APPENDIX 3

81 responses

View all responses

Summary

What is your gender?

- Male: 69 (85%)
- Female: 8 (10%)

What is your current salary?

- RM0 - RM3,000: 45 (56%)
- RM3,001 - RM5,000: 17 (21%)
- RM5,001 - RM9,999: 10 (12%)
- RM10,000 - RM19,999: 3 (4%)
- Above RM20,000: 1 (1%)

What is your qualification?

- SPM: 15 (19%)
- Technical Certificate: 14 (17%)
- Diploma: 27 (33%)
- Degree: 34 (42%)
- Master / PhD: 2 (2%)

What is your current position?

- Manager: 1 (1%)
- Supervisor: 9 (11%)
- Technician: 22 (27%)
- Executive: 34 (42%)
- Semi-Skilled: 9 (11%)

What is your nationality?

- Malaysian: 70 (86%)
- Foreign: 5 (6%)
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What is your current terms of employment?

- Permanent: 38 (47%)
- Contract: 25 (31%)
- Freelance: 8 (10%)
- Unemployed: 13 (16%)

How many years have you been working in Oil & Gas industry?

- 0 - 2: 55 (68%)
- 3 - 5: 12 (15%)
- 6 - 9: 6 (7%)
- 10 - 15: 2 (2%)
- More than 15 years: 0 (0%)

Where is your preferred working location?

- Offshore: 53 (65%)
- Onshore: 50 (62%)

What is your age?

- Below 20: 2 (2%)
- 21 - 30: 65 (80%)
- 31 - 40: 7 (9%)
- 41 - 55: 1 (1%)
- 56 and above: 1 (1%)

How often do you move to a different company?

- 0 - 1: 31 (38%)
- 2 - 3: 18 (22%)
- 4 - 5: 10 (12%)
- Every 6 years and above: 1 (1%)
- Never: 19 (23%)

What is your main reason for leaving the company?
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- Better salary: 35 (43%)
- To gain new experience: 53 (65%)
- To seek a new working environment: 30 (37%)
- Current working conditions not up to expectations: 13 (16%)
- Termination of contract: 11 (14%)
- Transferred here: 3 (4%)

Do you think that its fair expats are paid more than locals?
- Yes: 38 (47%)
- No: 40 (49%)

Do you think your company is short on manpower?
- Yes: 37 (46%)
- No: 36 (44%)

Why do you think there is a shortage of manpower at your company?
- People seeking job outside of Malaysia: 18 (22%)
- Other company pays better: 45 (56%)
- A lot of people retiring: 11 (14%)
- The company is cutting costs: 32 (40%)

Does your company now have many experienced workers?
- Yes: 54 (67%)
- No: 20 (25%)
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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?

- Yes: 34 (42%)
- No: 11 (14%)
- Maybe: 34 (42%)

What do you think would be the percentage of manpower available for RAPID?

- Less than 10%: 5 (6%)
- 20%: 4 (5%)
- 30%: 17 (21%)
- 40%: 13 (16%)
- At least 50%: 40 (49%)

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?

- Less than 10%: 15 (19%)
- 20%: 16 (20%)
- 30%: 21 (26%)
- 40%: 7 (9%)
- At least 50%: 18 (22%)

How are companies addressing manpower shortages?

- Adopting new people: 40 (49%)
- Using modified models: 9 (11%)
- Seeking new manpower sources: 43 (53%)

Why are companies having difficulty filling jobs?

- Lack of technical competencies (hard skills): 32 (40%)
- Lack of workplace competencies (soft skills): 22 (27%)
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What are the ways companies can attract new potential employees?

- Providing additional training and development to existing staff: 40 (49%)
- Redefining qualifying criteria to include people without formal qualifications: 21 (26%)
- Increasing starting salaries: 36 (44%)
- Providing clear career development opportunities to applicants during recruitment: 46 (57%)
- Enhancing benefits: 28 (35%)

What are the ways you think companies could attract skilled manpower?

- Increasing the focus on improving companies manpower database: 35 (43%)
- Offering more flexible work arrangements: 50 (62%)
- Redesigning current work procedures: 14 (17%)
- Integrating contingent workers into the process: 21 (26%)

What are the ways companies could use to seek new manpower sources?

- Adapting talent sourcing to recruit more untapped talent pools: 39 (48%)
- Appointing people who don't have the skills currently, but do have potential to learn and grow: 43 (53%)
- Partnering with educational institutions to create curriculum aligned to manpower needs: 33 (41%)
- Considering new offices or building out existing facilities in areas where the manpower is: 14 (17%)

How manpower shortages impact the company?
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Number of daily responses

- Reduce ability to serve clients: 34 (42%)
- Reduce competitiveness / productivity: 40 (49%)
- Increase employee turnover: 25 (31%)
- Reduce innovation and creativity: 22 (27%)
- Higher compensation costs: 15 (19%)
- Lower employee morale: 22 (27%)

[Bar chart showing percentages for each category]