

# Comparative report “Change job Study” in Thailand, Indonesia and Vietnam in 2015

January 2016

# Table of content

A. Research Background	(P.3)
B. Research Design	(P.4)
C. Summary	(P.5)
D. Detail Findings	(P.9)
E. Recommendations	(P.60)

# A. Research Background

- ❑ Southeast Asia economy is growing rapidly through investments from local and foreign governments as well as private firms creating new jobs and opportunities.
- ❑ At the time of the start of the ASEAN Community which provides a variety of opportunities in Southeast Asia region. There might be a change of trend on changing jobs among labors.
- ❑ The findings of this study provides insight to the top management in particular the human resource managers in the organization about the importance of creating greater interest on enhancing employees' motivation through providing human resource management practices as strategic tool for higher level of performance. The study is carried out in 3 countries; namely, Vietnam, Indonesia, and Thailand where the rate of population growth is number one in Southeast Asia.
- ❑ We highly hope that, the results could generate immense benefits for human resource officers to adapt and come up with a strategy to keep talented staffs and attract new staffs into the company.

## B. Research Design

**Research Method** Online research

**Fieldwork Period** December 2015

**Research Area** Nationwide - Vietnam, Indonesia, Thailand

**Respondent Criteria** Male and female above 23 years old  
Full-time employee  
Having diploma degree or above

**Sample Size** 720 samples

Quota	Gender x Age		Thailand	Indonesia	Vietnam	Total
	Domestic company (Include Government)	Male	23-29	30	30	30
30-			30	30	30	90
Female		23-29	30	30	30	90
		30-	30	30	30	90
Foreign company	Male	23-29	30	30	30	90
		30-	30	30	30	90
	Female	23-29	30	30	30	90
		30-	30	30	30	90
Total			240	240	240	720

**Number of Questions** 5 Screening Questions, 13 Main Questions

**Survey Content** Changing job frequency. Average working time, consideration when changing job, Desired salary, information source of Job Vacancy, Number of application submitted before getting job, Consideration when choosing job, The difference with previous income, Current job's working time. Positive impact after changing job, Negative things at previous job, Future intention of working term, Planning for future position or career.

# C. Summary (1)

## Job Switching and Considerations

Attributes	Vietnam	Indonesia	Thailand
<b>Average working term</b>	1 – 2 years (35.8%)	3 years or more (35.0%)	3 years or more (29.6%)
<b>The most concerned factors when changing job</b>	1. Annual Income (55.8%) 2. Work's location (13.3%) 3. Do not like the job (9.2%)	1. Annual Income (48.3%) 2. Work's location (17.9%) 3. Company future (7.9%)	1. Annual Income (60.0%) 2. Work's location (8.8%) 3. Stability and company scale (5.8%)
<b>Desired salary</b>	101 ~ 150 \$ up (27.5%)	26 ~ 50 \$ up (22.5%)	51 ~ 75 \$ up (21.7%)

## Attitudes toward Career Change

Attributes	Vietnam	Indonesia	Thailand
<b>Information Sources of Job vacancy</b>	Friends / relatives introduced (76.7%)	Find on job websites (56.3%)	Find on job websites (65.8%)
<b>A number of applications submitted before getting a job</b>	2 companies (30.4%)	More than 9 companies (23.8%)	2 ~ 3 companies (20.8%)

## C. Summary (2)

### Attitudes toward Career Change (Cont.)

Attributes	Vietnam	Indonesia	Thailand
<b>The main reasons to choose the current job</b>	<ol style="list-style-type: none"> <li>1. Good income and prosperity (74.2%)</li> <li>2. Freedom to do what they want to work (61.3%)</li> <li>3. The location is nearby (60.4%)</li> </ol>	<ol style="list-style-type: none"> <li>1. Good income and prosperity (65.4%)</li> <li>2. The location is nearby (41.7%)</li> <li>3. Freedom to do what they want to work (37.1%)</li> </ol>	<ol style="list-style-type: none"> <li>1. Good income and prosperity (59.6%)</li> <li>2. The location is nearby (40.0%)</li> <li>3. Trusted company by many people (37.9%)</li> </ol>
<b>The changes salary after changing job</b>	Higher (86.3%)	Higher (87.1%)	Higher (85.0%)
<b>Current job's working period</b>	1 – 3 years (33.8%)	1 – 3 years (27.9%)	1 – 3 years (34.6%)

## C. Summary (3)

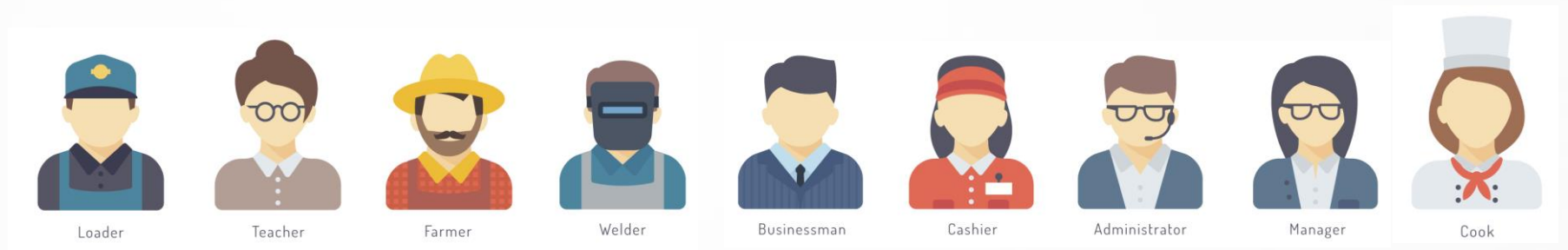
“Positive and Negative” Impacts before and after changing jobs

Attributes		Vietnam	Indonesia	Thailand
Positive impacts after changing job	Job Features	Suitable with my profession (71.3%)	Can learn many skills (58.8%)	Can learn many skills (58.8%)
	Working Environment	Colleagues are friendly and cooperate (57.5%)	Comfortable organization culture (55.4%)	Comfortable organization culture (55.4%)
	Financial Rewards	Year –end bonus (59.2%)	Enough / big salary (57.1%)	Enough / big salary (52.5%)
	Family Issues	Near their homes (67.5%)	Near their homes (68.3%)	Near their homes (45.0%)
	Personal Issues	Career tasks match with their personality (79.6%)	Career tasks match with their personality (79.6%)	Career tasks match with their personality (79.6%)
Negative impacts at previous job	Job Features	Feel stressed due to multi-task handling at the same time (45.0%)	Feel stressed due to multi-task handling at the same time (42.5%)	Feel stressed due to multi-task handling at the same time (47.1%)
	Working Environment	Did not have much opportunity for getting promoted (24.6%)	Did not have much opportunity for getting promoted (38.8%)	Did not have much opportunity for getting promoted (42.5%)
	Financial Rewards	Did not get insurance for family (34.6%)	Did not get insurance for family (37.1%)	Low salary (48.3%)
	Family Issues	Less time to take care of children (14.2%)	Living far away from family (36.7%)	Living far away from family (35.8%)
	Personal Issues	Not suitable with boss' personality (22.9%)	Not suitable with boss' personality (46.3%)	Not suitable with boss' and their own personality (29.2%)

# C. Summary (4)

## Future Career Plans

Attributes	Vietnam	Indonesia	Thailand
<b>Future intention of working period</b>	1. Not decide yet (39.6%) 2. 5 – 10 years (12.5%) 3. 2 – 3 years and 3 – 5 years (12.1%)	1. Not decide yet (39.6%) 2. 2 – 3 years (13.8%) 3. Until retired (13.3%)	1. 3 – 5 years (18.8%) 2. Until retired (18.3%) 3. Not decide yet (17.1%)
<b>Planning for future position or career</b>	Manager position (32.1%)	Own business (60.0%)	Specialize in their current position (24.6%)





## D. Detail findings

### 1. Job Switching and Considerations

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### 2. Attitudes toward Career Change

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### 3. Positive Impacts on Career after Changing Job

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### 4. Negative Things at Previous Job

