



Hiring, Compensation & Benefits Report 2024

Your essential guide
to attract, motivate,
and retain top talent.



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Introduction

Embracing transformations: Navigating Singapore's evolving job market

2024 is just the beginning of a rapidly evolving employment landscape. As the No. 1 Trusted Talent Partner in online employment marketplaces, SEEK stands at the forefront of this transformation. This report will help you revolutionise employment by leveraging unique data and technology to create innovative solutions and insights into the future of work.

With data gathered from 673 companies in Singapore across a diverse range of industries and job roles, the 2024 Outlook | Hiring, Compensation and Benefits for the Singaporean market is SEEK's commitment to your success.

More than just a collection of facts and figures, it's a roadmap to attract top-tier talent. It nurtures their growth in a workplace culture that aligns seamlessly with the Singaporean work environment.

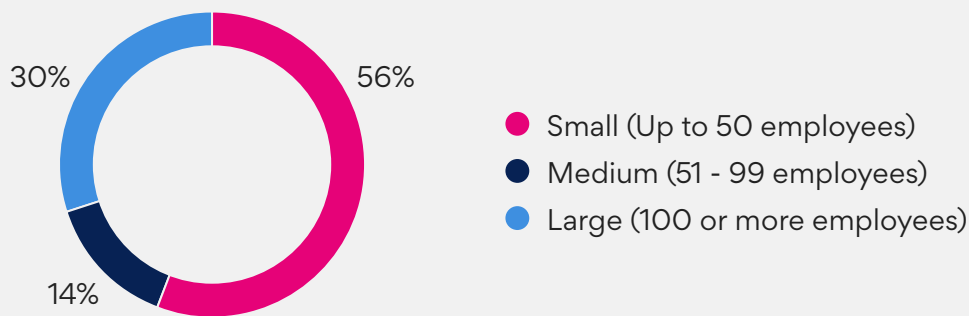
Ready to navigate the ever-changing landscape of Singapore's job market in 2024?
The journey begins here.



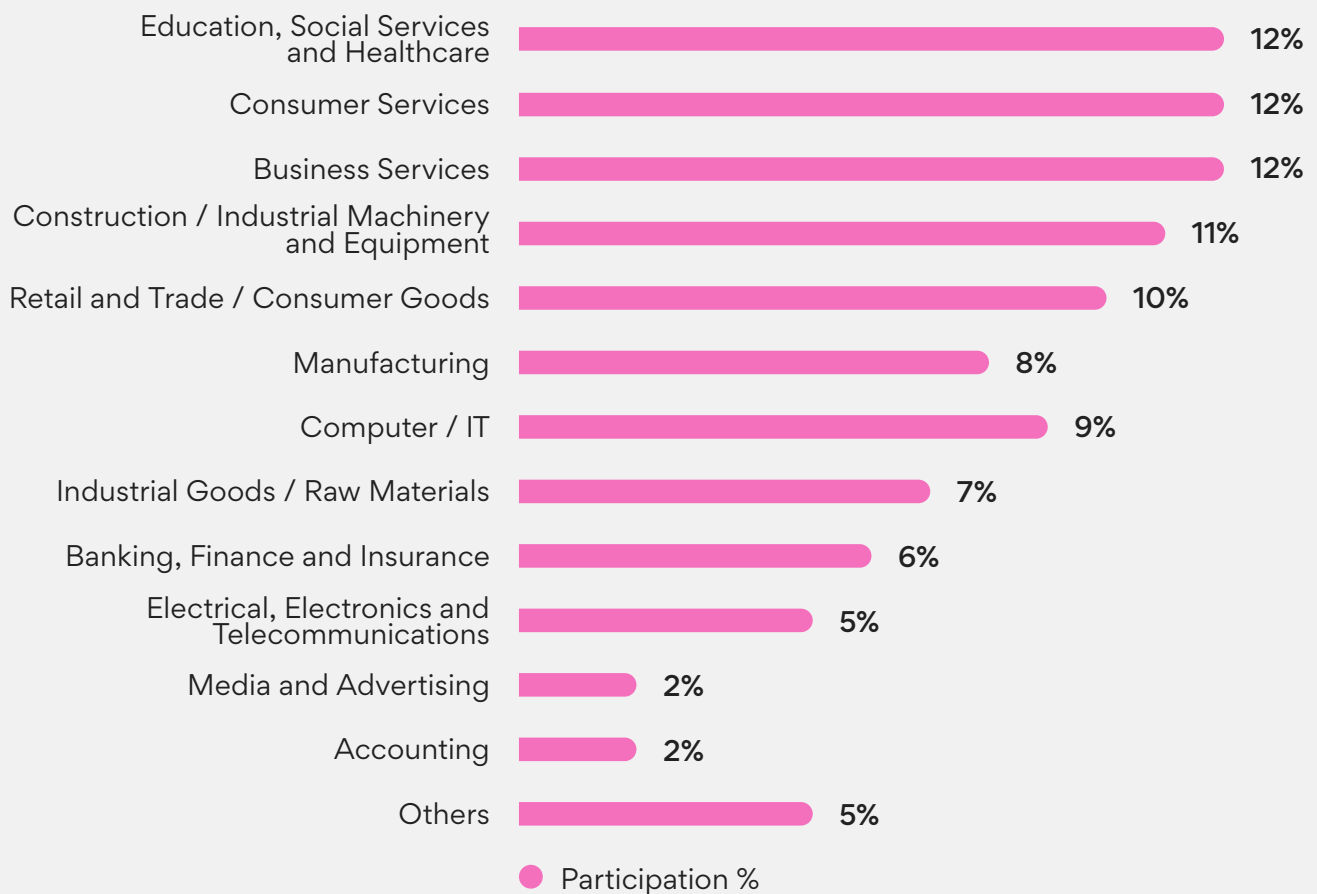
Scope and methodology

For this report, we spoke to **673** hiring professionals in Singapore in September 2023. Topics covered include hiring activities and HR-related aspects such as remuneration, annual leaves, general benefits and current working conditions. A multitude of industries and company sizes were covered for a healthy and unbiased result. The data is then weighed out according to Jobstreet by SEEK Singapore’s hirer distribution.

Organisation size of surveyed companies



Industries of surveyed companies



Disclaimer: In this report, some of the percentages do not add up to 100% or exceed 100% due to rounding up / down of numeral fractions.

Hiring Trends: Today & Tomorrow



Leading hiring trends in the Singaporean job market

As we stride into the future, the dynamics of talent acquisition are shifting. 2022 witnessed a resurgence of hiring activities in Asia, a momentum that carried into 2023. Digitalisation and remote work have reshaped the landscape of employment. Coming out of the pandemic, a “new normal” now guides how talent are hired and engaged.

This section of our report embarks on an in-depth exploration of hiring trends. As the workforce dynamics continue to evolve, shaped by digital advancements, socio-economic shifts, and global influences, it becomes imperative to decipher the nuanced patterns that define contemporary hiring practices.

Understanding these intricate trends of the Singaporean market will give employers a competitive edge as they develop a more strategic recruitment approach in the years to come.

Let’s explore the key themes, confront the challenges, and seize the opportunities that are shaping the way organisations in Singapore attract, engage, and retain talent. Armed with these actionable insights, employers and HR professionals can make informed hiring decisions that will shape the future of hiring trends.

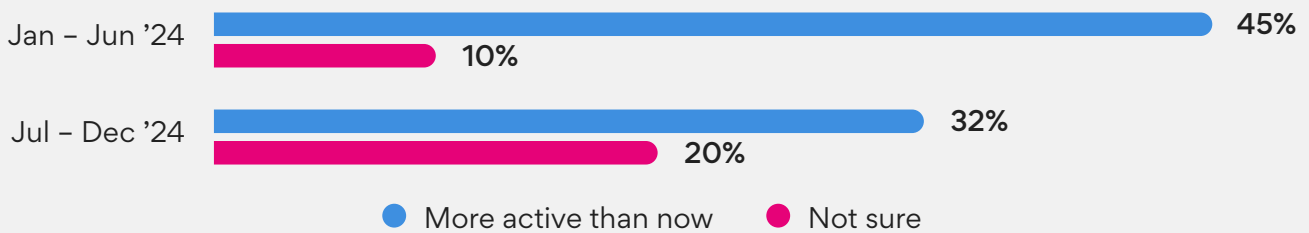


Employment market expectations

In general, confidence continues to be high among the employment market in Singapore for 2024. 45% of the hirers we surveyed expressed confidence that the job market will be more active in the first half of the year – reflecting a strongly optimistic outlook of more hiring by businesses and active jobhunting by candidates.

However, there is a noticeable decline in confidence for the second half of 2024, dropping to 32%. This decline is attributed to a higher degree of uncertainty, with 20% of hirers mentioning their uncertainty about the job market's outlook during that period - which could be influenced by various factors, including economic conditions and global events.

Hirer confidence in activeness of Singapore's job market



Overview of hiring activity in 2023

As indicated by Singapore's Ministry of Manpower, both year 2022 and 2023 saw unprecedented number of vacancies with job openings peaking at 126,000 job vacancies as of Mar '22 but that number has declined gradually to 78,400 job vacancies as of Sep '23 with many of these jobs being filled in these past 2 years.

From our survey, there is a similar hiring behaviour with many companies hiring at least one employee within the year. Permanent full-time employees accounted for the largest portion of new employees hired at 82%, which demonstrates a strong commitment to building a stable and long-term workforce.

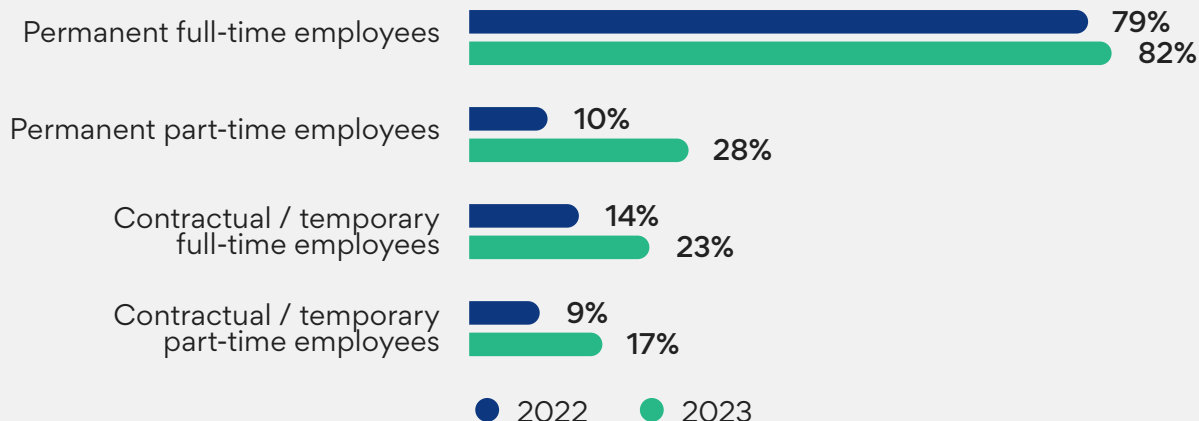
In terms of growth, the biggest increase arose from permanent part-time employees with a jump of +18% compared to year 2022. Companies may hire more part-time employees to enhance scheduling flexibility, save on benefits costs, manage seasonal or fluctuating workloads, explore specialised skills, conduct trial periods, and attract individuals seeking better work-life balance.

Employers that were actively hiring in year 2023

Employers that hired new employees:



Type of new employees hired:



Overview of hiring activity in 2023

Looking at hiring levels from a higher perspective, the trends of hiring new employees remain relatively similar across small, medium and large businesses in the country.

The biggest growth of hiring of permanent part time employees is coming from medium and large business at +22% and +23% respectively. In addition, there is a strong increase in hiring of contractual / temporary full-time employees amongst large businesses at +26%. This indicates a strategic shift in workforce dynamics, likely driven by the need for flexibility and project-based roles.

