

IEM Employment Survey 2017



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The IEM Employment Survey was conducted at the end of 2017 with a cut-off date, 31 January, 2018. The objective was to obtain information pertaining to the employment situation, remuneration and job satisfaction of engineers. The survey was under the charge of the Standing Committee on Welfare & Service Matters, with the collaboration of the Young Engineers Section. A total of 1,061 online surveys was completed from December 2017 to January 2018.

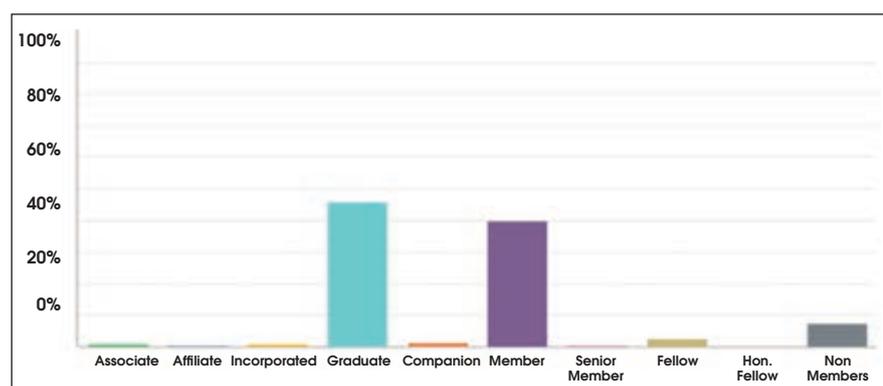


Figure 1: Percentage of respondents based on IEM Membership Grade

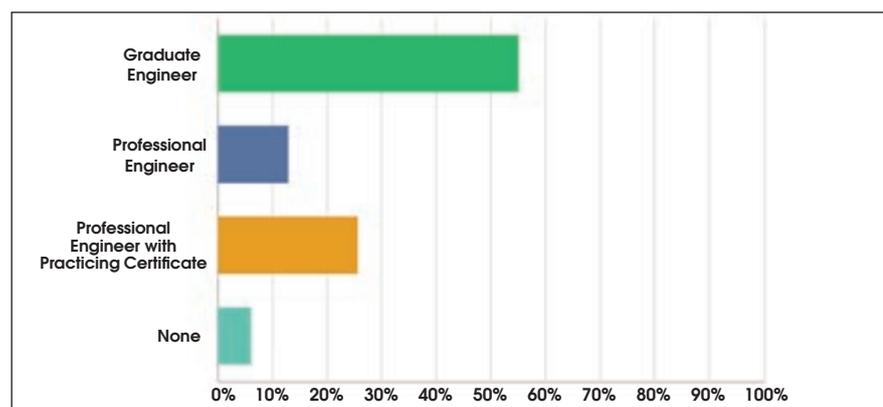


Figure 2: Percentage of respondents based on registration with Board of Engineers Malaysia

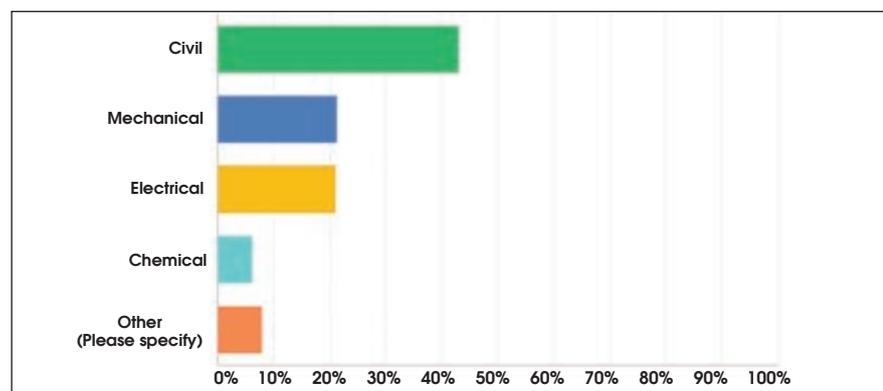


Figure 3: Percentage of respondents based on engineering disciplines (bachelor degree level)

RESULTS

Of the 16,000 online surveys emailed to IEM members, 1,016 responses were received by 31 January, 2018. The respondents comprised 18.28% female and 81.72% male. As shown in Figure 1, the majority were Graduate Members (46.09%), followed by Corporate Member (40.15%) and non-members (7.35%).

For registration with the Board of Engineers Malaysia (Figure 2), results were recorded at 55.33% comprising mostly Graduate Engineers, 25.64% Professional Engineers with Practicing Certificate and 12.91% Professional Engineers.

