there is a shortage of manpower at your company?
   Check all that apply.
   - People seeking job outside of Malaysia
   - Other company pays better
   - A lot of people retiring
   - The company is cutting costs

15. Does your company now have many experienced workers?
   Check all that apply.
   - Yes
   - No

16. Refinery and Petrochemical Integrated Development (RAPID) complex at Pengerang would require about 40,000 workers. Do you think that there is adequate manpower locally for this project when it starts in 2015?
   Check all that apply.
   - Yes
   - No
   - Maybe

17. What do you think would be the percentage of manpower available for RAPID?
   Check all that apply.
   - Less than 10%
   - 20%
   - 30%
   - 40%
   - At least 50%
18. Do you think that other onshore facilities such as Sapura Kencana in Lumut, THHE in Pulau Indah and MMHE in Pasir Gudang would be affected by RAPID?
   Check all that apply.
   - Less than 10%
   - 20%
   - 30%
   - 40%
   - At least 50%

19. How are companies addressing manpower shortages?
   Check all that apply.
   - Adopting new people practice
   - Using modified models
   - Seeking new manpower sources

20. Why are companies having difficulty filling jobs?
   Check all that apply.
   - Lack of technical competencies (hard skills)
   - Lack of workplace competencies (soft skills)
   - Lack of available applicants / no applicants
   - Looking for more pay than is offered
   - Lack of experience

21. What are the ways companies can attract new potential employees?
   Check all that apply.
   - Providing additional training and development to existing staff
   - Redefining qualifying criteria to include people without formal qualifications
   - Increasing starting salaries
   - Providing clear career development opportunities to applicants during recruitment
   - Enhancing benefits

22. What are the ways you think companies could attract skilled manpower?
   Check all that apply.
   - Increasing the focus on improving companies manpower database
   - Offering more flexible work arrangements
   - Redesigning current work procedures
   - Integrating contingent workers into the process

23. What are the ways companies could use to seek new manpower sources?
   Check all that apply.
   - Adapting talent sourcing to recruit more untapped talent pools
   - Appointing people who don't have the skills currently, but do have potential to learn and grow
   - Partnering with educational institutions to create curriculum aligned to manpower needs
   - Considering new offices or building out existing facilities in areas where the manpower is
APPENDIX 1

24. How manpower shortages impact the company?
   Check all that apply.
   □ Reduce ability to serve clients
   □ Reduce competitiveness / productivity
   □ Increase employee turnover
   □ Reduce innovation and creativity
   □ Higher compensation costs
   □ Lower employee morale