

### Survey of "Hot Jobs" in Top Enterprises in Metro-Manila\* (Last of a Three-Part Series)



#### INTRODUCTION

This LABSTAT presents the last of the three-part report on the results of the rider questionnaire to the 4<sup>th</sup> quarter 2006 Labor Turnover Survey. The survey covered 448 companies in Metro-Manila that belong to the List of Top 5,000 Enterprises in the Philippines as compiled by the Securities and Exchange Commission (SEC).

Part three of the report contains responses of sample enterprises on the measures they have taken to keep their best workers, rewarding experience as well as talent.

#### SURVEY RESULTS

***About nine in every ten companies provide special rewards/incentives to keep best workers.***

- More than hiring the best and the brightest applicants, good management is also concerned with retaining good performers through rewards and incentives.
- This practice can be observed in more than three-fourths (87.7% or 393) of the sample enterprises covered in the survey, i.e., nine in every ten companies.

- But noteworthy is the proportion of respondents which reported the absence of reward system as they comprised a little over ten percent (11.6%) of all respondents.

**TABLE 4 - Percent of Sample Top Enterprises in Metro-Manila Adopting Special Measures to Keep Best Workers 4<sup>th</sup> Qtr. 2006**

ITEM	Number	Percent
<b>Total</b>	<b>448</b>	<b>100.0</b>
With Reward System	393	87.7
Without Reward System	52	11.6
No Response	3	0.7

Source: Bureau of Labor and Employment Statistics, Labor Turnover Survey.

#### ***Incentive pay/productivity bonus and training: standard rewards for good performers***

- The granting of incentive pay or performance bonus ranked foremost in the list of rewards accorded to good performers. This form of reward is cited by more than one-third (35.5%) of the respondents.

\* For operational purposes, the term "hot" jobs was defined in this survey as occupations/skills for which employers have encountered shortage of qualified applicants over the last three years.

- The provision of training ranked second in importance as reported by 26.8% of the respondents. Training served as an avenue to acquire new talents or skills which are intended to prepare good performers for career advancement in the company. In some respondents, training is carried out through their company's Career Development Plan or Succession Plan.

***Salary adjustment/promotion/regularization: measures to ward off "pirating of workers"***

- To discourage "pirating" of workers, more than one-fifth (22.8%) of the respondents grant attractive salary adjustments to match the offers of competing firms.
- Still, others (15.6%) offered promotion or "regularization" in the case of casuals or contractual workers (1.8%).

***Awards as recognition of good performance***

- The periodic giving of awards and recognition (e.g., model employee of the month/year, best in attendance) formed part of the incentive program of 12.3% of the total respondents.

***Other "perks" received by good performers: trip abroad, scholarship, stock option, etc.***

- Two of the most attractive benefits enjoyed by best performers were overseas training and trip abroad. However, these perks were available only in few companies (7 enterprises or 1.6%).
- Other perks cited were car plan, post graduate scholarship, stock option, cross-postings of own choice and participation in decision-making, etc.

**TABLE 5 – Benefits, Rewards and Incentives Granted to Best Performers in Top Enterprises in Metro-Manila 4<sup>th</sup> Quarter 2006**

TYPES	Number	Percent
<b>All Types</b>	<b>448</b>	<b>100.0</b>
Incentive pay/ productivity bonus	159	35.5
Training	120	26.8
Salary Increase	102	22.8
Promotion	70	15.6
Awards/Recognition	55	12.3
Regularization	8	1.8
Trip Abroad	7	1.6
Others	6	1.3
None/No Response	53	11.3

*Note: Multiple response allowed.*

*Source: Bureau of Labor and Employment Statistics, Labor Turnover Survey.*

**FOR INQUIRIES:**

Regarding this report contact **EMPLOYMENT AND MANPOWER STATISTICS DIVISION** at 527-3000 loc. 312/313  
 Regarding other statistics and technical services contact **BLES DATABANK** at 527-3000 loc. 317  
 Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**  
 FAX **527-93-24** E mail: [emsd@manila-online.net](mailto:emsd@manila-online.net) or [blesemsd@bles.dole.gov.ph](mailto:blesemsd@bles.dole.gov.ph)  
 Or visit our website at <http://www.manila-online.net/bles> or <http://www.bles.dole.gov.ph>