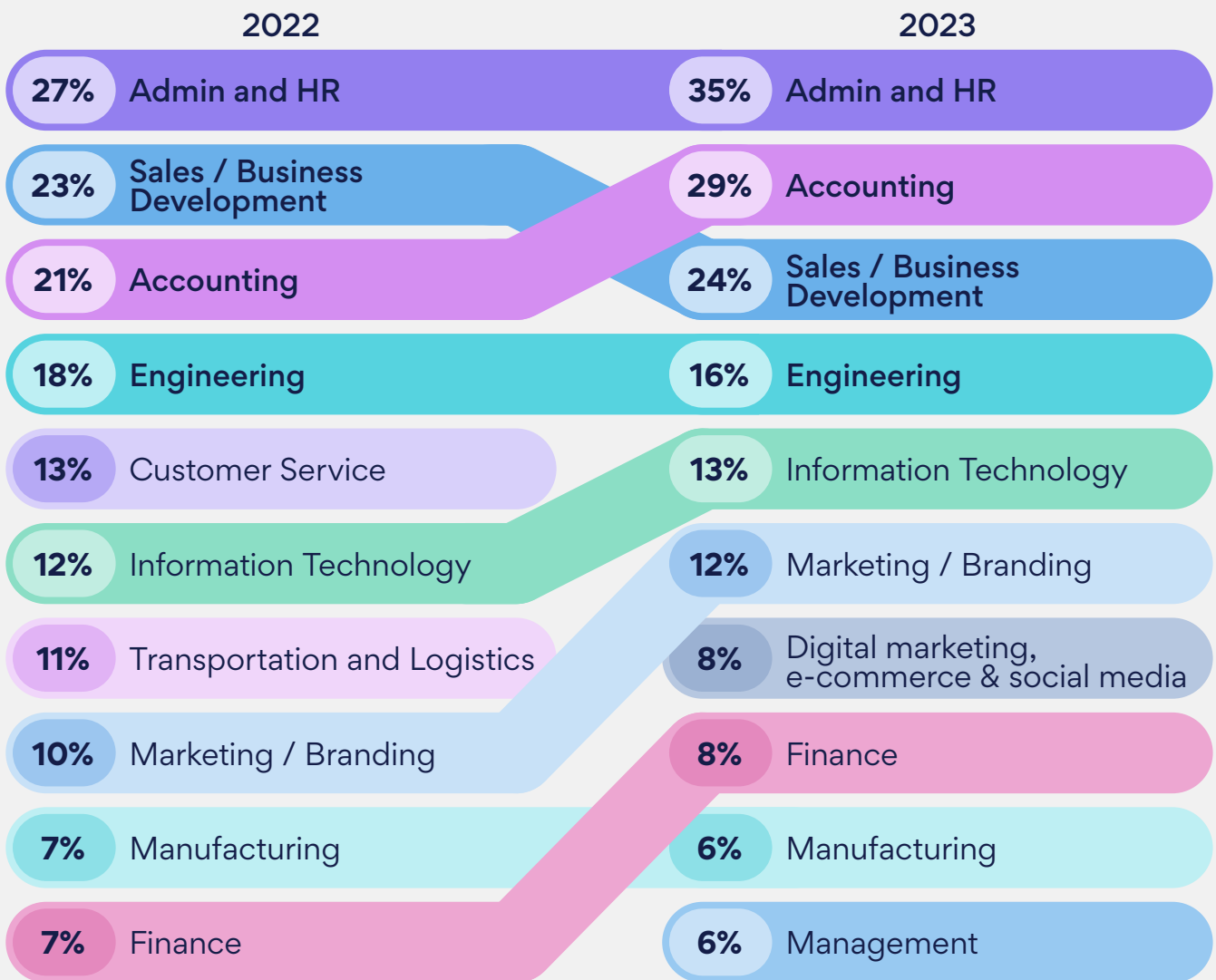
Employers that were actively hiring in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	315	385	
Employers that hired new employees	80%	83%	+3%
Type of New Employees hired:			
Permanent FT employee (s)	75%	78%	+3%
Permanent PT employee (s)	8%	24%	+16%
Contractual/temporary FT employee (s)	10%	14%	+4%
Contractual/temporary PT employee (s)	7%	14%	+7%
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	50	93	
Employers that hired new employees	96%	97%	+1%
Type of New Employees hired:			
Permanent FT employee (s)	90%	96%	+6%
Permanent PT employee (s)	12%	34%	+22%
Contractual/temporary FT employee (s)	24%	22%	-2%
Contractual/temporary PT employee (s)	8%	22%	+14%
Large Business (100 or more employees)	2022	2023	Gap%
Sample size	73	195	
Employers that hired new employees	99%	99%	0%
Type of New Employees hired:			
Permanent FT employee (s)	96%	98%	+2%
Permanent PT employee (s)	18%	41%	+23%
Contractual/temporary FT employee (s)	32%	58%	+26%
Contractual/temporary PT employee (s)	18%	28%	+10%

Hiring activity by job function in 2023

For the 90% of companies which hired in 2023, the top 5 job functions hired remained mostly the same as 2022, with Admin and HR being the top spot at 35%. The only new entry in the Top 5 of permanent full-time job functions hired is Information and Technology at 13%, whereas customer service jobs is now less important. This shift underscores the evolving priorities in hiring, highlighting the importance of these expertise in today's business landscape.

Top 10 permanent full-time job functions hired

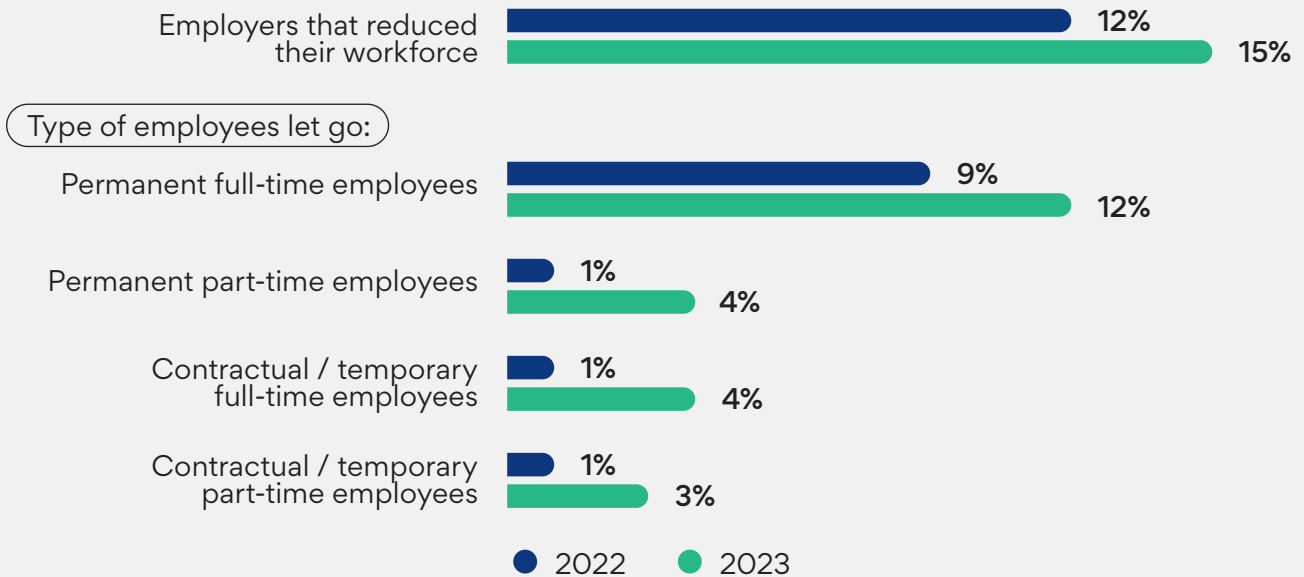


Overview of workforce reduction in 2023

On the contrary, only 15% of companies reduced the number of staff they currently employ. Permanent full-time employees made up the biggest share of employees that was let go in 2023 at 12%. Permanent part-time employees and contractual / temporary full-time employees made up the next biggest groups – both at 4% each.

Compared to 2022, the type of employees let go has increased for all employee types.

Employers that reduce workforce in 2023



Overview of workforce reduction in 2023

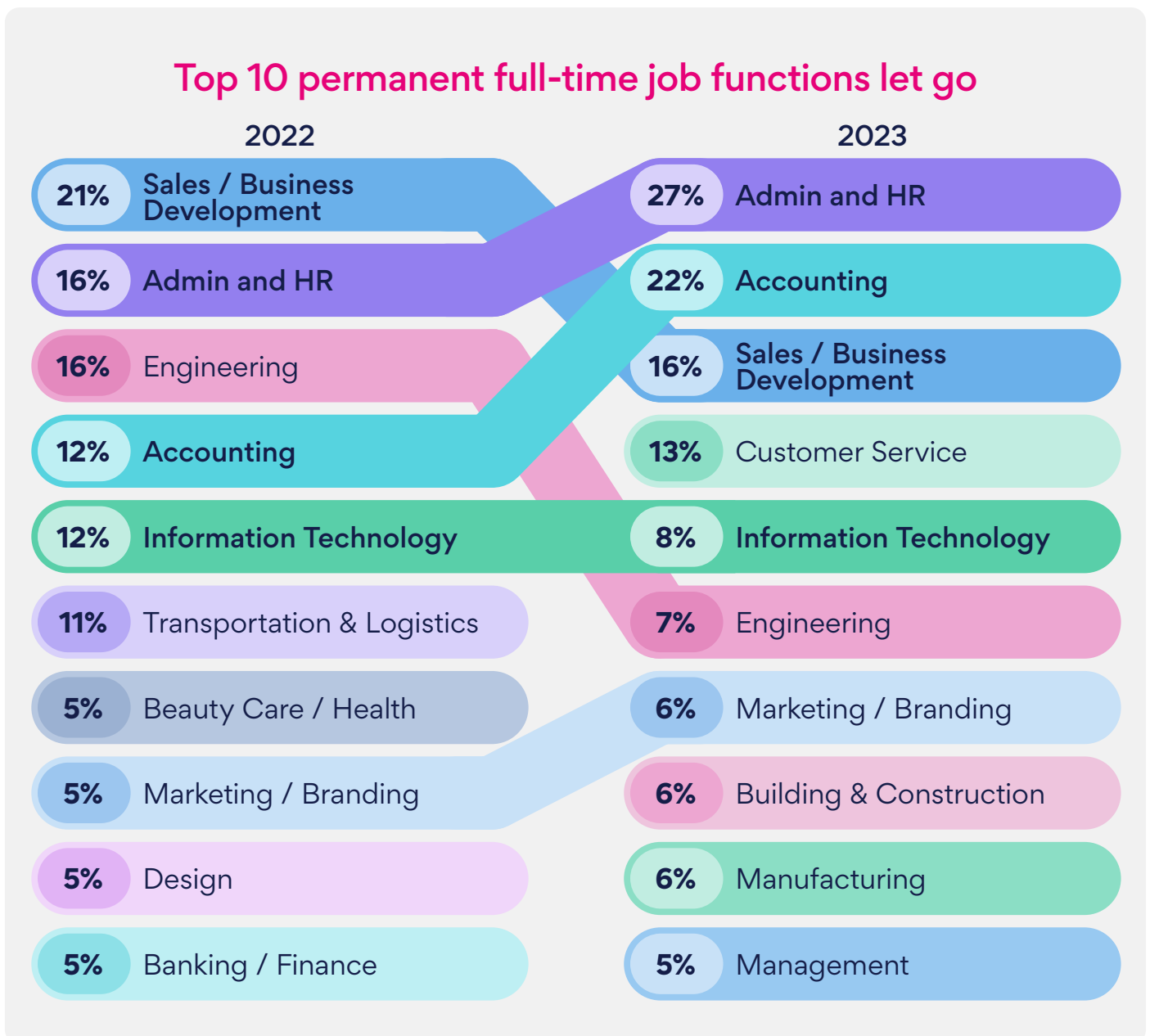
More medium and large businesses reduced their workforce in 2023 vs. 2022, perhaps due to a bigger organisation structure and likelihood to undergo restructuring, downscaling and higher turnovers. These companies also let go more permanent full-time employees and contractual / temporary full-time employees. This phenomena indicates a broad-based adjustment in employment levels, possibly reflecting a comprehensive reassessment of staffing needs and cost structures within these businesses.

Employers that reduce workforce in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	315	385	
Employers that reduced their workforce	12%	14%	+2%
Types of Employee Let Go:			
Permanent FT employee (s)	10%	12%	+2%
Permanent PT employee (s)	1%	3%	+2%
Contractual/temporary FT employee (s)	1%	3%	+2%
Contractual/temporary PT employee (s)	1%	3%	+2%
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	50	93	
Employers that reduced their workforce	6%	14%	+8%
Types of Employee Let Go:			
Permanent FT employee (s)	4%	13%	+9%
Permanent PT employee (s)	4%	4%	0%
Contractual/temporary FT employee (s)	0%	6%	+6%
Contractual/temporary PT employee (s)	0%	1%	+1%
Large Business (100 or more employees)	2022	2023	Gap%
Sample size	73	195	
Employers that reduced their workforce	11%	17%	+6%
Types of Employee Let Go:			
Permanent FT employee (s)	5%	11%	+6%
Permanent PT employee (s)	1%	7%	+6%
Contractual/temporary FT employee (s)	3%	10%	+7%
Contractual/temporary PT employee (s)	3%	6%	+3%

Workforce reduction by job function in 2023

Of the 15% of companies which have reduced their workforce in 2023, the top 5 job functions let go were largely similar to 2022. Admin and HR surged to the top spot at 27% followed by Accounting at 22%. The new entrant in the top 5 is customer service at 13%. Demand for this job has decreased, evident in its drop from the 2023 list of job functions hired.