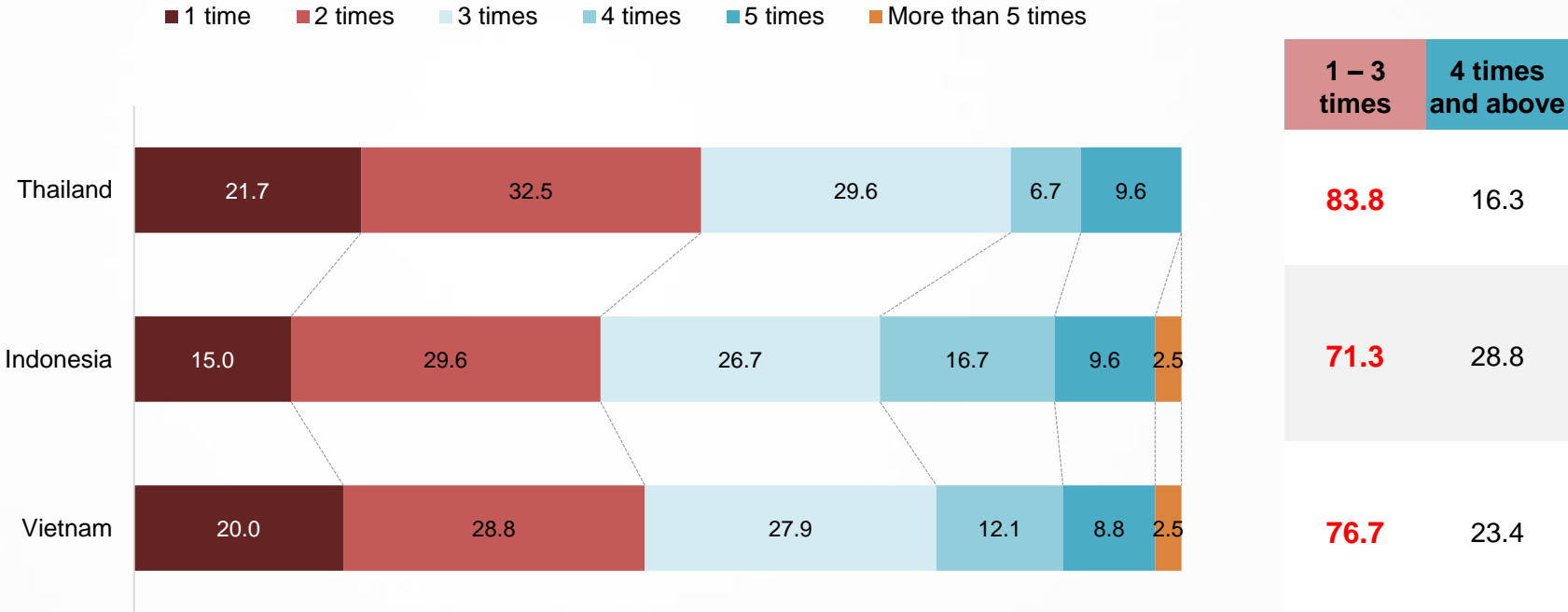
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### 5. Future Career Plans

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# Changing Job Frequency

- Frequencies of changing job varies slightly among individual countries. All the respondents in three countries have at least made a career change approximately “1 – 3 times” during their working life. Workers in Thailand, Indonesia and Vietnam are mostly to have changed job for “2 times” with 32.5%, 29.6% and 28.8% respectively.



Q1. Please tell us how many times you changed job? [SA] N=720

(Unit: %)

# Changing Job Frequency

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

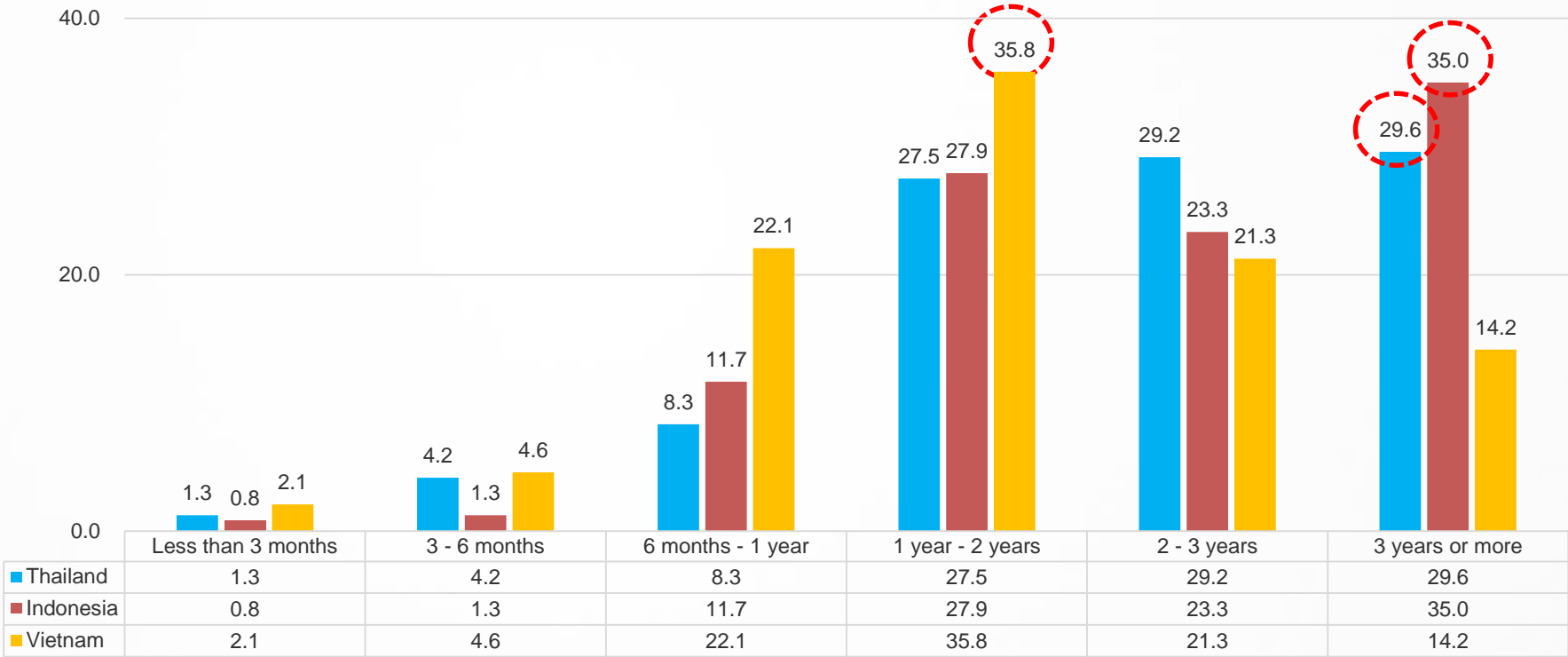


Q1. Please tell us how many times you changed job? [SA] N=720

(Unit: %)

# Average Working Term

- **“1 to 2 years”** is the common average working term for Vietnamese (35.8%). On the other side, Thailand and Indonesia people tend to stay longer at a company compared with Vietnamese. For example, 29.6% of Thai respondents and 35.0% of Indonesian respondents stay at a company for **“3 years and more”**.



Q2. Average time you have worked for a company? [SA] N=720

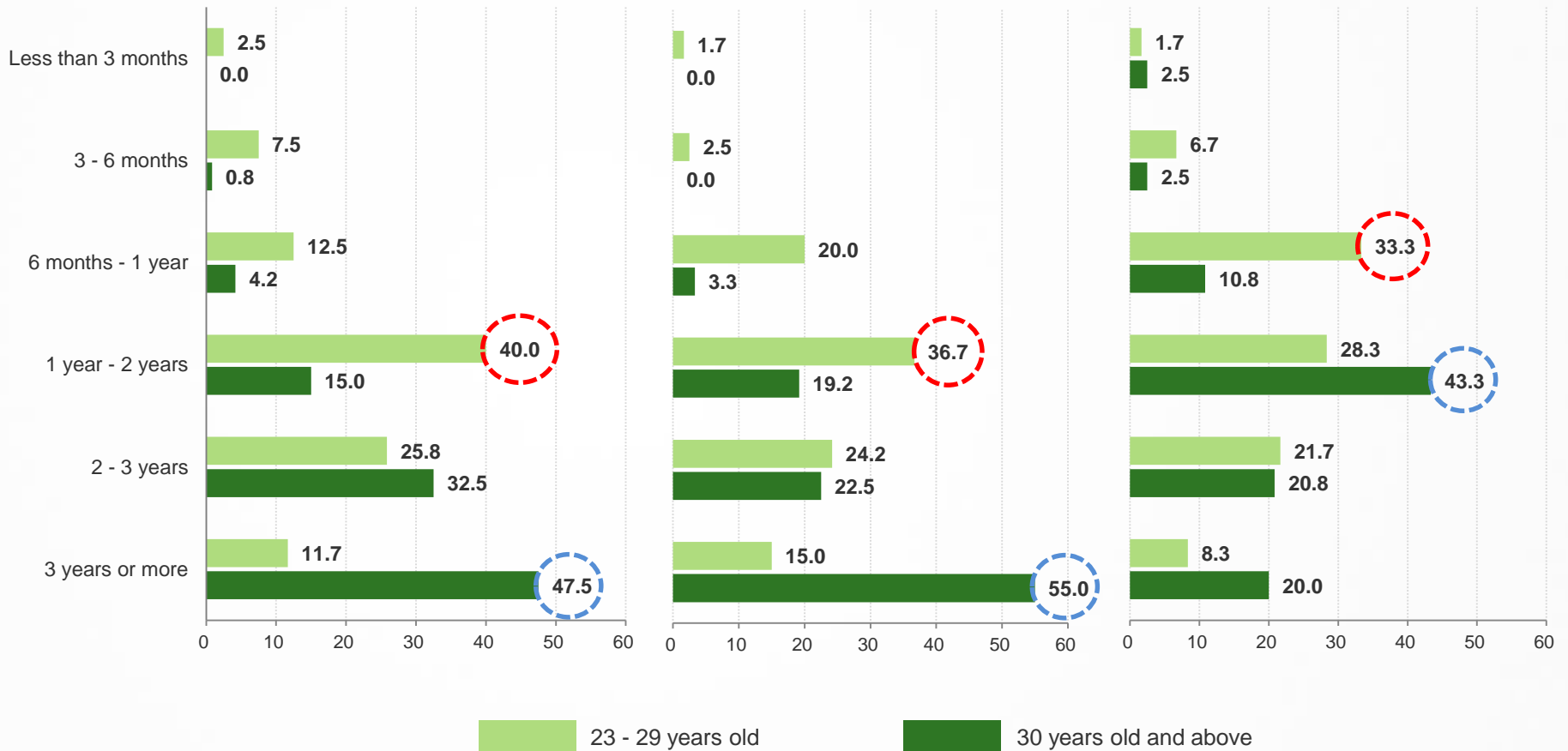
(Unit: %)