The majority were aged 31-40 years (41.85%), followed by those aged 20-30 years (29.03%) and 41-50 years (16.21%). Next, the majority were fully employed (83.69%), followed by the self employed (8.48%) and those doing further studies (3.02%). For academic qualifications, the respondents comprised Bachelor Degree (69.93%), Masters (21.12%) and PhD (7.42%).

Figure 3 shows that the majority were in Civil Engineering (43.10%), Mechanical Engineering (21.41%), Electrical Engineering (21.12%), Chemical Engineering (6.37%) and others (7.99%).

Based on the survey, the majority were local graduates (76.59%). The number of overseas graduates stood at 21.79%, followed by graduates from twinning degrees (1.62%). The majority (91.53%) agreed that engineering was their choice of career.

Of the respondents, 95.97% were working in Malaysia and 4.03% working overseas. Of these, 76.33% were in the private sector, 13.75% with the Malaysian government and 9.92% in government-linked companies or agencies (Figure 4). Of the 1,061 respondents, the majority were Engineers (35.17%), followed by Senior Engineers (23.38%), Directors (12.28%) and Managers (10.90%).

Most of the respondents (Figure 5) considered themselves Professionals (30.84%), Management (25.15%) and Executives (19.84%). Their job nature (Figure 6) were Engineering/Technical (39.39%), Consultancy (34.87%), Education/Training (9.14%) and Management (6.78%).

The majority spent 1-6 months After Graduation to secure a job (61.10%), followed by Before Graduation (31.14%), 7-12 months After Graduation (4.42%) and more than 1 year After Graduation (3.34%).

In addition, 25.05% had 1-5 years working experience, 22.79% with 6-10 years, 20.92% with more than 20 years and 20.14% with 11-15 years.

The online survey reported that most respondents worked in one company after graduation (24.85%). This was followed by working in 2 companies (24.17%), 3 companies (21.81%), 4 companies (13.56%) and 5 companies (15.62%).

Most respondents (Figure 7) worked in the Construction/Properties sector (39.19%), followed by Oil & Gas (14.44%), Utility & Services (11.69%) and University/Colleges (8.84%).

In the remuneration section, the survey reported basic salaries, allowances and bonuses for 2017. Overall (Figure 8), the majority of 12.59% reported receiving salaries of RM4,001-RM5,000 per month, 12.29% received RM3,001-RM4,000 per month, 9.97% received RM5,001-RM6,000 per month and 9.06% received more than RM20,000 per month.

Allowances (Figure 9): 32.4% of respondents reported they did not receive an allowance in 2017, 37.26% received less than RM1,000 allowance and 1.31% received