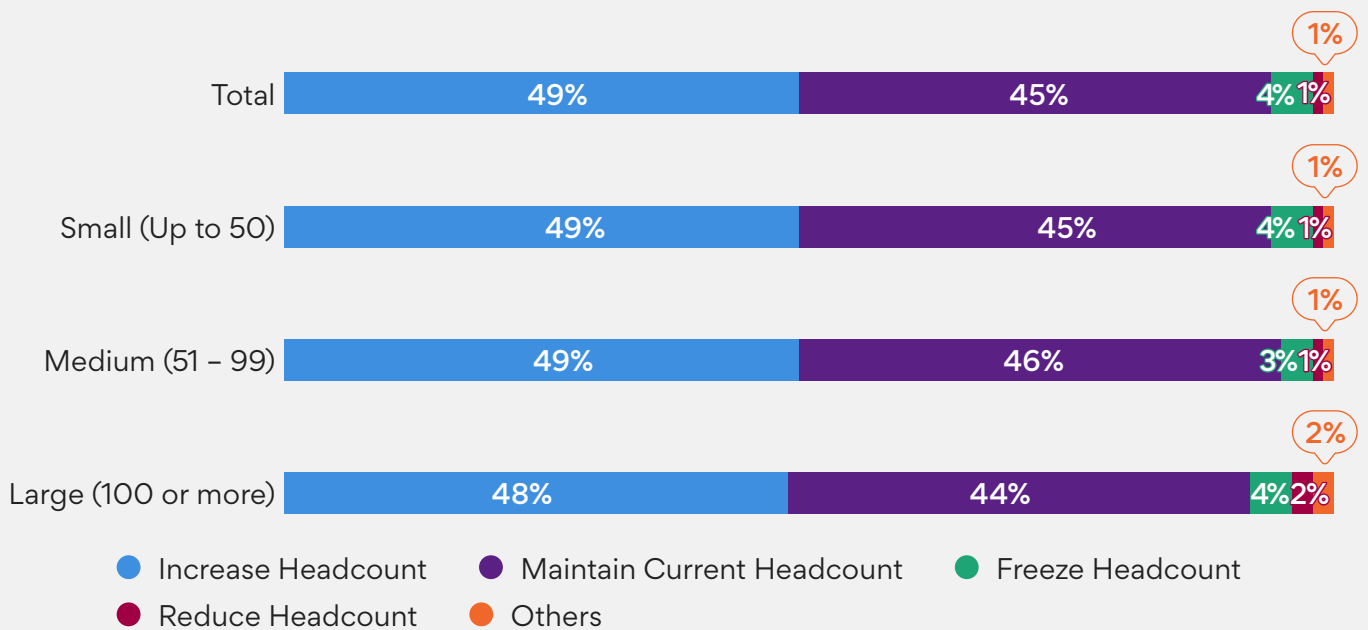
Hiring plans for H1 2024

For the first half of 2024, close to half of all hirers surveyed expressed plans to expand their permanent workforce, reflecting a prevailing optimism and a focus on growth initiatives.

The plan to increase workforce is fairly consistent across all business sizes, showcasing their confidence in seizing opportunities and meeting growing demands.

Meanwhile, a substantial portion of surveyed companies, while not pursuing workforce expansion, opted for workforce stability, signifying a commitment to maintaining operations without major downsizing or disruptions.

Jan – Jun 2024 hiring plans for permanent employees

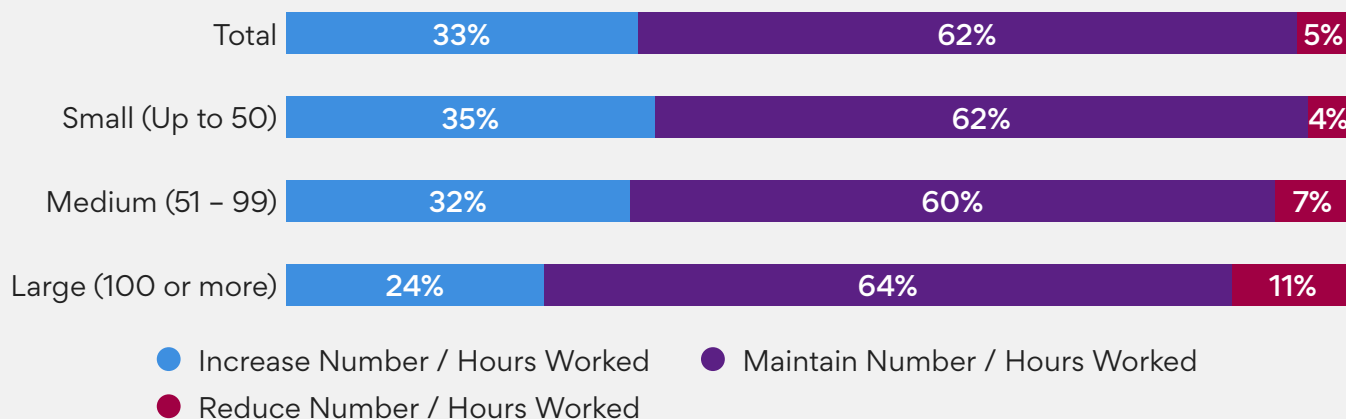


*Notes:
Maintain headcount = can replace / rehire if employee resigns
Freeze headcount = cannot replace / rehire if employee resigns
Reduce headcount = lay-off employees
Others = close / relocate business

Hiring plans for H1 2024

Alongside increasing their permanent headcount, around 3 out of 10 hirers are also planning to increase contract / temporary staff in the first half of 2024, consisting mostly of small and medium businesses as they aim to optimise their workforce by obtaining temporary support on certain business functions. Reasons cited for increasing contractual or temporary staff include business expansion (54%) and difficulty in recruiting suitable FT staff (34%).

Jan – Jun 2024 hiring plans for contract / temporary staff



Top reasons to increase contract / temporary staff:



54%
Business expansion

34%
Difficulty in recruiting suitable and qualified full time staff

29%
Requiring new role skillsets

Compensation and Benefits



Empowering your workforce: Compensation and benefits in Singapore

In the dynamic landscape of Singaporean employment, employee wages and the country's inflation rate are tightly interwoven. Employee wages stand as one of the most vital factors influencing employment decisions. Related to this, the country's inflation rate influences compensation strategies and is a widely used metric to estimate employee increments. Recognising this is imperative for organisations striving to attract and retain top talent.

This section of our report delves deep into the ever-changing landscape of job compensation and benefits, shedding light on the innovative strategies that forward-thinking organisations are adopting to align with the evolving expectations of their workforce.

From salary benchmarking to fine-tuning benefit packages, we'll explore the nuanced strategies employed by employers in Singapore. We'll also look at the intricacies of performance bonuses and salary adjustments in the past year, offering insights into the equitable compensation of the Singaporean workforce.

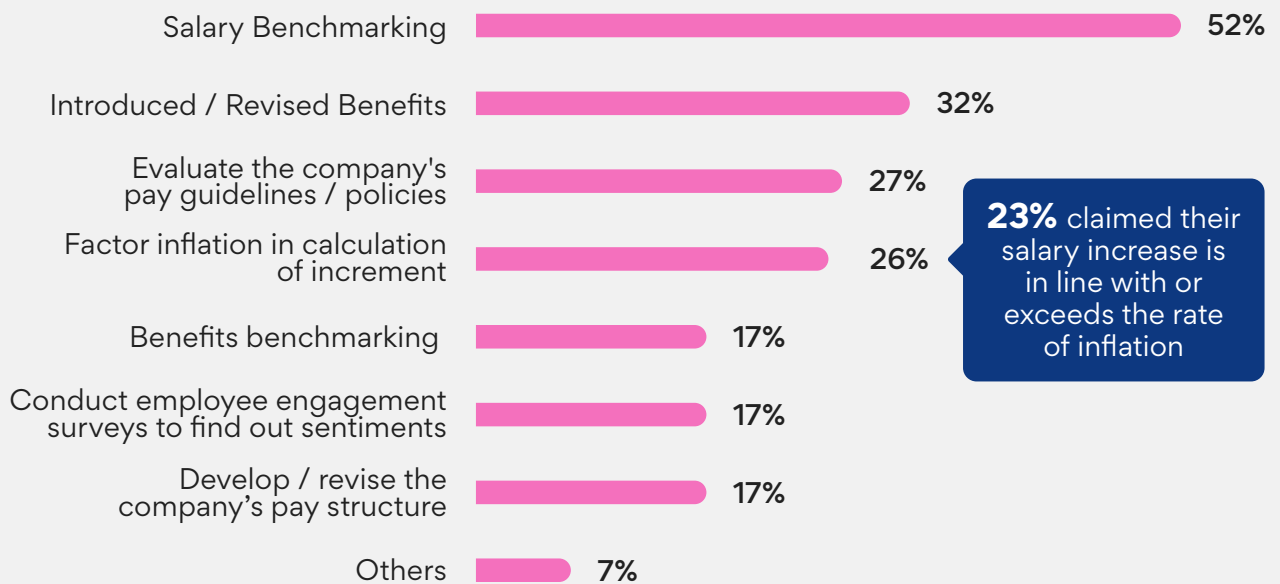


Initiatives to evaluate and enhance compensation and benefits

Companies have proactively taken steps to retain employees, with salary benchmarking being the most commonly implemented initiative, introduction / revision of benefits comes in at a more distant second . 26% of the hirers said they factor inflation when calculating increment and most of them reported that their companies' pay increases were either in line with or higher than the national inflation rate.

However, there is still room for improvement as more companies can engage in these activities to enhance their competitiveness and attract and retain employees better.

Initiatives undertaken by organisations to evaluate and enhance compensation and benefits



Initiatives to evaluate and enhance compensation and benefits by business size

Upon further reviewing, large companies are more likely to engage in activities to review compensation and benefits, most notably salary benchmarking. Small and medium companies do it relatively less due to limited resources.

Despite the current efforts, there is significant room for improvement across businesses of all sizes. Conducting comprehensive employee satisfaction surveys to gauge sentiments and engaging in benefits benchmarking could provide valuable insights and contribute to refining and optimising overall compensation and benefits strategies. This approach allows organisations to better align with employee needs, enhance job satisfaction, and ultimately foster a more competitive and attractive work environment

Initiatives undertaken by organisations to evaluate and enhance compensation and benefits by business size

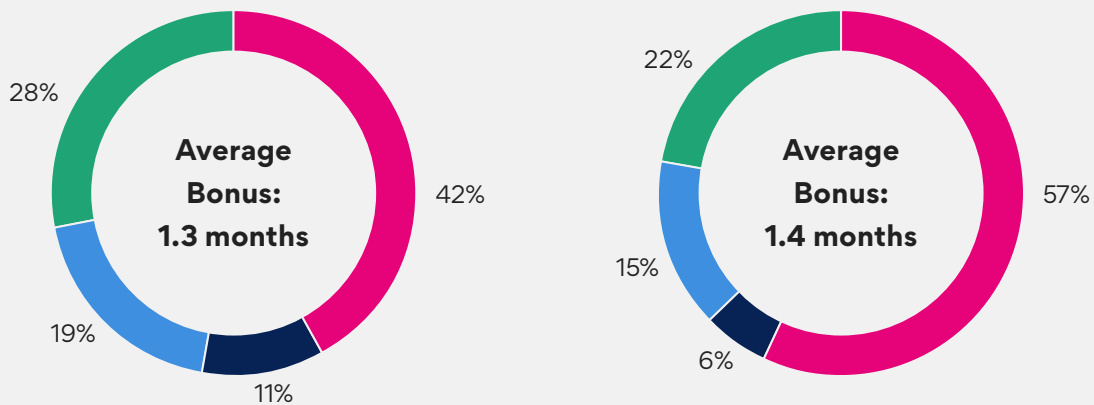
	Total	Small	Medium	Large
Sample size	673	385	93	195
Salary benchmarking	52%	47%	58%	70%
Introduced / revised benefits	32%	28%	37%	45%
Evaluate the company's pay guidelines / policies	27%	25%	24%	36%
Factor inflation in calculation of increment	26%	26%	26%	28%
Benefits benchmarking	17%	16%	22%	22%
Conduct employee satisfaction survey to find out sentiments	17%	14%	13%	28%
Develop / raise the company's pay structure	17%	14%	18%	27%
Others	7%	8%	5%	3%

Performance bonuses in 2023

Due to good business recovery in 2022 after the Covid-19 pandemic, more companies gave out bonuses in 2023 to their employees, especially in the form of performance bonus and it remain as the most popular form of bonus given, with the total amount of average bonus payout increasing to 1.4 months of salary, slightly higher than the year before.