# Average Working Term

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

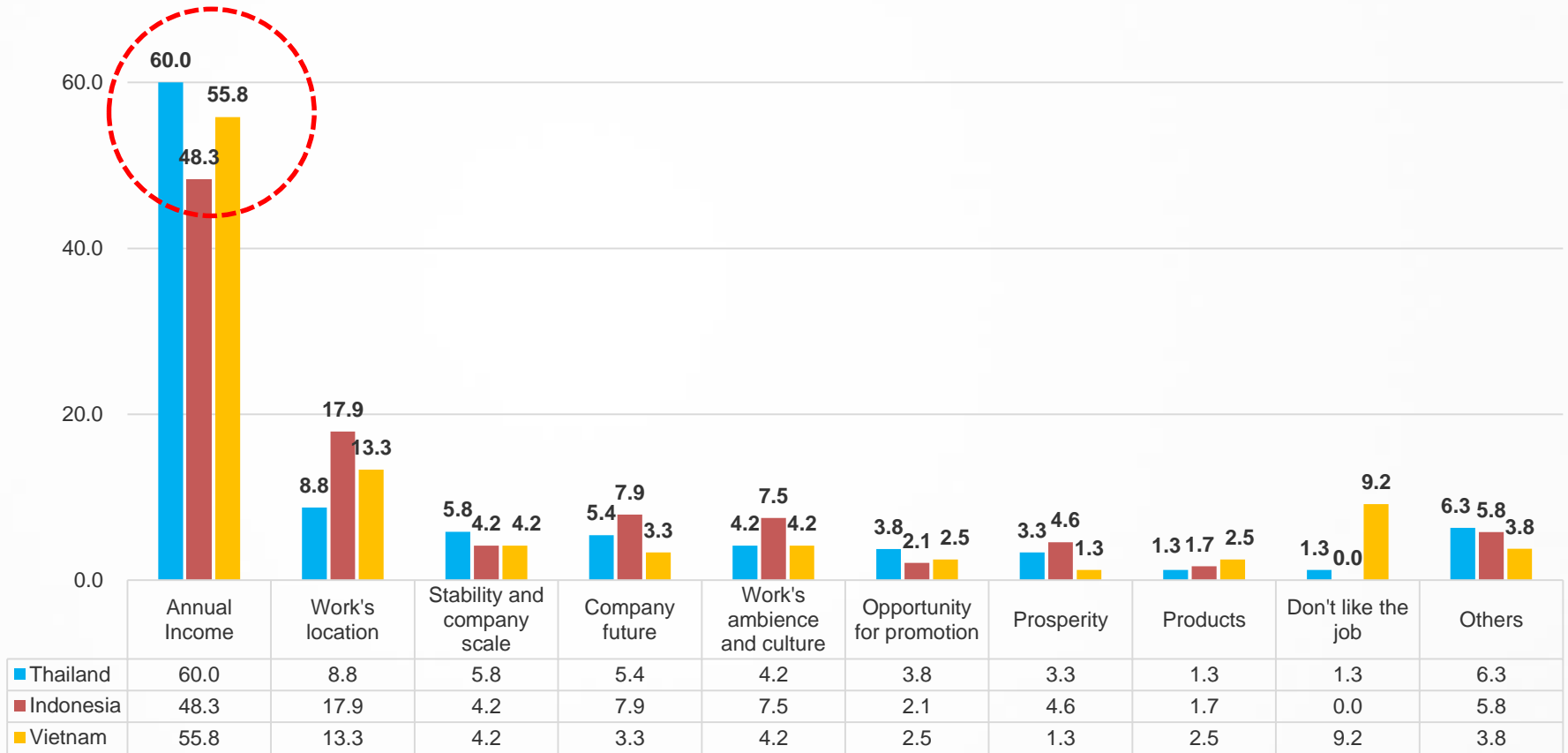


Q2. Average time you have worked for a company? [SA] N=720

(Unit: %)

# Consideration When Changing Job

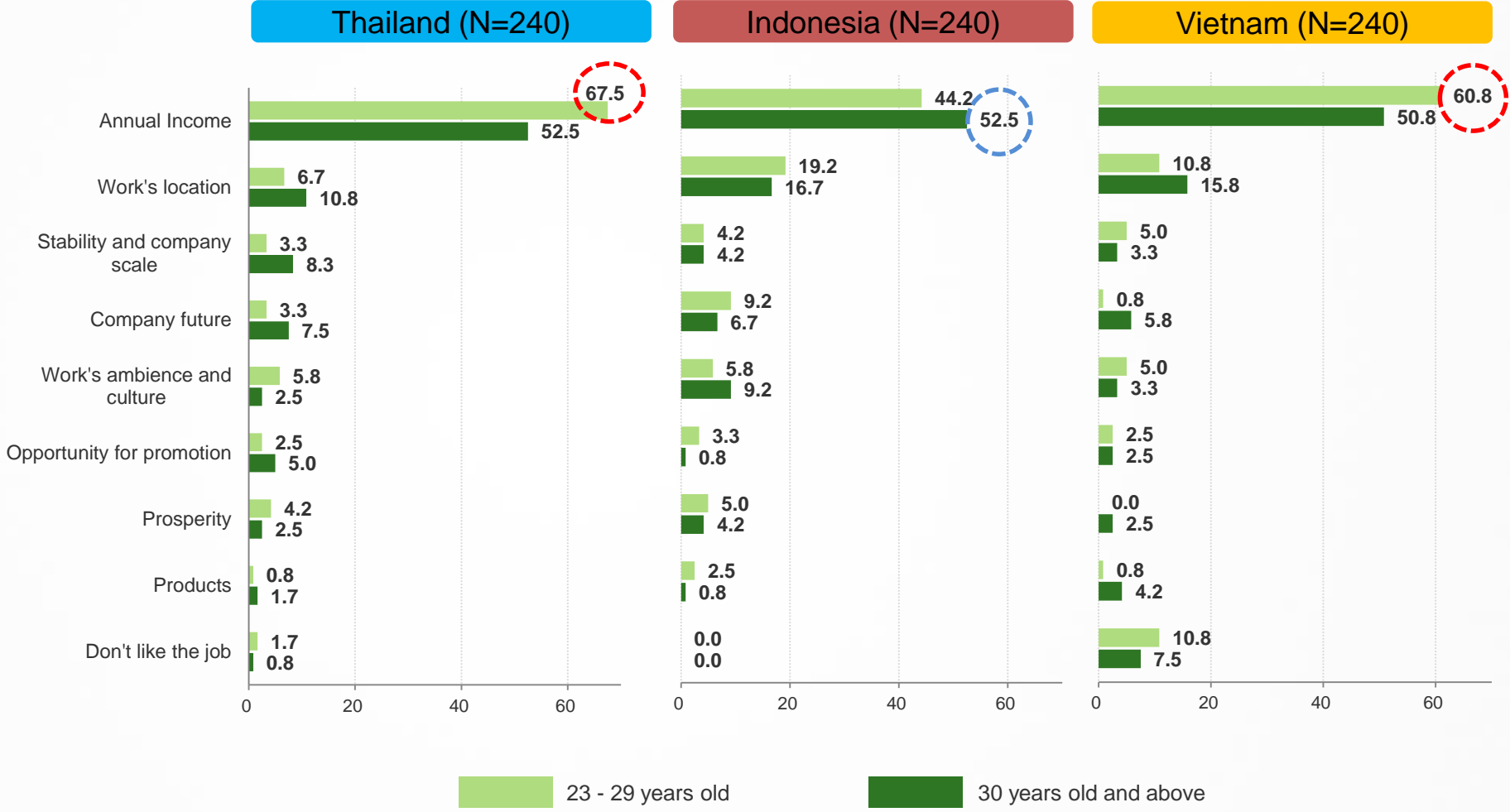
- The main reason among the majority of people across Thailand, Indonesia and Vietnam change jobs is for better salary / Annual Income: 60.0%, 48.3% and 55.8% of respondents in those countries respectively consider “**Annual Income**” as their reason for changing job.



