

# Higher salary but lower bonus for employees

**KUALA LUMPUR:** Private sector employees received higher salary increments this year but the forecast bonuses for next year are expected to reduce.

Malaysian Employers Federation (MEF) president Datuk Azman Shah Haron said the latest 2011 MEF Salary Survey for Executives and Non-Executives revealed that data collected from 214 respondent companies showed that the average salary increment of 6.45% for executives was higher than the 5.37% provided to non-executives.

"However, the forecast rate of salary increase for non-executives is expected to be at 5.73% next year while the executives are expected to receive a lower increment of 6.08%," he said yesterday.

Azman said that for next year, the average forecast bonus for executives was 2.13 months, which was lower than the 2.48 months this year, while for non-executives, it was 1.93 months compared with 2.03 months this year.

He said 82.4% of the companies granted bonus to either all or certain

executives this year compared with 86.1% last year.

Azman said 81.9% of non-executives were given bonus this year compared with 83.7% last year.

From the survey findings, it was also found that the most critical skills lacking in executives were leadership skills in professionals, managers and engineers while technical employees and sales/marketing executives lacked problem-solving skills and customer handling/organising skills respectively.

Azman said that for non-execu-

tives, the most critical skills found lacking were English Language proficiency for clerical and administrative positions and machine operators as well as communication skills in skilled employees and general unskilled employees while production supervisors mainly lacked leadership skills.

He added that to overcome recruitment issues, some companies had adopted measures such as hiring workers on contract, retraining existing staff, diversifying recruitment channels and providing training to less qualified recruits.

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— DATUK AZMAN SHAH HARON