However, only 49% of the surveyed companies shared the method used to calculate bonus payouts with their employees. This level of openness and transparency needs to be improved by fostering positive employer-employee relationships.

Types of Bonuses Provided and Average Payout



- Performance bonus (i.e. other year-end payment / commissions / incentive / shares / options)
- Guaranteed / contractual bonus (i.e. additional months of salary)
- Both of the above
- Neither of the above



Did you know?

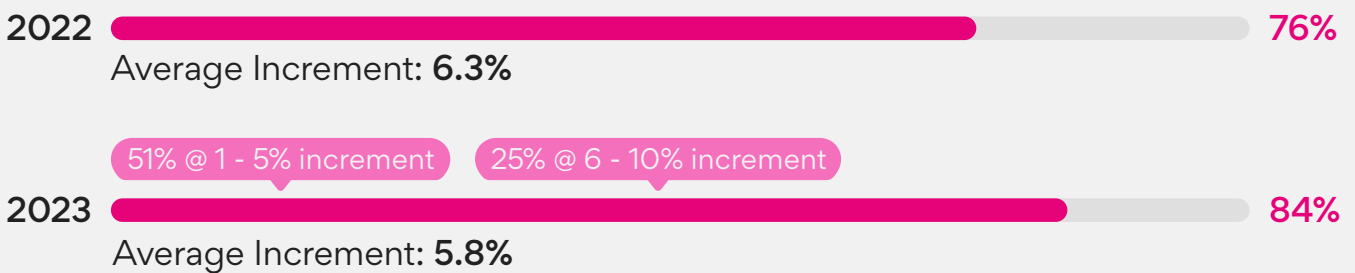
49% of companies shared how bonus payout is decided and calculated to their employees.

Salary increases in 2023

Similarly, the recovery in business performance also prompted a higher number of companies (84%) to acknowledge this positive trend by rewarding their employees with salary increases in 2023.

Despite the positive momentum, the average salary increment in 2023 was 5.8%, a slight decrease from the 6.3% increment reported in 2022.

Companies with salary increment



Did you know?



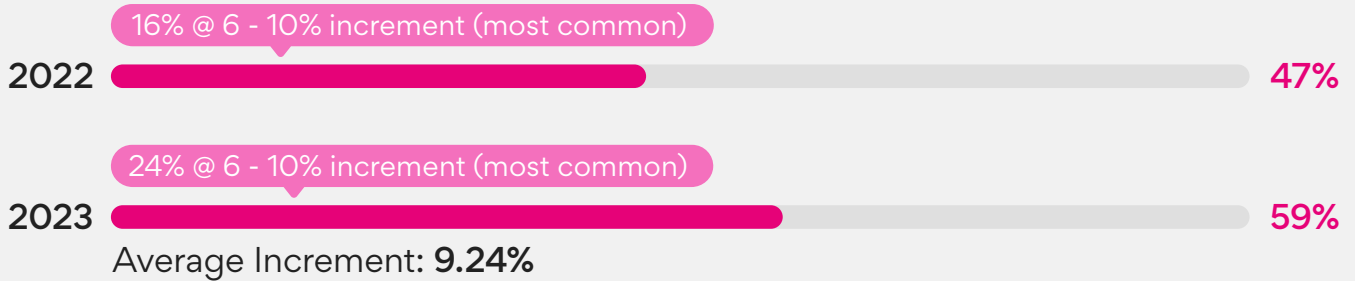
89% said that the the actual salary increase in 2023 either met or exceeded the initial budget.

Staff promotion in 2023

In tandem with salary increments, staff promotions witnessed a noteworthy rise from 47% to 59% in 2023, facilitating greater career advancement opportunities.

The most prevalent range for salary increments remains in the 6% to 10% bracket, with the average increment provided standing at 9.24%. This reflects companies' commitment to both rewarding their employees and providing avenues for career growth, contributing to a more positive and progressive work environment.

Companies with staff promotions



Leave & General Benefits



Maximising Impact: Leave & general benefits



“Happy employees ensure happy customers. And happy customers ensure happy shareholders, in that order.”

– Simon Sinek

Simon Sinek, a renowned authority on organisational culture, emphasises the pivotal role of employee satisfaction in driving business success. His words underscore the profound impact of employee well-being on the overall success of an organisation. It resonates with the truth that corporate culture is not just an abstract concept, but a tangible force that shapes the course of a business. How management chooses to treat its people impacts everything, for better or for worse.

In Singapore, all employees are entitled to basic benefits, such as public holidays, paid leave, sick leave and maternity leave. Some companies also provide benefits like insurance, parking allowance, employment injury coverage and remote working.

We will delve into the current and future of:



Special leaves



Accommodation
benefits



Career development
programs



Employee
benefits



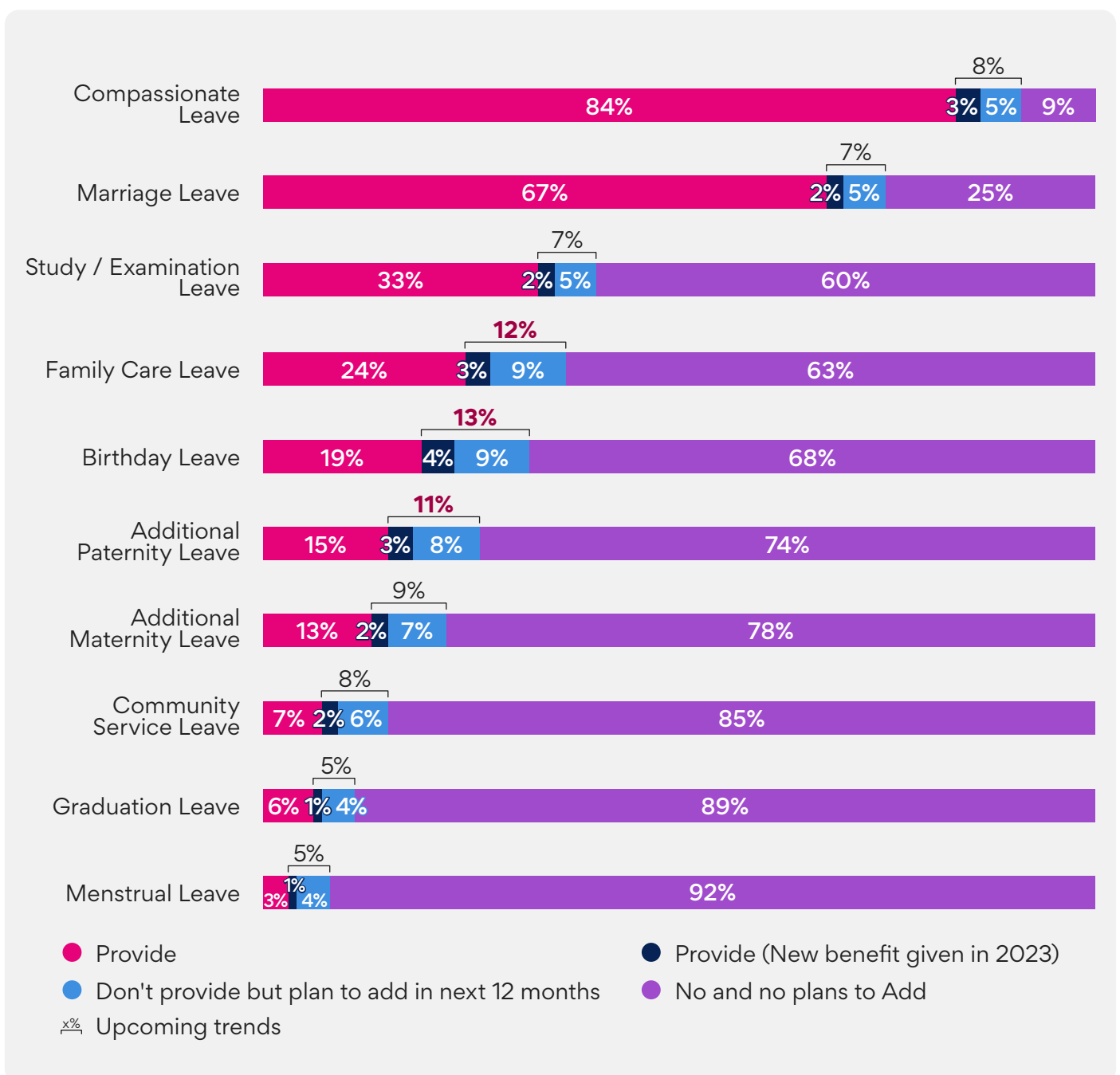
Work-life
balance benefits



Other benefits

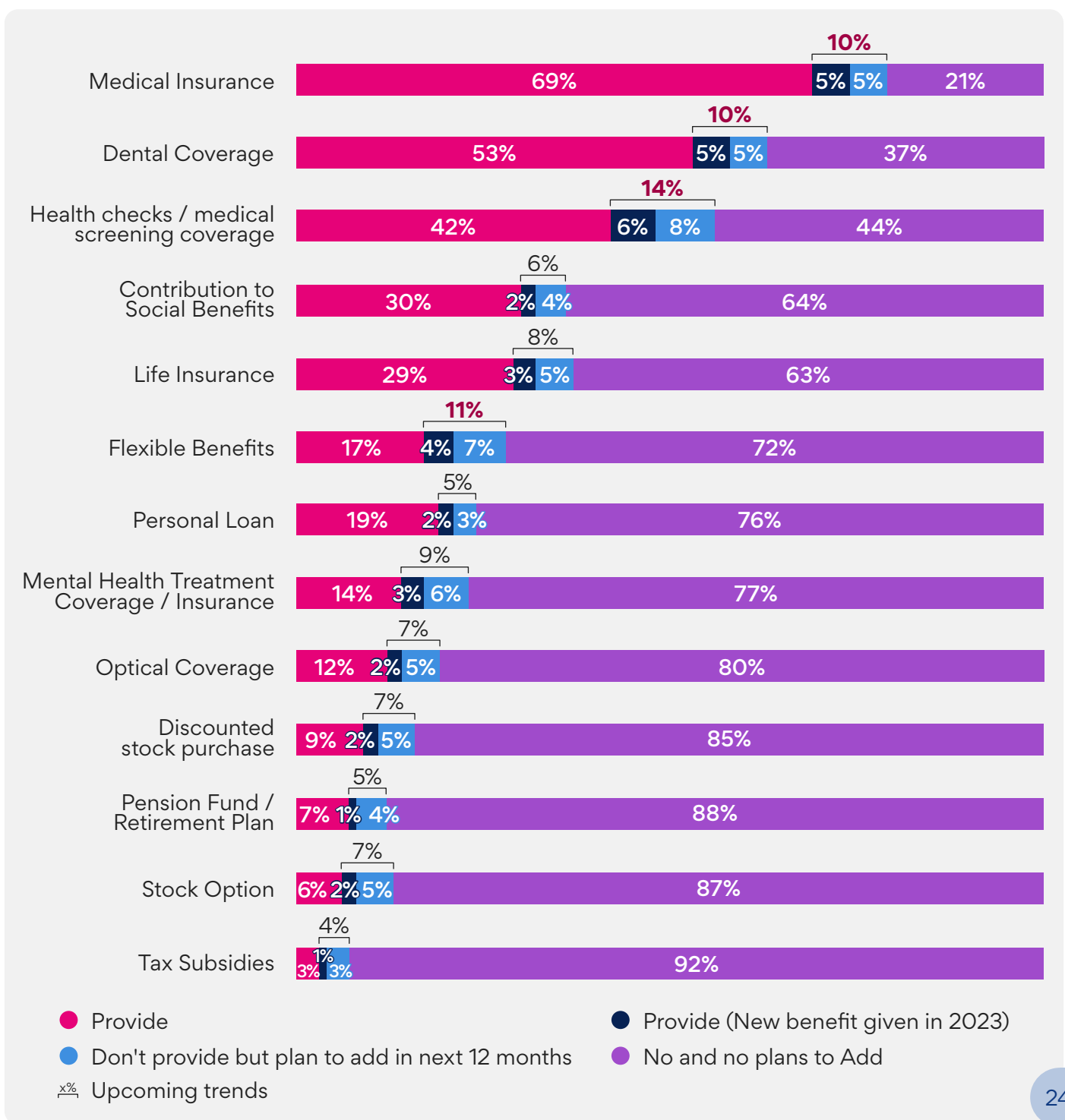
Current & future outlook of Special Leaves

There is a 4% increase in the number of companies providing birthday leave in 2023. Looking ahead, it appears that birthday leave will continue to be highly prioritised, along with family care leave, both at 9%. Additionally, there is a strong focus on prioritising additional paternity and maternity leave for the future, with percentages of 8% and 7% respectively, which indicates a growing emphasis on employee well-being and family support.