Q3. Please tell us what are your priorities when you decide to change currently job ? [Ranking - Top] N=720

(Unit: %)

# Consideration When Changing Job



Q3. Please tell us what are your priorities when you decide to change currently job ? [Ranking - Top] N=720

(Unit: %)

## D. Detail findings

1. Job Switching and Considerations

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2. Attitudes toward Career Change

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3. Positive Impacts on Career after Changing Job

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4. Negative Things at Previous Job

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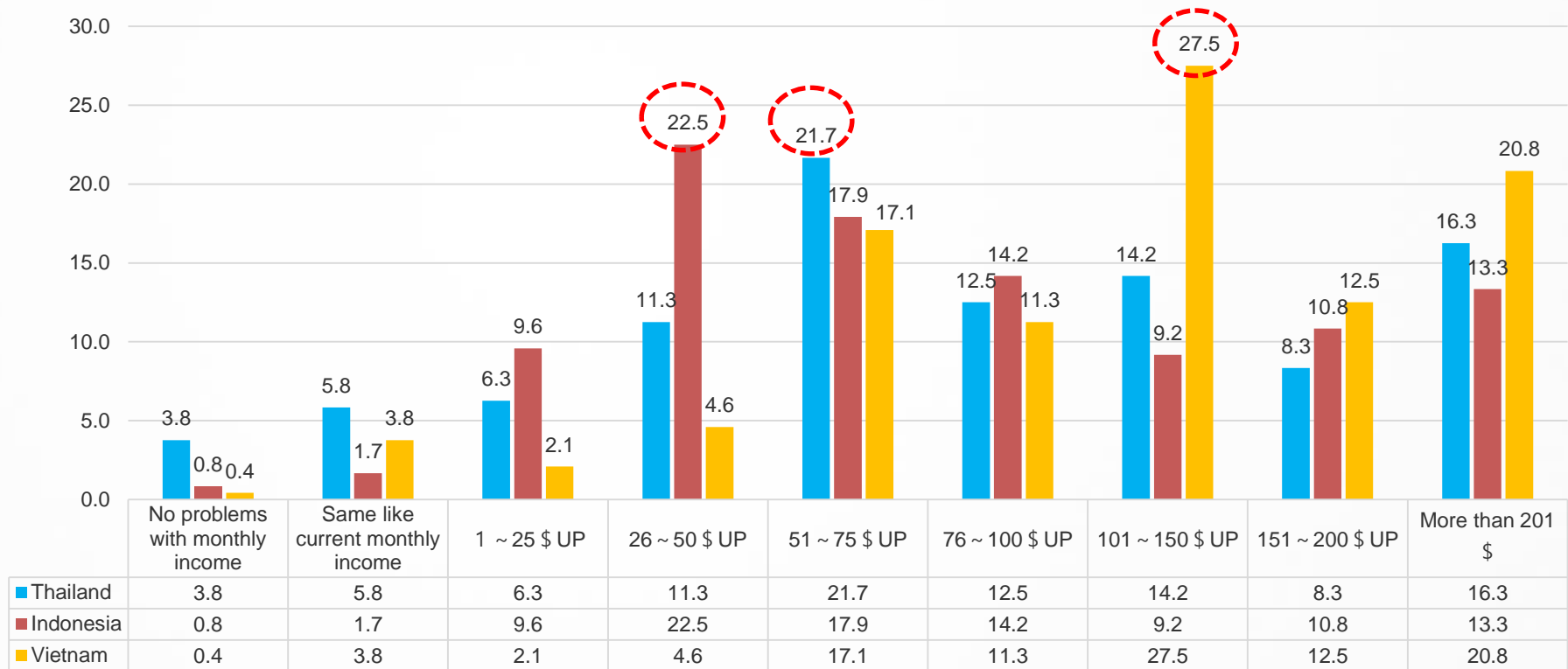
5. Future Career Plans

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# Desired Salary

- There are slight difference across the three countries with regards to their expected salary raise when they change job. While 22.5% of Indonesian respondents are expected to get raises of “26-50 USD” when changing job, this compares with 4.6% of those in Vietnam.
- Vietnamese are expected to receive significant pay raise of “101-150 USD” when changing job with 27.5%, while 21.7% of Thai people would like to get raises of “50-75 USD” from their current salary when changing job.



Q4. Please tell us how much monthly income that you would like to earn when you change your job? [SA] N=720

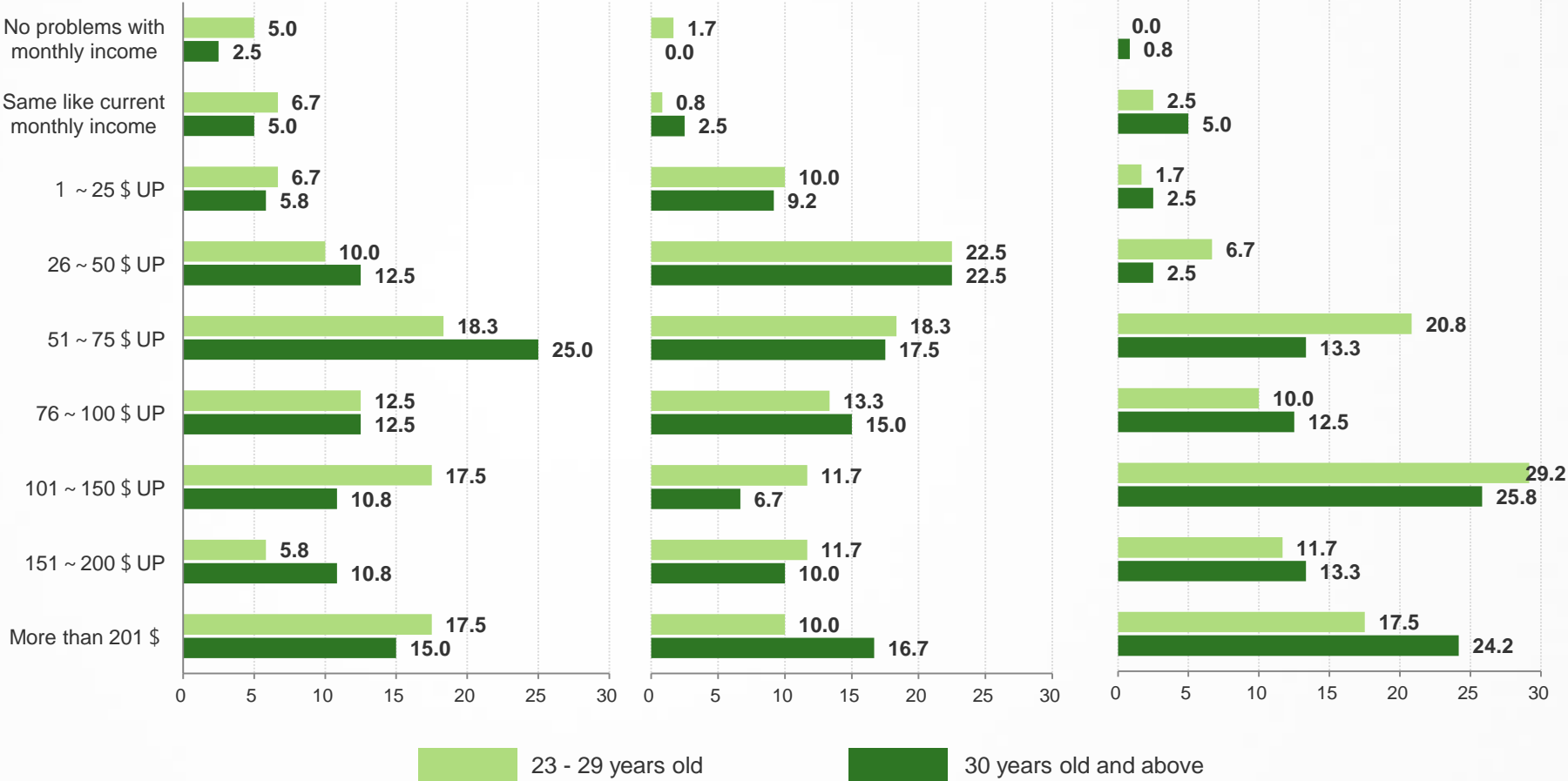
(Unit: %)