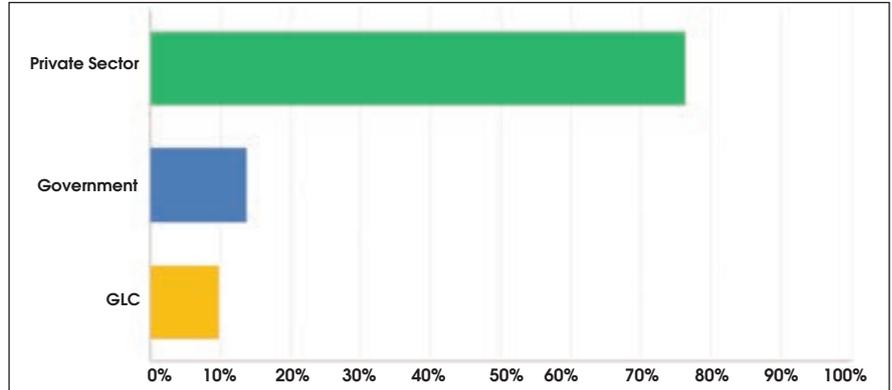


Figure 4: Percentage of respondents based on employment sectors

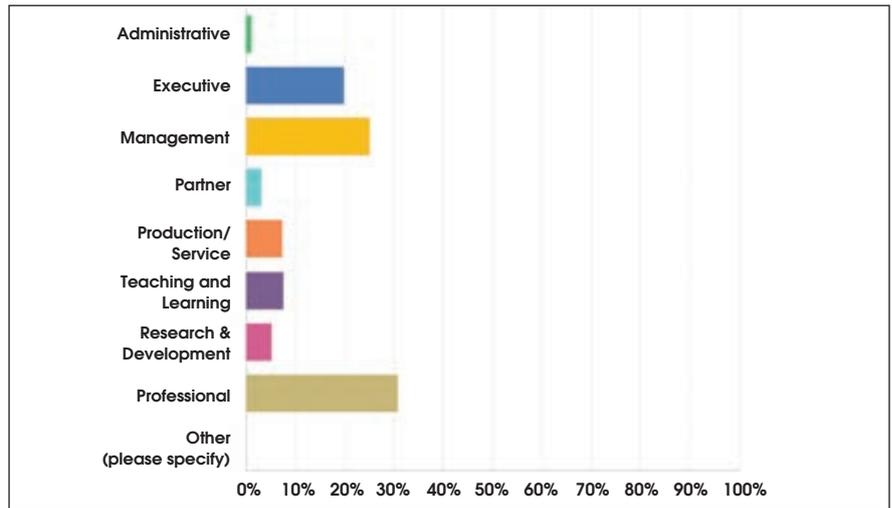


Figure 5: Percentage of respondents based on role in the company

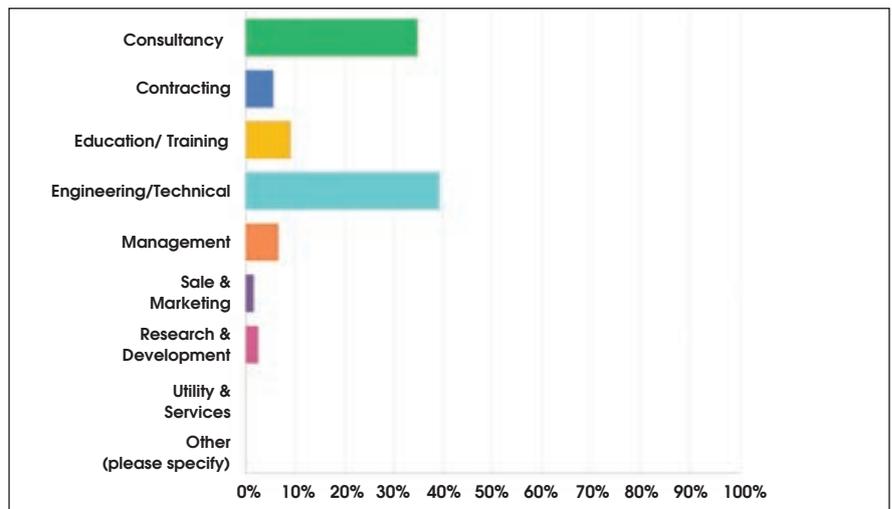


Figure 6: Percentage of respondents based on job nature

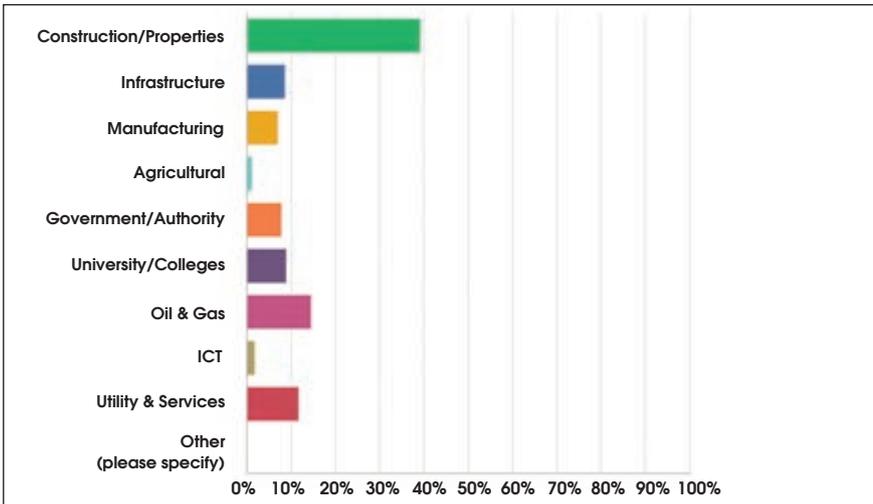


Figure 7: Percentage of respondents based on employment sector

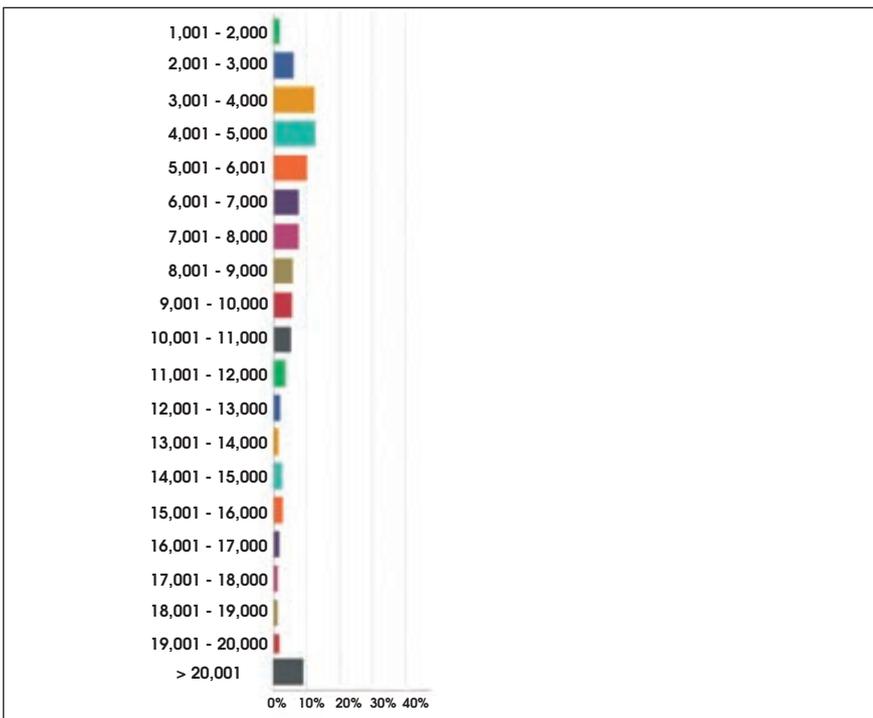


Figure 8: Percentage of respondents based on basic salary per month

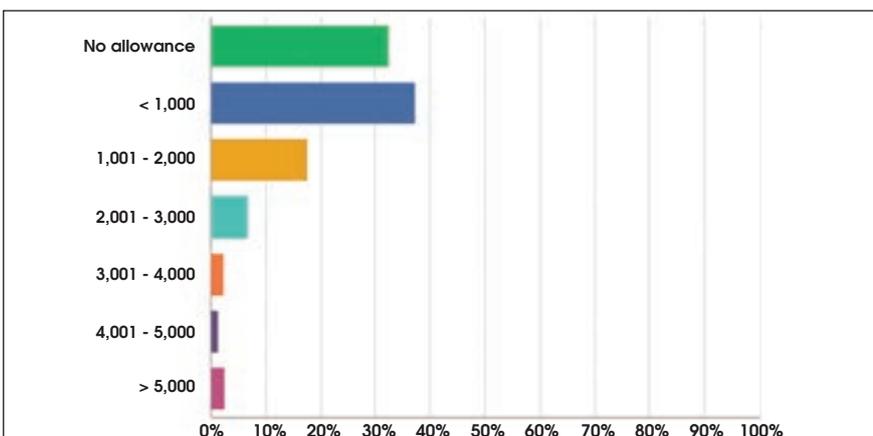


Figure 9: Percentage of respondents based on allowances received per month

allowances of between RM4,001-RM5,000 per month.

Bonuses (Figure 10): 34.04% indicated that they received one month bonus at the time of the survey, 29.31% did not receive any bonus and 3.73% received more than five months bonus.

The majority (48.24%) reported that their current salary was not reasonable, 33.53% felt their current salary was reasonable and 18.23% were unsure.

As shown in Figure 11, 66.97% worked 40-45 hours per week, 15.51% worked 46-49 hours per week and 5.74% worked more than 59 hours per week.

For the weekly overtime hours (Figure 12), 33.23% reported that they did not work overtime while 29% were required to work 1-5 hours of overtime per week and 4.83% reported working over 20 hours of overtime per week. The majority (84.96%) reported that there was no payment for their overtime work.

Finally, the online survey was to help understand the respondents' job satisfaction, encouragement to attain Professional Engineers' status and to move away from engineering.

Overall, 45.59% of respondents reported that they were satisfied with their current jobs and 8.71% reported that they were very satisfied. However, 10.03% indicated that they were dissatisfied with their current jobs and 2.94% were very dissatisfied with their current jobs.

65.96% reported they would work to attain the professional engineer status and 34.04% said they would not apply to become professional engineers.

As for the intention to move away from engineering, 73.56% reported that they would remain in an engineering career and 26.44% reported that they would definitely move away from engineering as a career. ■

Authors' Biodata

Ir. Dr Tan Chee Fai is a committee member of Standing Committee of Welfare and Service Matter Session 2017/2018.

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