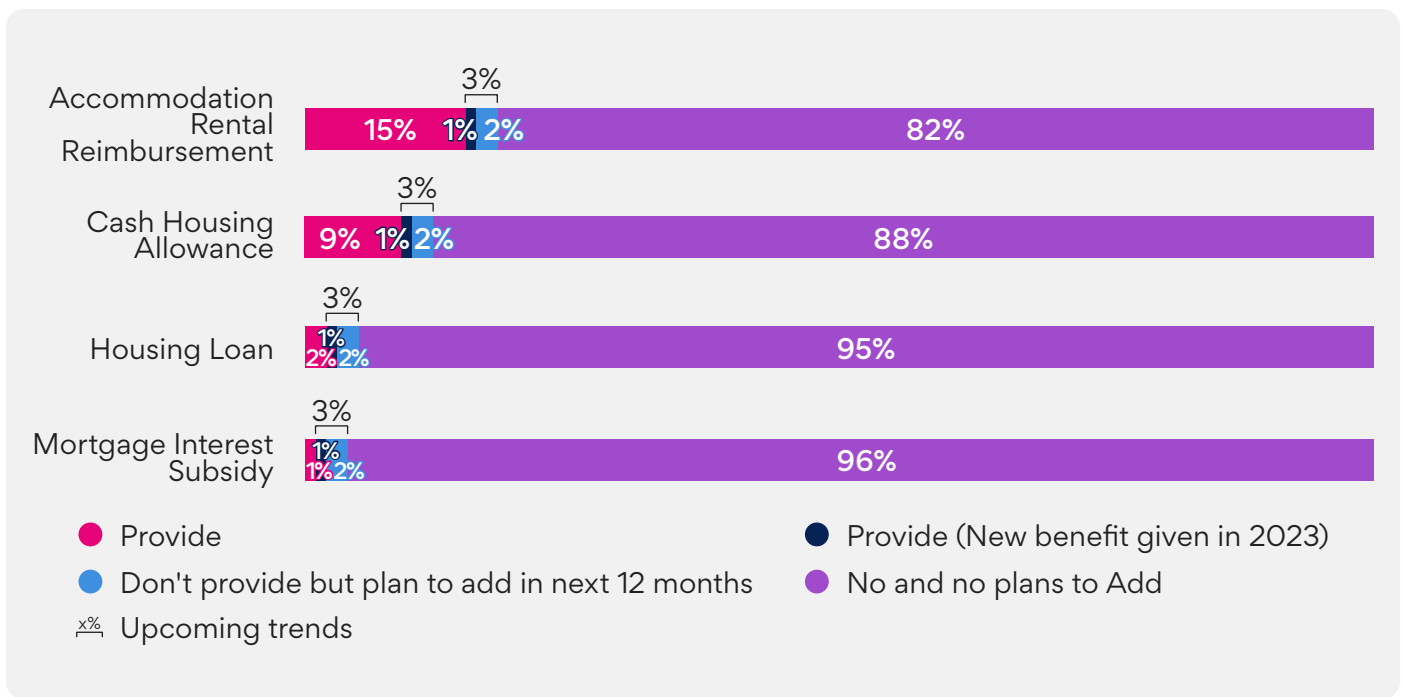
Current & future outlook of Employee Benefits

In 2023, the leading employee benefit introduced were health checks/medical screening coverage at 6%, followed by medical insurance and dental coverage, each at 5%. Looking forward, there will be a sustained high priority for health checks/medical coverage. Additionally, there is a growing emphasis on flexible benefits, which allow employees more customisable and varied financial perks to suit their individual needs and preferences.



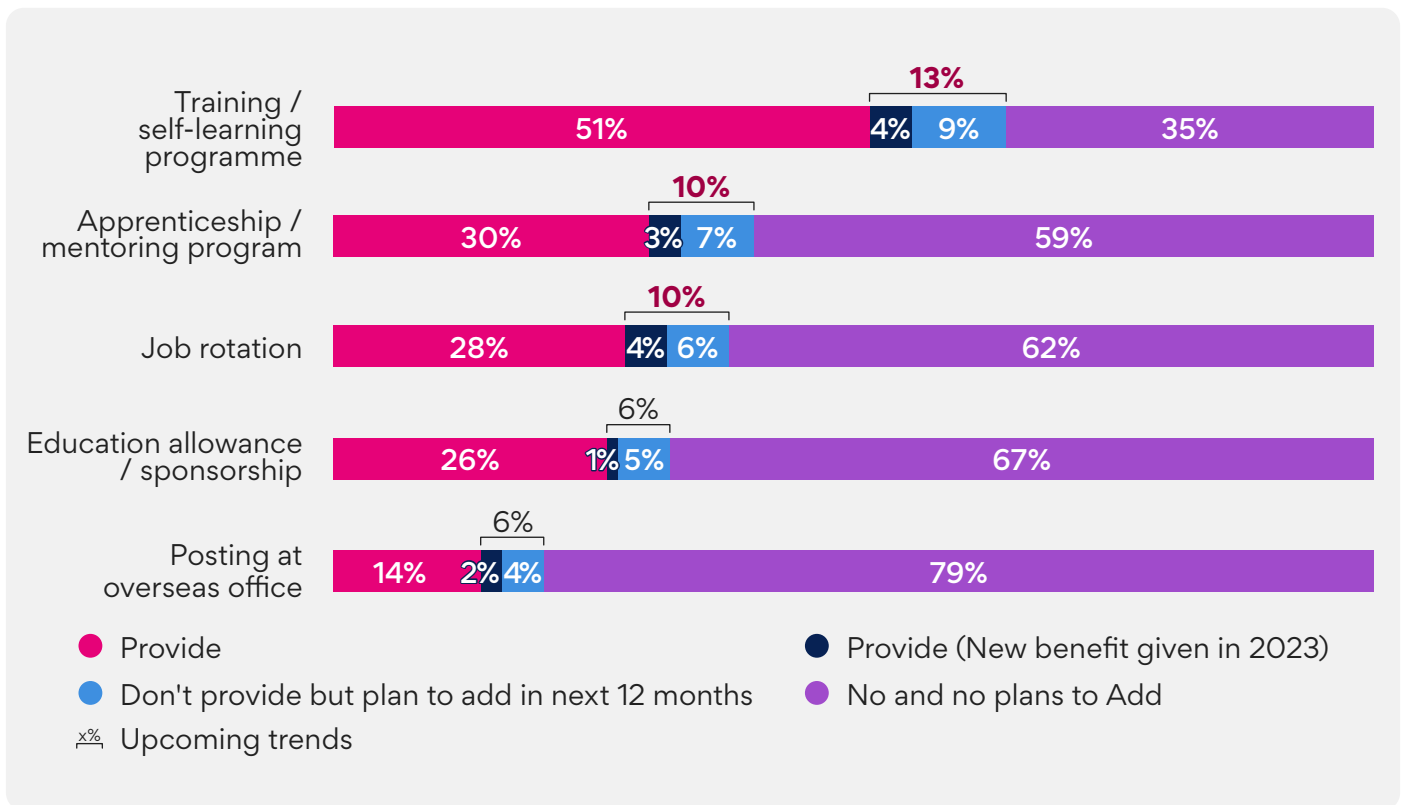
Current & future outlook of Accommodation Benefits

Accommodation benefits, which encompass various forms of assistance related to housing or lodging, are not commonly extended by companies as part of their employee compensation packages. Among companies that offer such benefits, the most prevalent and widely provided benefit is accommodation rental reimbursement.



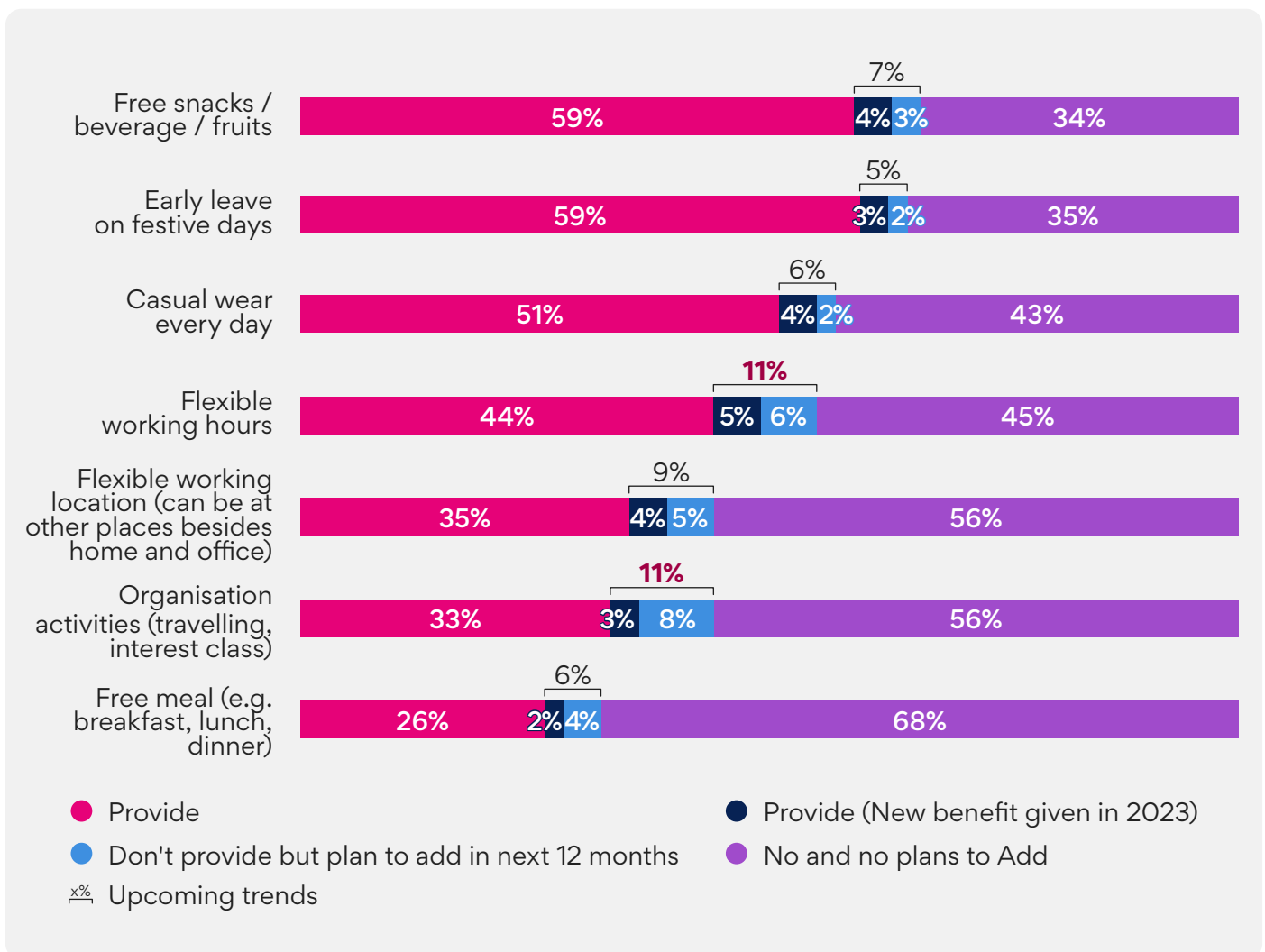
Current & future outlook of Career Development Programmes

In order to sustain their commitment to employee development and enhancement, more companies are focused on upskilling employees through training/self-learning programmes and job rotation, both at 4%. Looking ahead, there is a continued emphasis on prioritising training/self-learning programmes, with 9% of companies indicating their plans to provide such initiatives in the future.