# Desired Salary

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

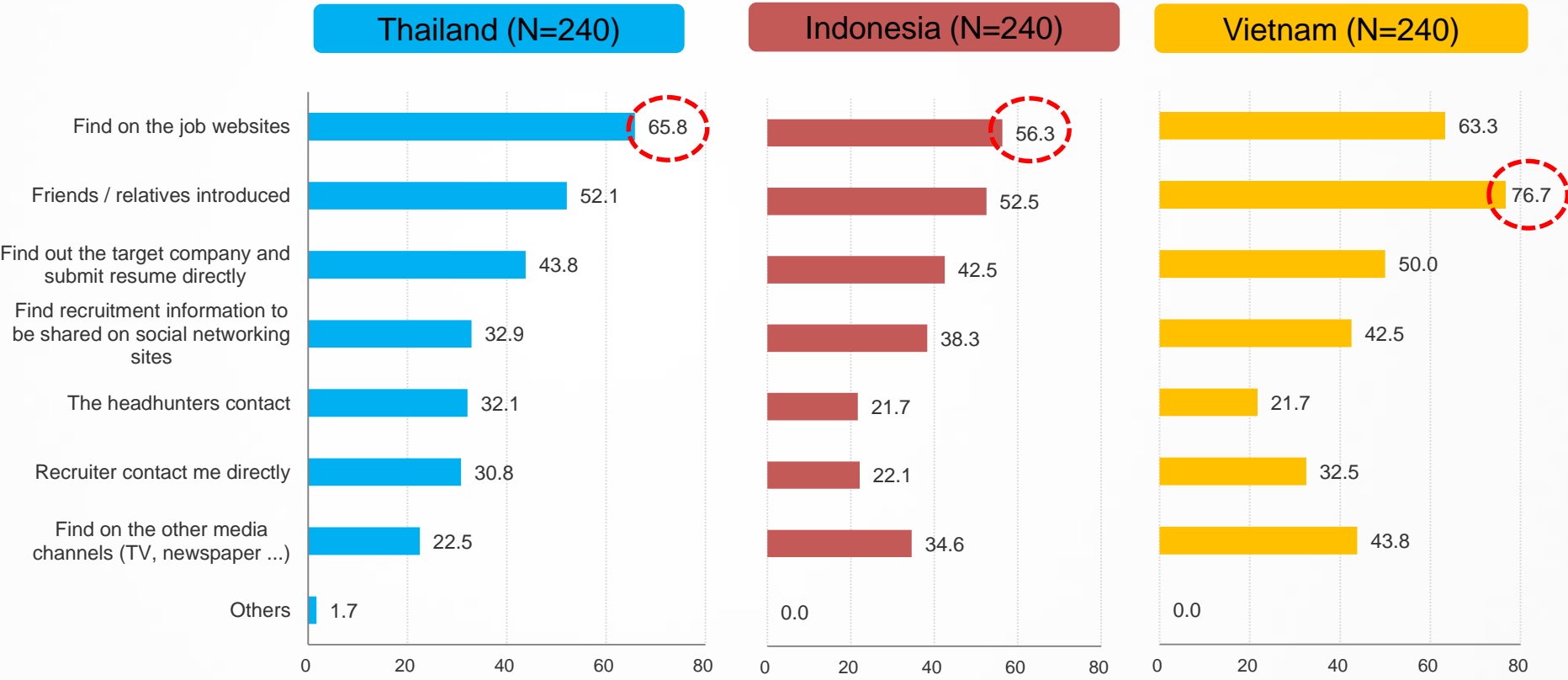


Q4. Please tell us how much monthly income that you would like to earn when you change your job? [SA] N=720

(Unit: %)

# Information Sources of Job Vacancy

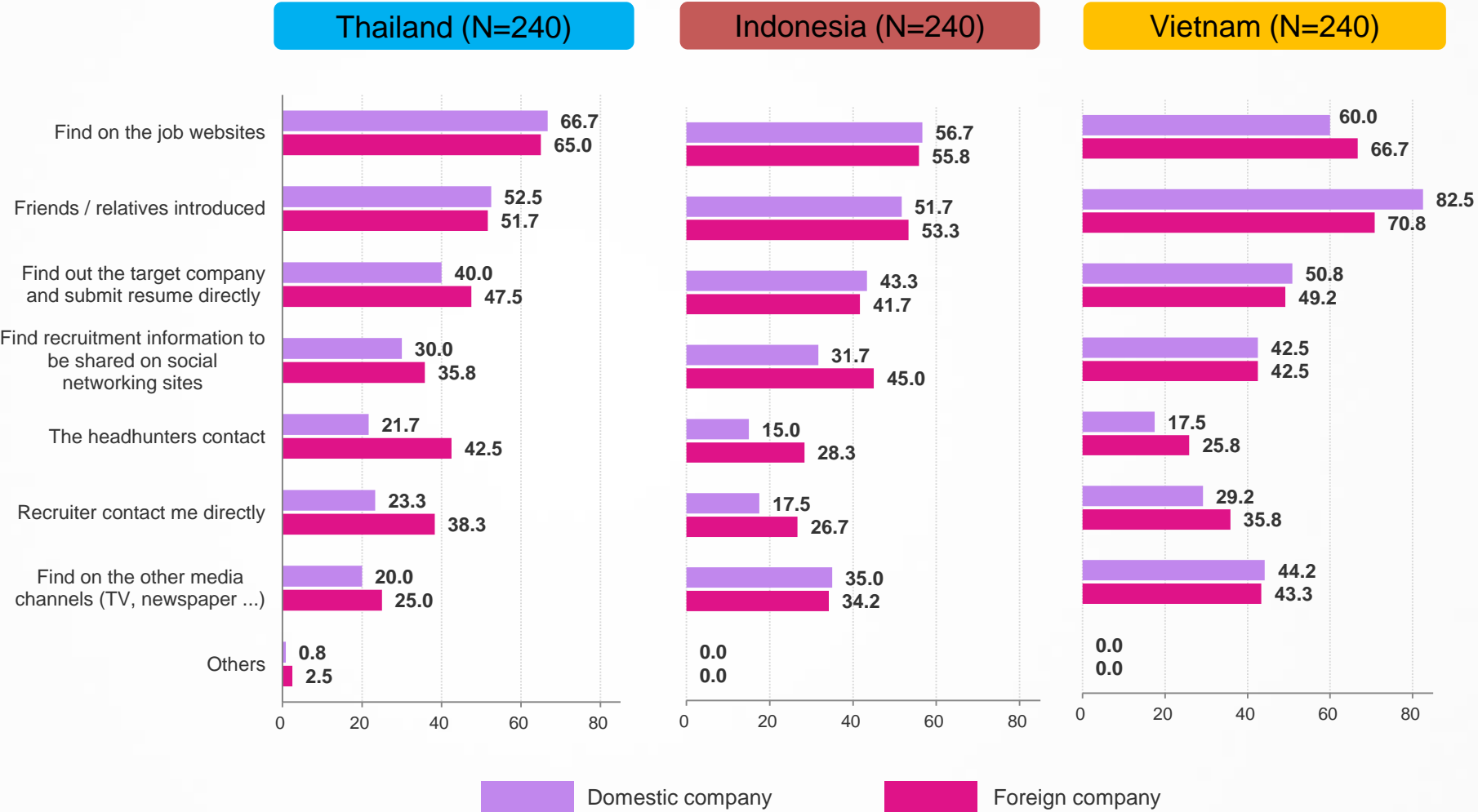
- Finding job on the “**job portal site**” is a popular way for respondents in Thailand (65.8%) and Indonesia (56.3%)
- Moreover, for Vietnamese respondents, their “**friends or relatives**” are really helpful in introducing job for them as chosen by (76.7%) respondents.



