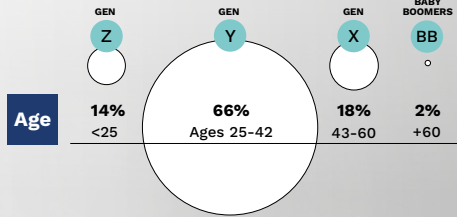
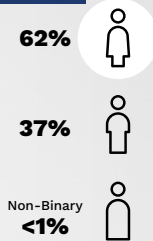


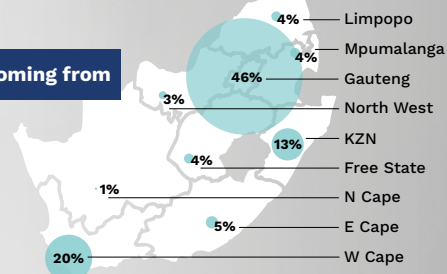
Demographics



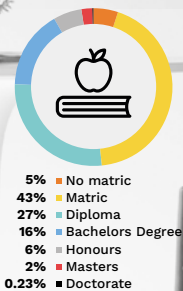
Gender



Coming from



Education

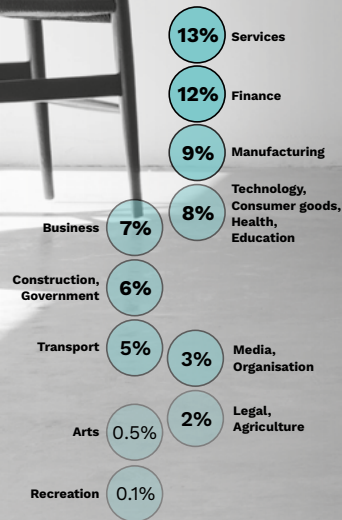


Total respondents
15,377

34%
Unemployed

66%
Employed
47% full time
19% contract or part-time

Employment sectors of respondents



Salary

Out of the respondents that have been in their current job for less than 2 years and are unhappy with their salary **24%** have either more than one formal job, a part time gig job or a side business

Those that are working within the field that they studied are the ones that indicated that they are most likely to stay in the job that they are in, even if they indicated dissatisfaction with their salary.

6.3% are happy where they are and are working in the field that they studied in

Management

10%

of respondents hold management positions

71% over 25 years of work experience behind them

71% are dissatisfied with their salary

82% are either actively looking for a new job or open to new opportunities.

Satisfaction

Employees who have been at companies longer seem to be more satisfied with salary

23%

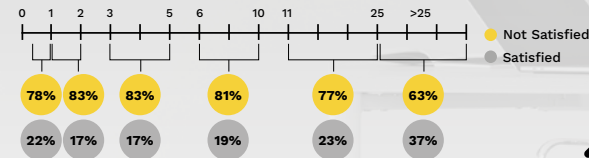
of those that have been with the same company for 11 years or more, indicated satisfaction with their salaries.

37%

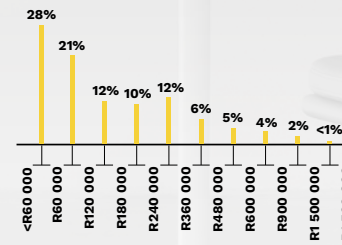
of those who have been at a company more than 25 years, are satisfied.

This could mean that companies who pay better have people with longer tenures, or that people who want to earn more seem to job hop more.

Years at company



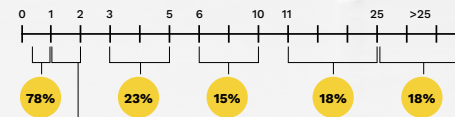
Average annual salary



Increases

While the pandemic might have affected companies' ability to pay increases, the data also shows that those that have been employed longer are not guaranteed a pay increase.

Years at company



45% of respondents who have been at their company for 1-2 years have not received an increase

Conclusions



The overwhelming majority of employed respondents are unhappy in their current job.

Global market



68% of employed respondents have considered working for international companies and

Over 1/2 are actively looking for a new job.

28% of all respondents have been approached to work for international companies

Almost a 1/4 of employed respondents indicated having more than one income stream.

Preferred work environment

63%

indicated that their preferred work environment would be to work entirely from home or hybrid

Almost **70%** indicated that they would change their job based solely on this

42%

Preferred work environment from a management level however, looks a little different:

30% out of all of the respondents at management level want to be back in an office environment full time

Remote working is of significant relevance to the current workforce.

69% of employed respondents would change their job based solely on this.

We need to be able to respond to our current employed workforce's reality to ensure maximum alignment between organisations and its most valuable asset. Skills development, cross pollination of roles, new opportunities and employee growth are key in terms of employee satisfaction and retention.

Marc Privett,
General Manager
at Simplify.hr

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