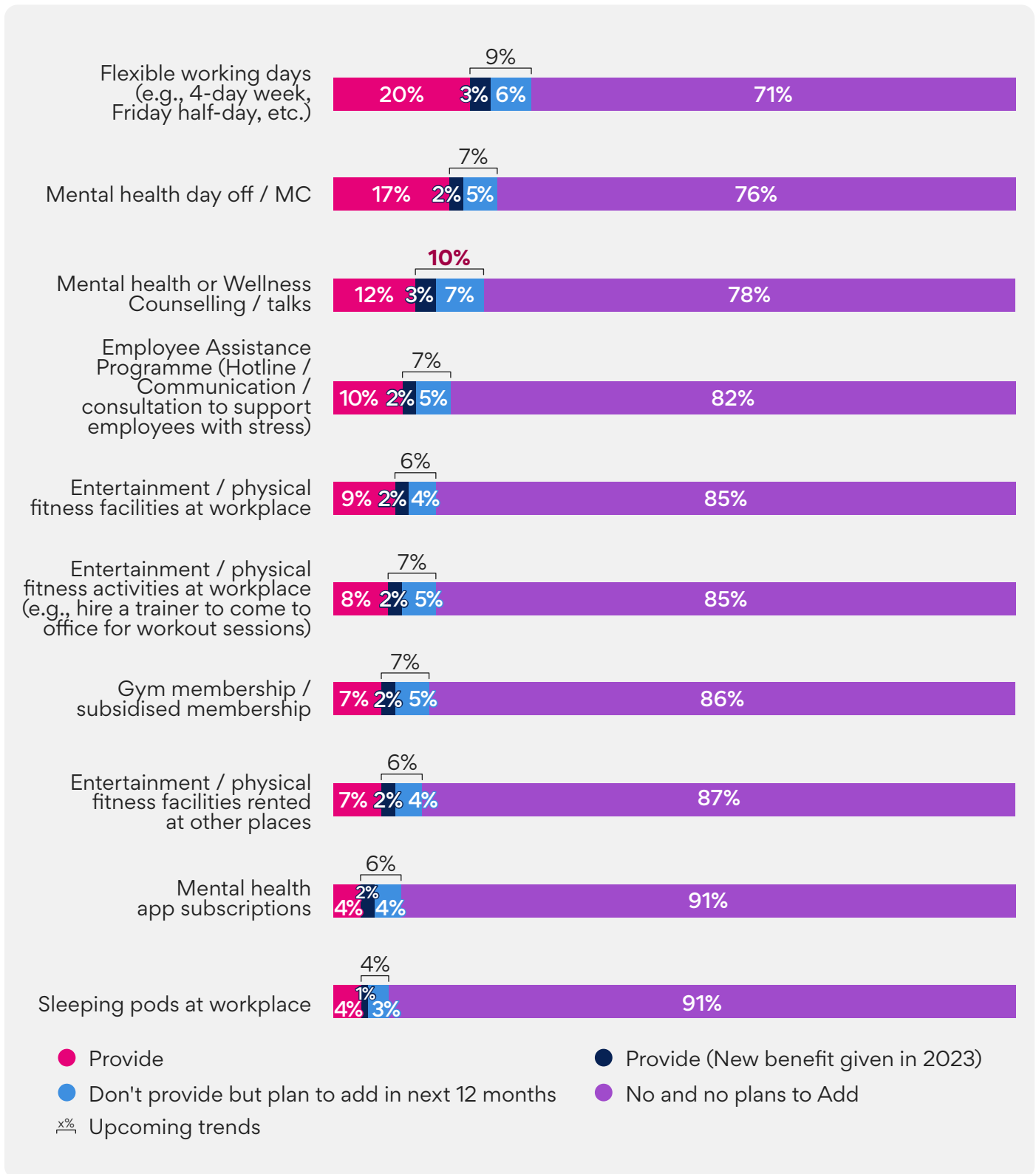


Current & future outlook of Work-life Balance Benefits – part 1

New work-life balance benefits introduced include flexible working hours (5%), free snacks/beverage/fruits (4%), casual wear (4%), and working location (4%). There will be a sustained focus on flexible workplace arrangements (6%) and flexible working days (6%) in the future. Moreover, companies are increasingly preparing to enhance employee work-life balance by introducing more organisational activities (+8%) and mental health or wellness counseling talks (+7%).

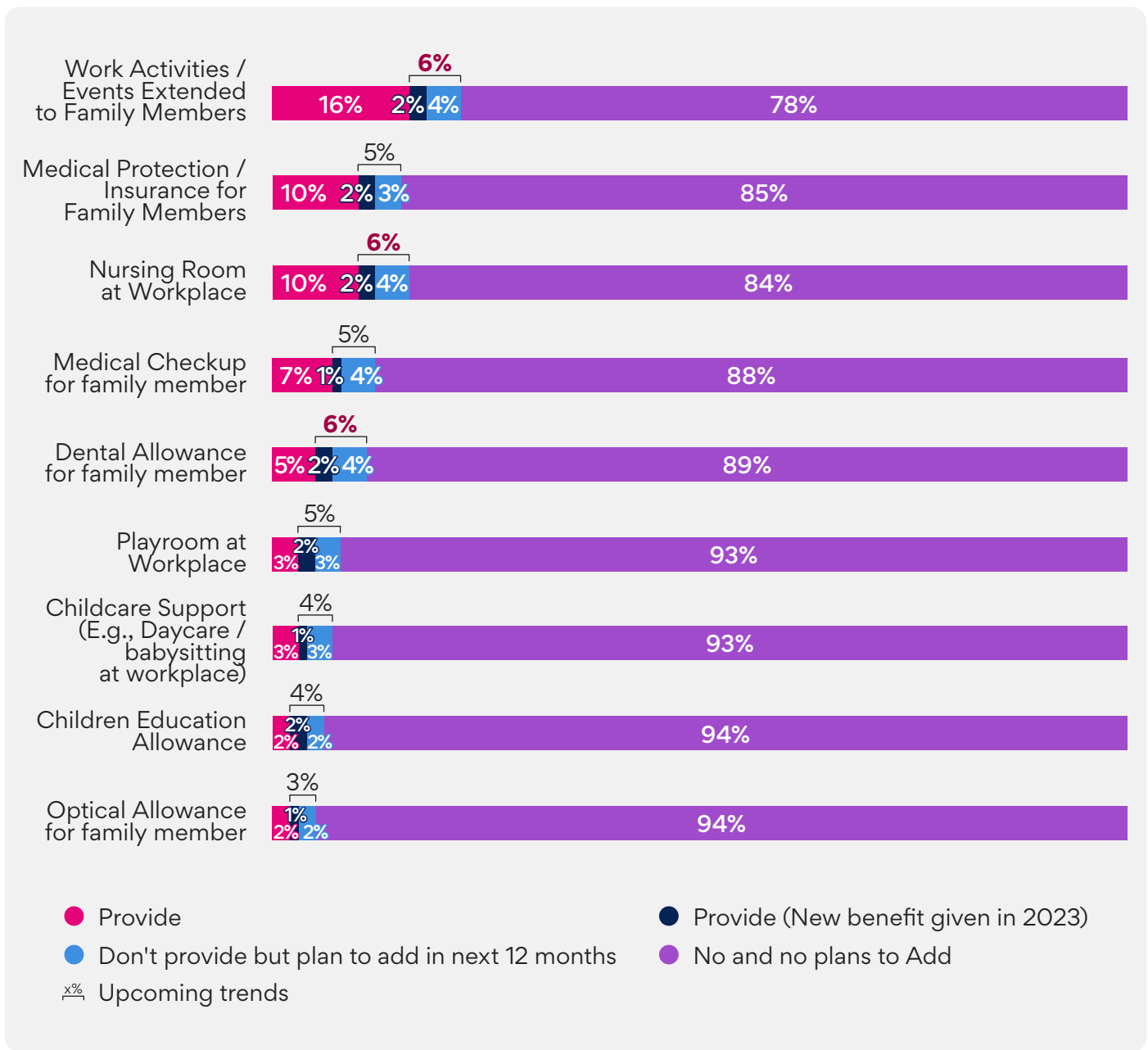


Current & future outlook of Work-life Balance Benefits - part 2



Current & future outlook of Family-Friendly Benefits

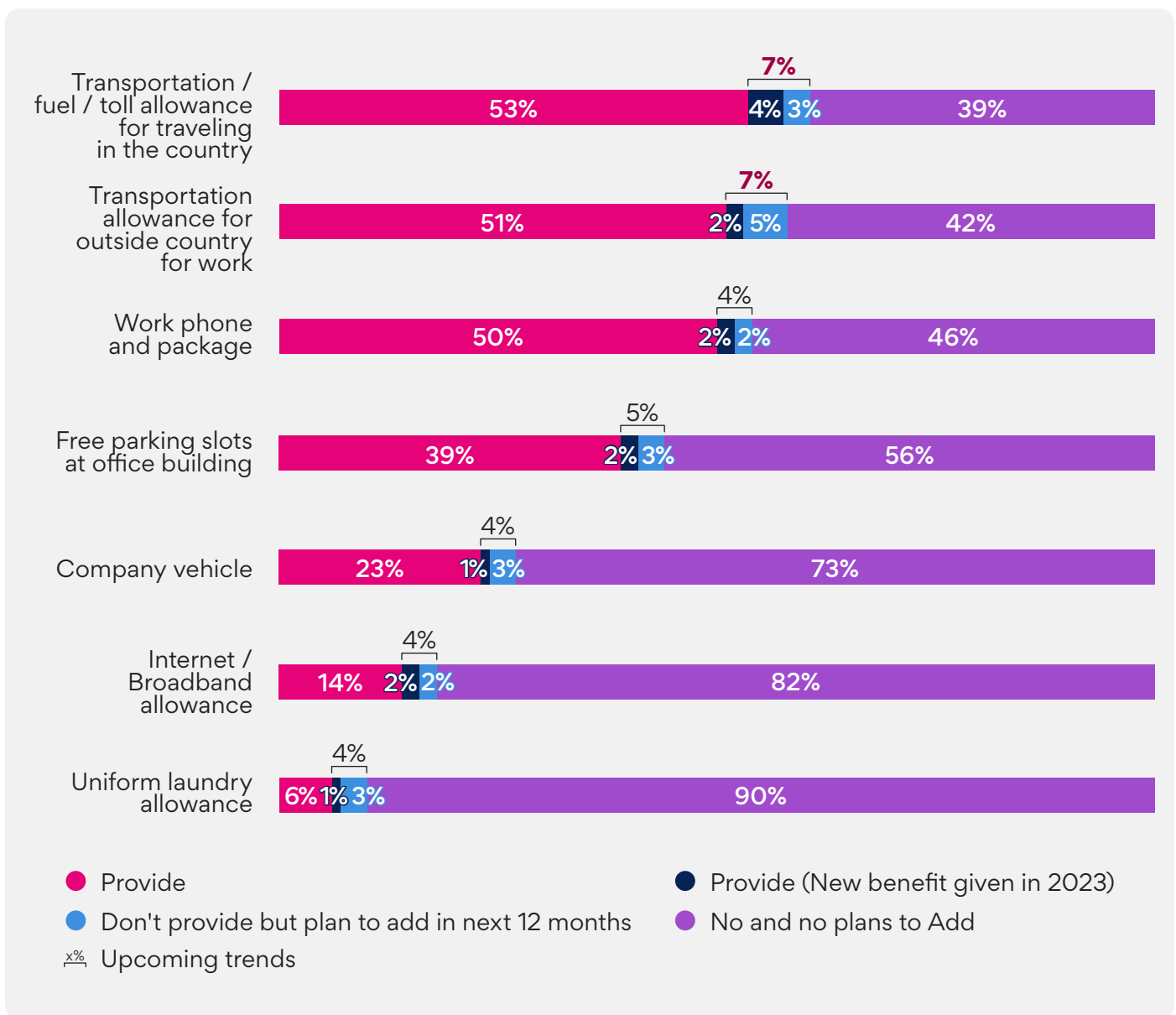
While not many new family-friendly benefits were introduced in 2023, there are evidently plans to do so in the future. There is a notable interest in extending work activities / events to family members and providing nursing room at workplace, which suggests a growing emphasis on holistic support for employees and their families for a more inclusive and family-friendly work environment.



Current & future outlook of Other Benefits

Transportation allowances within the country are among the most commonly offered benefits, widely considered as out-of-pocket work-related expenses that companies should bear. Interestingly, the top new benefit companies are planning to provide is allowance for work outside the country.

This may suggest the resuming of regular Business travel, which might have been reduced in the past.



The Future Workplace



Beyond office walls: Singapore's future workplace

As Singapore steps into 2024, the concept of the workplace undergoes a profound transformation. In this section of our report, we examine the compelling trends and paradigm shifts that are redefining how and where work unfolds in 2023.

Delving deeper, we will explore the changing workplace landscape in 2023 and consider how it will evolve further. Is there still a need for permanent office spaces? For both employees and employers, it's a recognition that remote work is no longer a perk but a fundamental aspect of organisational culture, reflecting a deep understanding of the changing needs and aspirations of the modern workforce.