Q5. How did you find the chances for changing job? [MA] N=720

(Unit: %)

# Information Sources of Job Vacancy

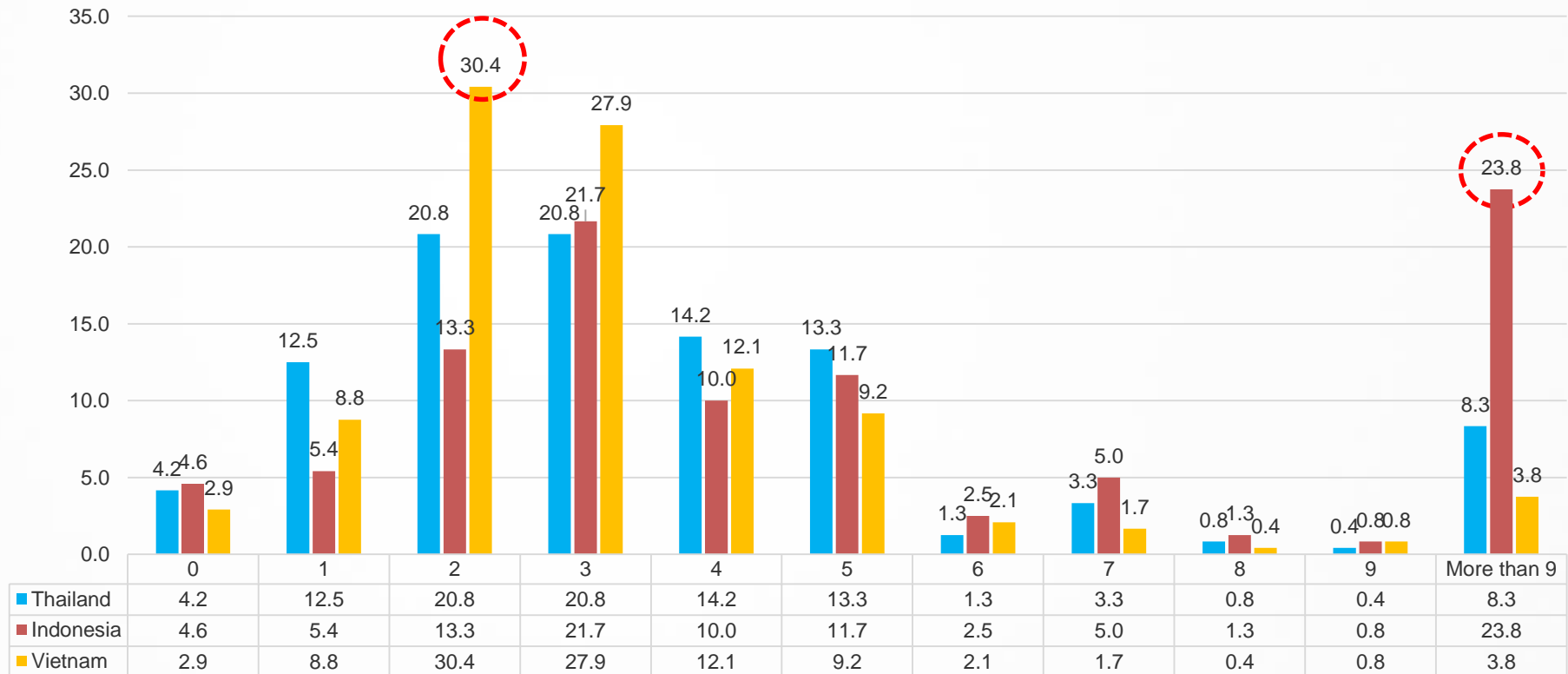


Q5. How did you find the chances for changing job? [MA] N=720

(Unit: %)

# A Number of Applications Submitted Before Getting a Job

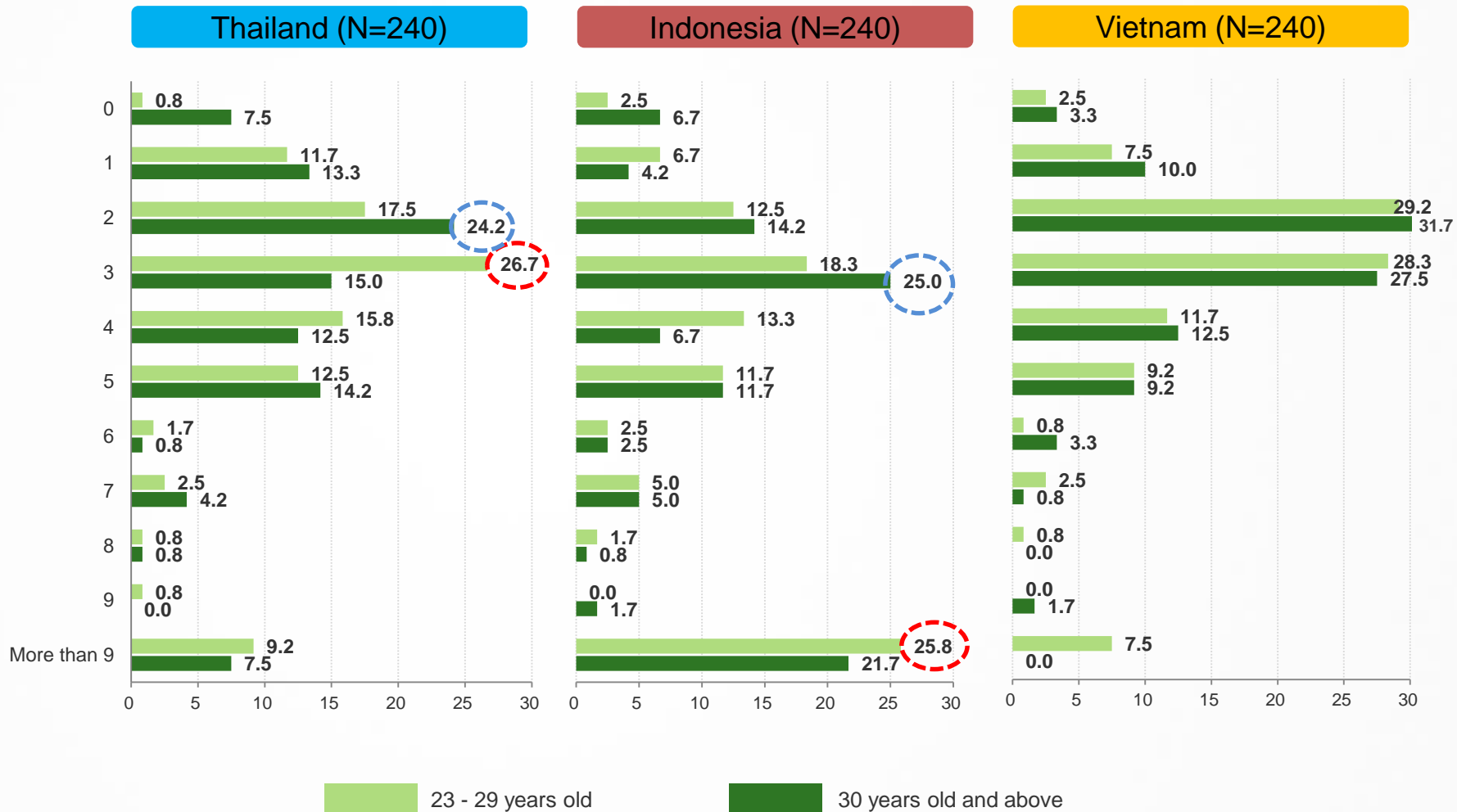
- Most of Vietnamese respondents (30.4%) submitted job application to at least **“two different companies”** before getting a job.
- Meanwhile, Indonesian respondents are the most active job applicants where they applied job to **“more than 9 companies”**, with 23.8%, compared to those in Thailand (8.3%) and Vietnam (3.8%)



Q6. Before you're accepted your current company, how many companies did you apply? [SA] N=720

(Unit: %)