Furthermore, we'll also be looking at the range of support employers are providing to adapt to the ever-shifting workplace situation, from flexible working hours to the seamless integration of cloud storage solutions.

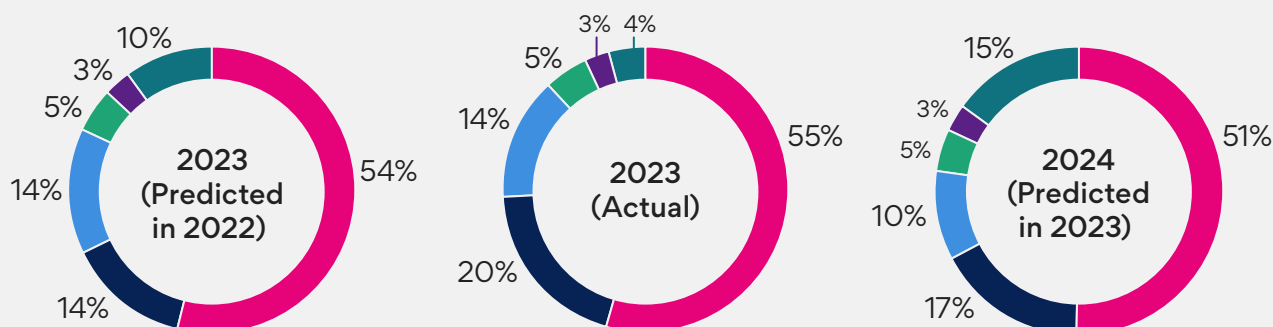


Working arrangement: Current and H1 2024

When asked about future working arrangements back in 2022, most employers predicted that they would be back physically at the workplace, but there were also a higher amount of uncertainty.

In 2023 (actual), they were mostly right with the same number of companies going for a fully return to the office arrangement (55%). Surprisingly, a higher percentage (20%) also allowed some remote work, depending on the job function.

In the outlook for 2024, higher uncertainty is anticipated, particularly among companies currently adhering to a fully return-to-office arrangement. This uncertainty stems from the increasing preference for flexible workplace options among employees. Companies may consider adopting this flexibility to attract talent, especially from in-demand sectors such as technology.



- All employees fully at the workplace / office
- Some employees fully at the workplace, and some work remotely depending on job function
- All employees fully at the workplace for a few days (e.g. In office 3 days and work remotely for 2 days)
- Employee rotation between workplace and work remotely (e.g. Team A / B rotation)
- All employees working remotely
- Don't know / not decided yet / others

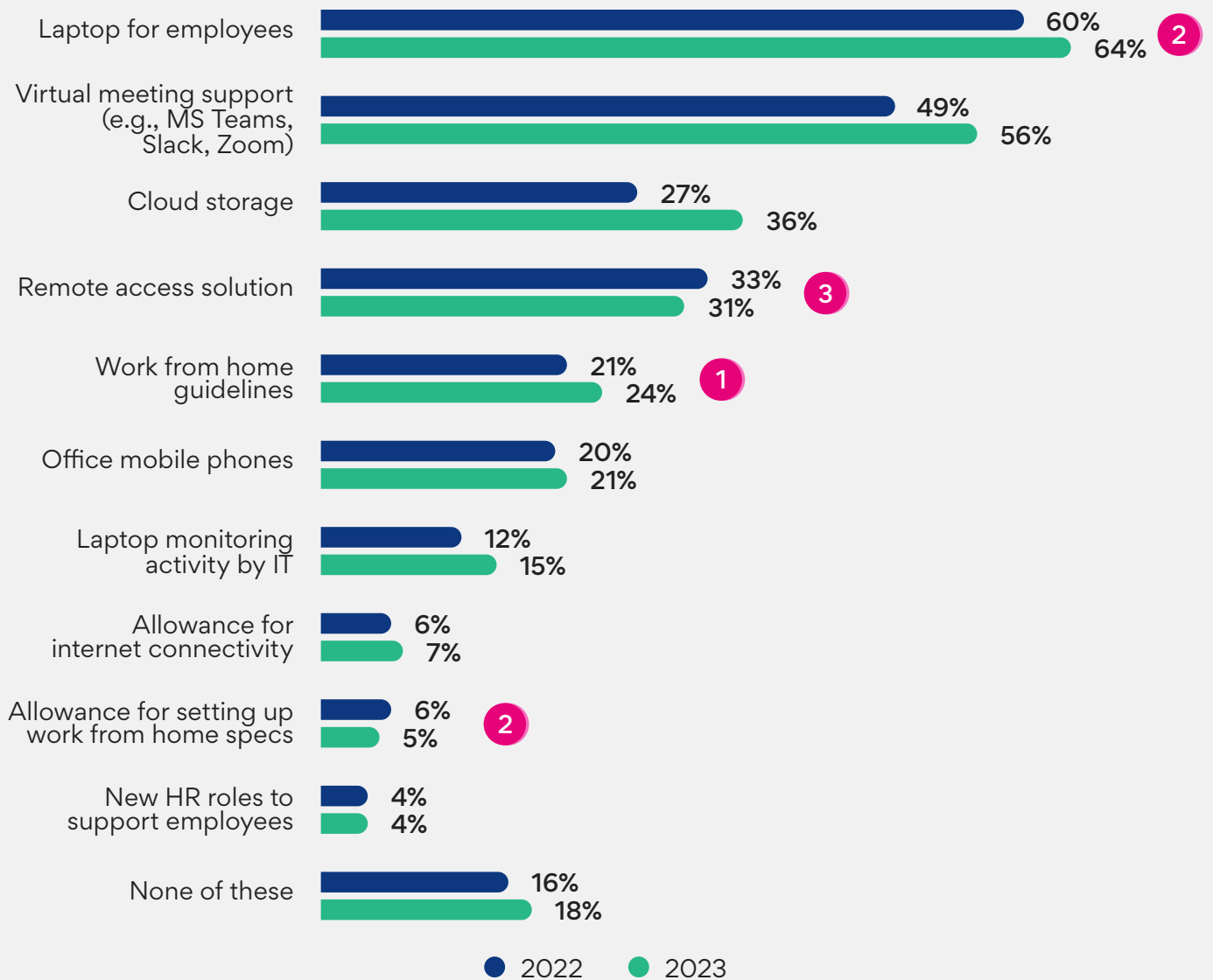


Remote working support

With flexible working arrangements here to stay, remote working support continues to be more important than ever. The most common form of support provided are laptops for employees (64%) and virtual meeting support (56%), which were both the highest rated in 2022 as well.

In order to further support remote working, hirers felt that the next support that needs to be prioritised are work from home guidelines, laptop for employees and allowance for setting up work from home specs which are likely crucial to ensure employee productivity.

Remote working support provided by companies



1 Number #1 priority to improve 2 Number #2 and #3 priority to improve

Workplace Mental Health



Nurturing workplace mental health for a productive workforce



“Mental health problems don’t define who you are. They are something you experience.”

– Matt Haig

Mental health is declining in Singapore. According to the Ministry of Health’s National Population Health Survey 2022, the survey revealed that the prevalence of poor mental health increased from 13.4% in 2020 to 17% in 2022. Additionally, younger adults aged 18 to 29 had the highest proportion of poor mental health at 25.3%, which is also a common age group of working adults.

This section of our report highlights the vital topic of workplace mental health in 2023, illuminating the challenges that organisations and their employees face.

Ahead, we’ll understand the triggers, manifestations, and the profound impact on the employees’ mental well-being. We’ll look at overall stress levels, causes and examine the initiatives organisations are employing to champion the mental health of their workforce.

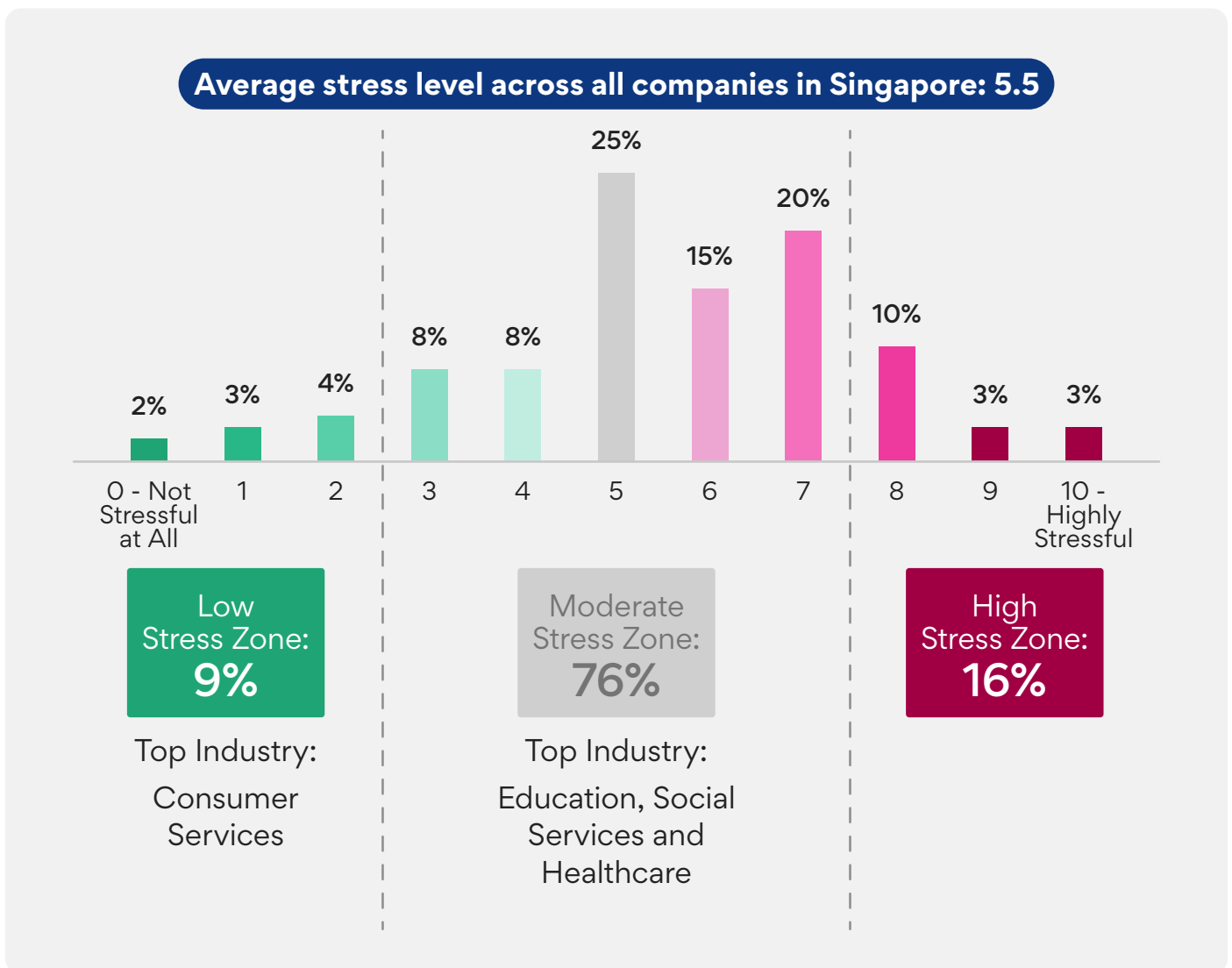
It is essential to recognise that addressing these challenges is not only a duty to employees but also a strategic investment in the success and sustainability of the organisation.



Organisation stress level

Encouragingly, most hirers (76%) rated their companies as a moderately stressful workplace (between level 3 to 7) with the most common rating at level 5 (25%), indicating that most workplaces had an average stress level. The overall average stress level across all surveyed companies is 5.5.

However, approximately 16% of companies were categorised as highly stressful. Companies in this zone may need acknowledge the need for a healthier work environment and implement effective measures to provide support and address the well-being of their employees.