# A Number of Applications Submitted Before Getting a Job

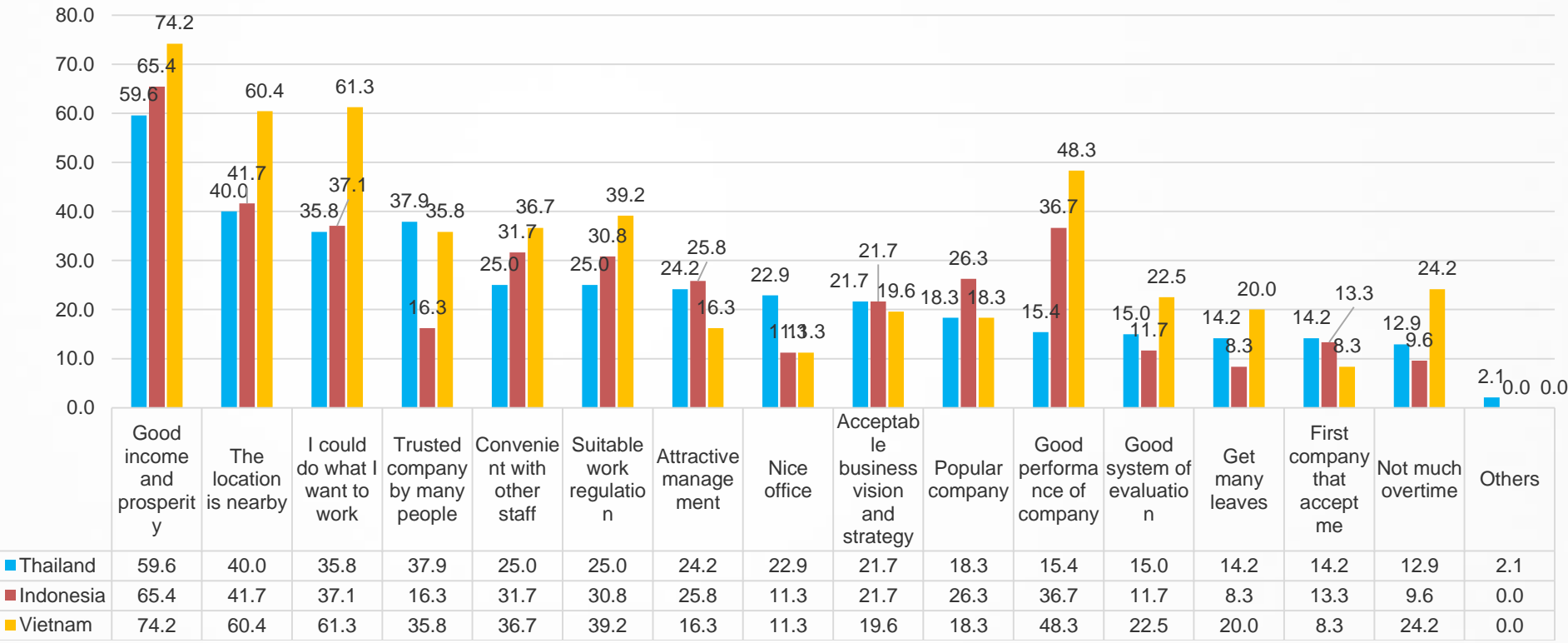


Q6. Before you're accepted your current company, how many companies did you apply? [SA] N=720

(Unit: %)

# Consideration When Choosing a Job (Top 10 – Total)

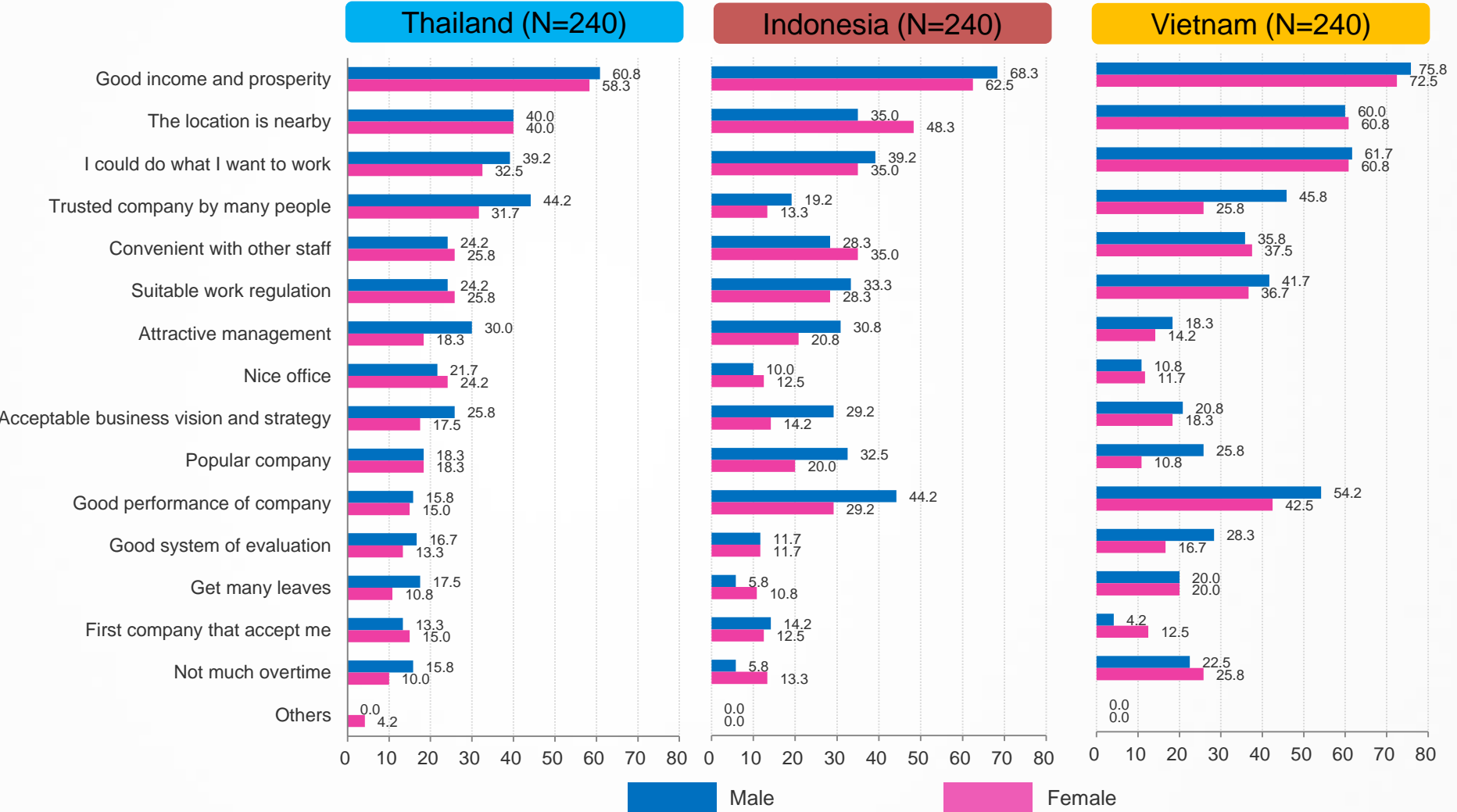
- **“Good Income and Prosperity”** becomes the top consideration of choosing current company to work at which selected by 59.6% of Thailand’s respondents, 65.4% of Indonesian people and 74.2% of Vietnamese.
- While **“Near Location”** ranked second in Thailand and Indonesia, **“freedom to do what they want to work”** when choosing a job gain second most influential factor in Vietnam



Q7. Please tell us what factors that makes you choose current company [MA] N=720

(Unit: %)

# Consideration When Choosing a Job



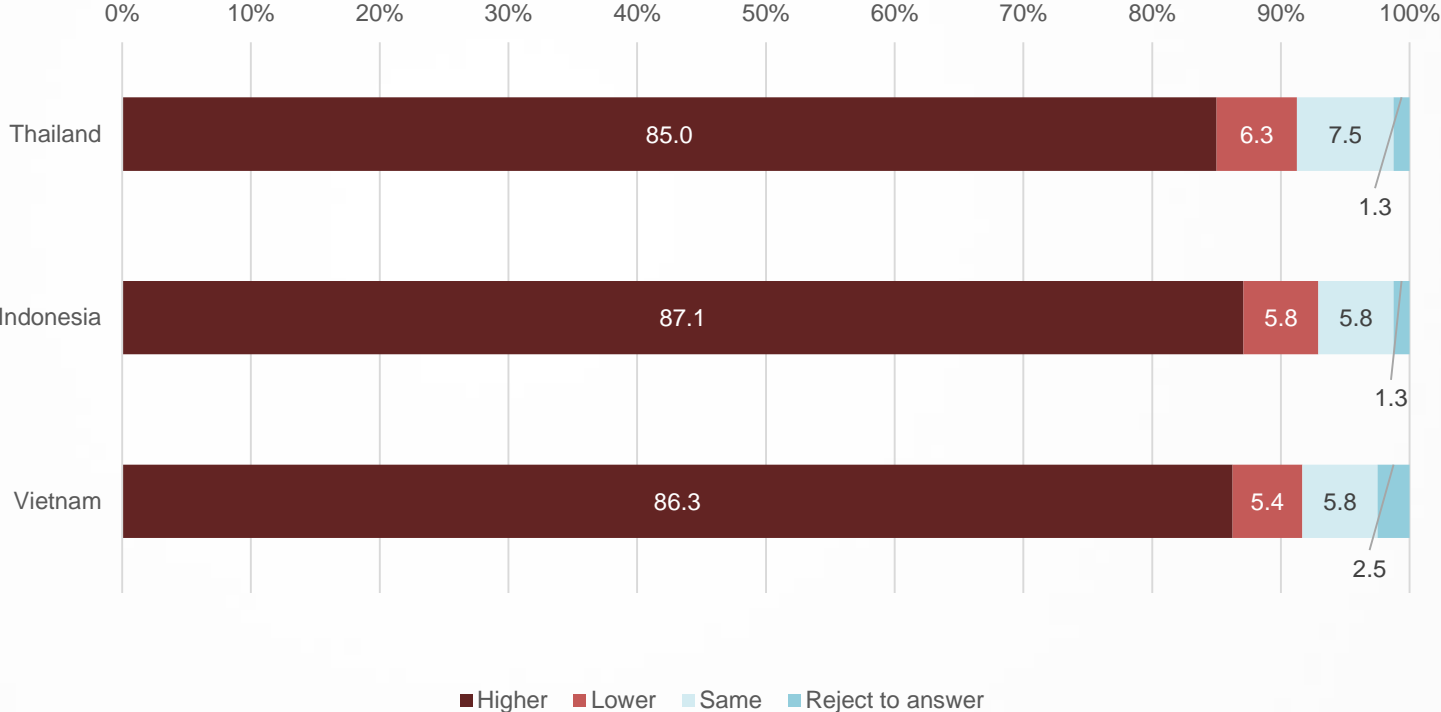
Q7. Please tell us what factors that makes you choose current company [MA] N=720

(Unit: %)



# The Differences with Previous Income

- In general, most of the respondents in the three countries receive much higher salary than their previous company. Indonesia has highest percentage of getting “Higher Salary” with 87.1%, next is Vietnam with 86.3%, followed by Thailand with 85.0%.