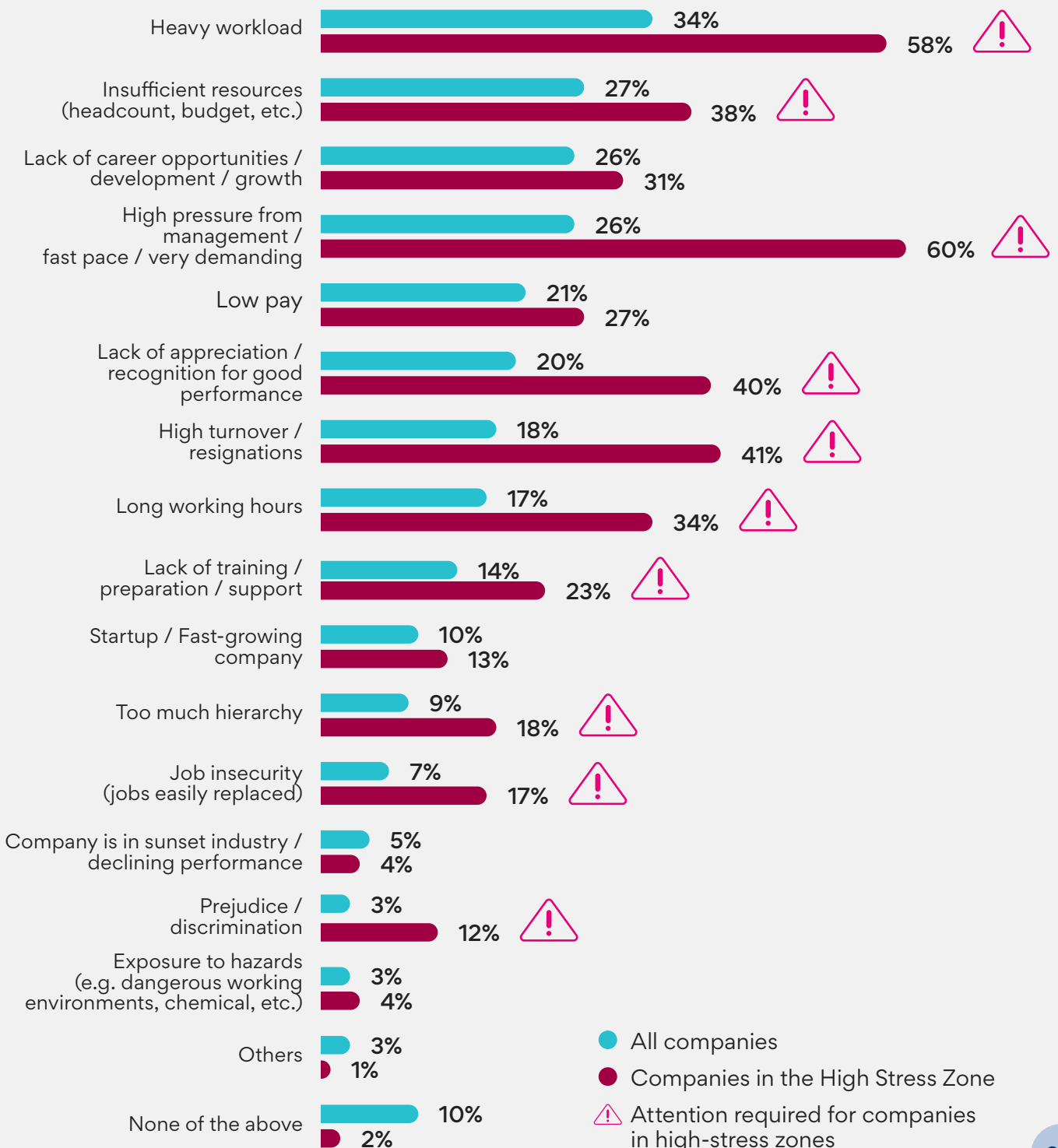


Causes of employee stress

Generally, most hirers felt that the top causes of stress in their organisation are: heavy workload (34%), insufficient resources (27%) and lack of opportunities / development / growth (26%).

On the other hand, these trends are further amplified amongst companies in the high stress zones where issues such as high pressure from management / fast pace / demanding (60%), lack of appreciation (40%), a high turnover rate (41%) and long working hours (34%) are more prevalent.

Top causes to employee stress



Efforts by organisation to help employees

While mental health is of utmost priority for the new generation, the need for employers to do more to help employees is evident. Only 38% of hirers acknowledged that their organisations are doing enough to help employees cope with stress. The low percentage indicates that there is still much room for improvement in 2024.

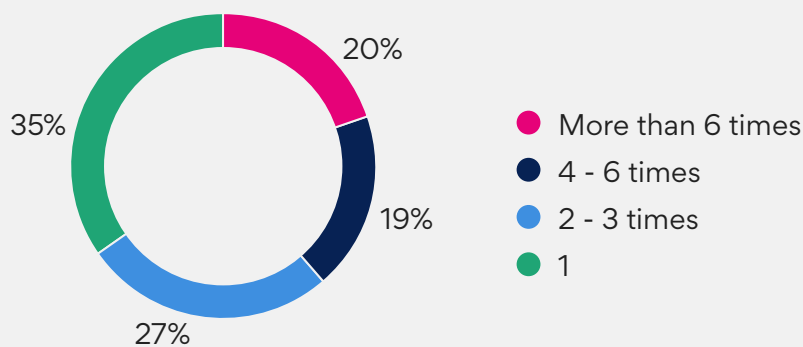
An encouraging statistic of 34% of organisations shared that they started new initiatives in 2023 to help their employees.

To conclude, it is positive that more companies are offering mental health and wellness talks in 2023, with 19% having it more than 6 times, the overall average is 3.5 times a year. Still, 35% of companies only conduct it once a year, indicating a needed improvement.

Only **38%** agree that their organisations are doing enough to help employees cope with stress.

34% Organisations started new initiatives to help employees to cope with stress in 2023.

Frequency of mental health / wellness talks by companies in 2023:



Average: 3.3 times

Summary

Key Takeouts and Recommendations



Seize the opportunity to recruit top talent for your company in H1 2024

Many employers view this period as active for hiring, presenting a favourable chance for those seeking skilled professionals. The demand for both permanent and contractual employees varies based on business functions, and most employers are likely to adopt a balanced approach aligned with their specific business objectives.



Enhance your compensation and benefits strategy by conducting more frequent and comprehensive reviews.

Many companies only focus on factors like salary benchmarking and introducing new / revised existing benefits but there is room for more proactive measures such as developing / revising the company's pay structure and conducting simple internal surveys to gauge employee sentiments and needs. These cost-effective and efficient methods can significantly contribute to improving your compensation and benefits structure.



Enhance your benefits package by introducing popular offerings from each category.

In the current landscape, many new benefits have emerged, and additional plans are underway to attract and retain employees. Seize this opportunity to make impactful changes. Consider the following examples that can significantly contribute to attracting and retaining a motivated and satisfied workforce.

Special leaves: birthday leave, family care leave, additional maternity leave, additional paternity leave

Employee benefits: health checks / medical screening coverage, flexible benefits

Career development: training / self-learning programme, apprenticeship / mentoring

Family Friendly: work activities / events extended to family members, nursing room at workplace

Other benefits: transportation allowance for travelling outside country



Enhance efforts to boost employee morale and support those experiencing stress within your organization.

As most companies fall into the moderate stress zone, it's crucial to provide ample support for employees navigating stressful situations. Consider prioritising work-life balance benefits to address this need. Top recommendations include more organisation events, flexible workplace arrangements, working days and mental health / wellness counselling talks. These initiatives can significantly contribute to creating a supportive and healthier work environment.

Identify deal breakers

Jobseekers in **Singapore** consider financial compensation and work-life balance as top deal breakers when accepting a job – just like workers around the world and SEA. However, Singaporeans care more about having a good relationship with their boss when accepting an offer.

Deal Breakers	Singapore	SEA	Global
Financial compensation (salary, bonuses)	27%	22%	21%
Work-life balance	19%	17%	19%
Relationship with superior	14%	10%	12%
Job security	14%	14%	15%
Appreciation for your work	13%	10%	14%
Amount of paid time off / holiday	11%	14%	14%
Flexible work location and / or work schedule	11%	12%	14%
Family support solutions	11%	10%	10%
Retirement & insurance benefits	9%	13%	13%
Relationship with colleagues	9%	8%	10%

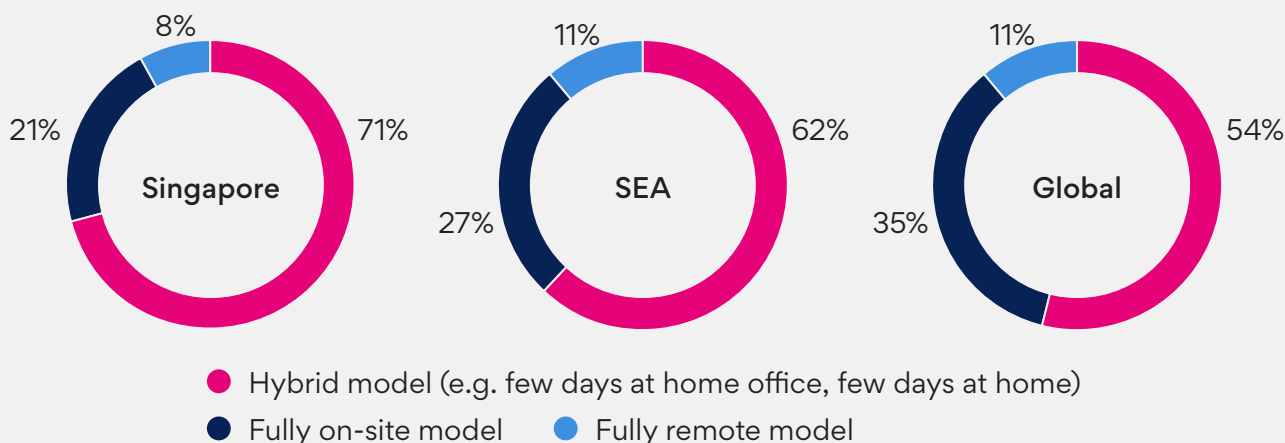


Identify working models

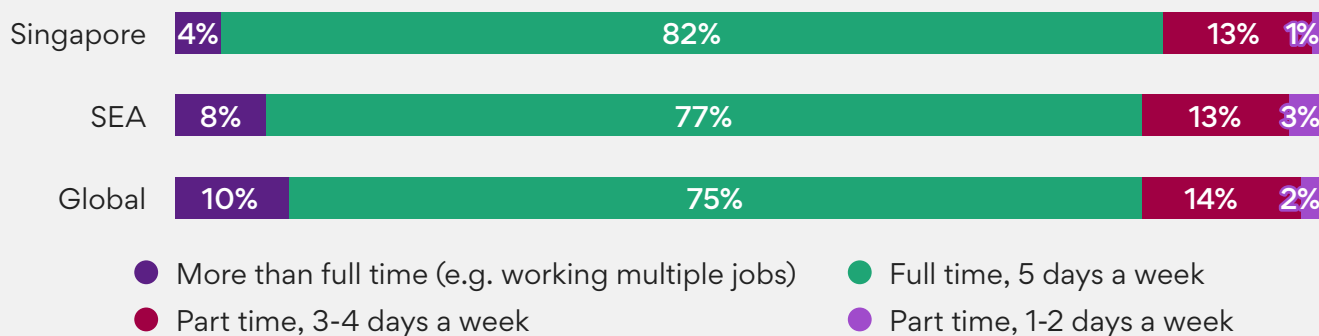
Singaporeans are reluctant to go back full time to the office, only 21% would (versus 35% globally and 27% in SEA). But they don't want to be full time at home, either: 71% prefer hybrid models. When it comes to working time, they are more traditional than the global average, 82% wants to work 5 days a week.



Preferred work location



Preferred working hours



Shift the hiring paradigm

Most **Singaporeans** prefer to work in hybrid settings, but 38% could imagine going back to the office full time. When it comes to working time, they are in line with global results, preferring a traditional 5-day workweek.



Reach Out to Talent Proactively

With increasing competition to hire the best talent, reach out to them before your competitors do. Contact talents with the right skillsets directly in our talent database with **Talent Search**.



Focus on Employer Branding

The job market recovery is a great opportunity to improve your branding. Apart from remuneration, values like diversity & inclusion and environmental responsibility are crucial too. Portray your company's values every time you hire with **Branded and Premium Ad**.



Get Help for Hard-to-fill Roles

Filling popular roles can be a strain in terms of time and money. **Guaranteed Hire** provides recruitment expertise at relatively competitive rates to deliver candidates of the right qualifications and aptitude. You'll only pay when you hire successfully.



Hiring Advice - Conclusion

Continue your journey with a Trusted Talent Partner

With the global crisis still resolving, our continuing research is part of our commitment in providing actionable insights for employers to navigate the supply and demand of the Singapore job market. As the region's **No. 1 career partner**, we have the right tools to connect jobseekers to jobs faster and easier. As of Q3-2023, Jobstreet by SEEK has:

A talent pool of **2.4 million**, one of the largest in Singapore

#1 top of mind, usage and placement among talent

1st choice among jobseekers in Singapore

Over **82 million** page views

Over **82 million** page views

21 minutes – average time spent per unique visitor on website

* Source: SEEK Asia Job Advertisement Metrics



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