Q8. Please tell us your previous monthly income when you're just accepted in your current position [SA] N=720

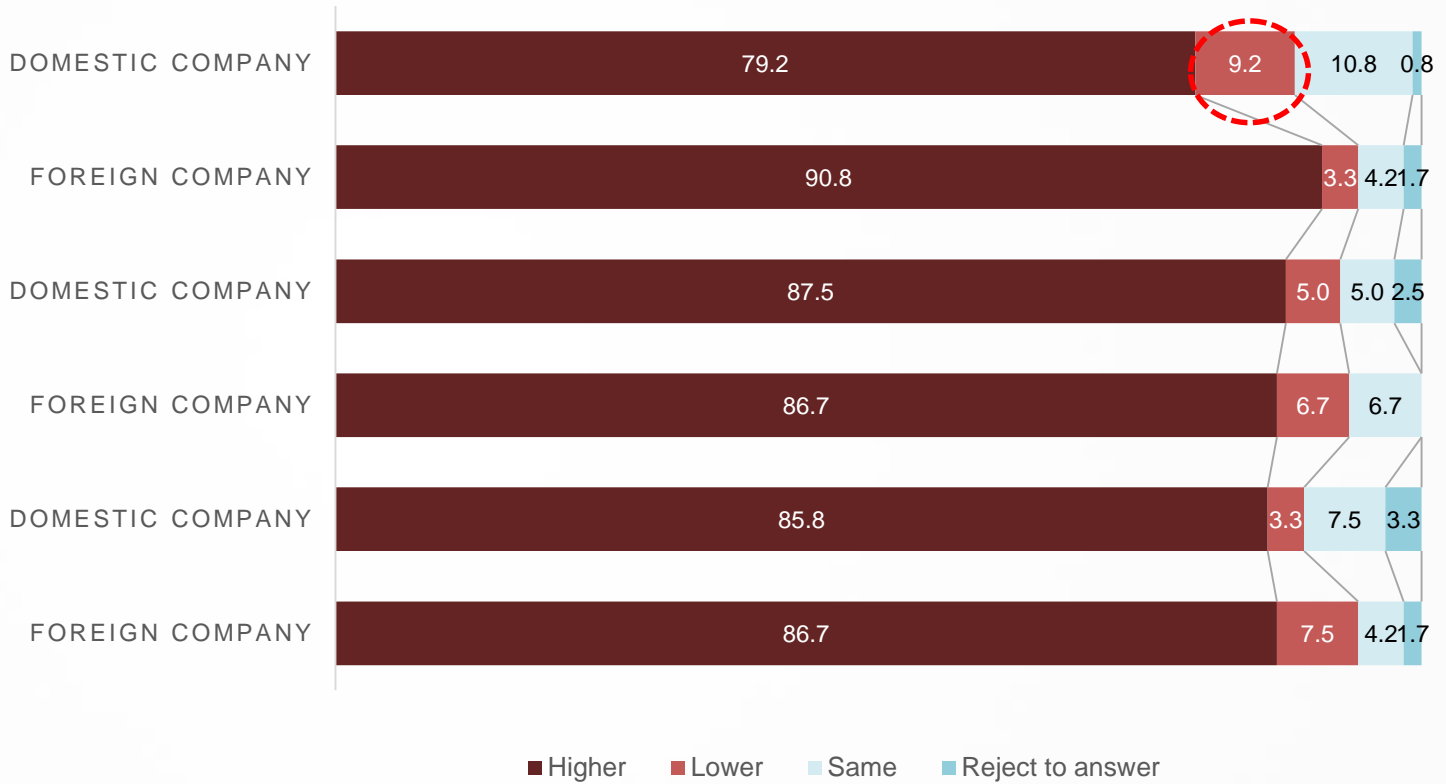
(Unit: %)

# The Difference with Previous Income

Thailand  
(N=240)

Indonesia  
(N=240)

Vietnam  
(N=240)

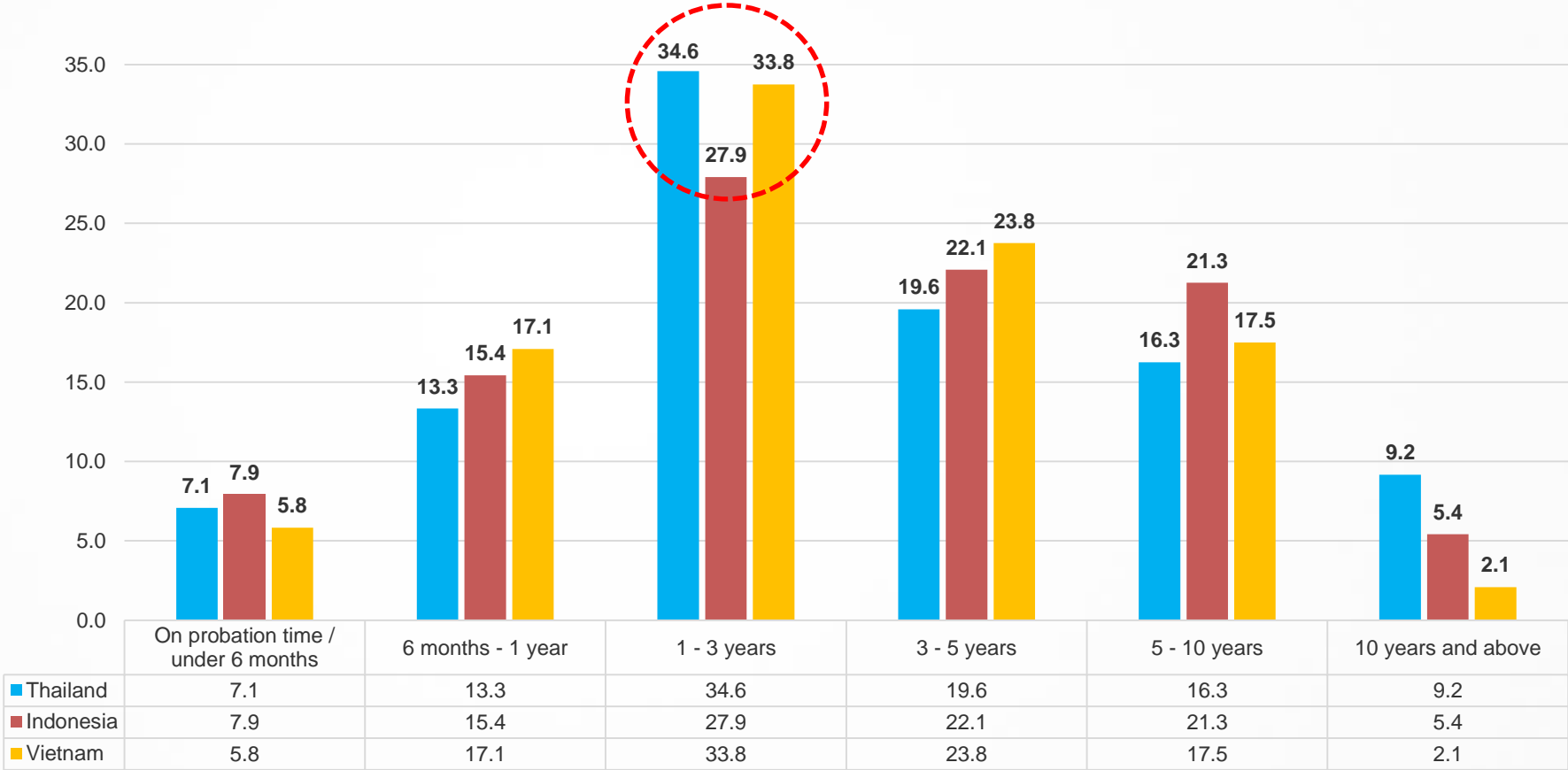


(Unit: %)

Q8. Please tell us your previous monthly income when you're just accepted in your current position [SA] N=720

# Current Job's Working Term

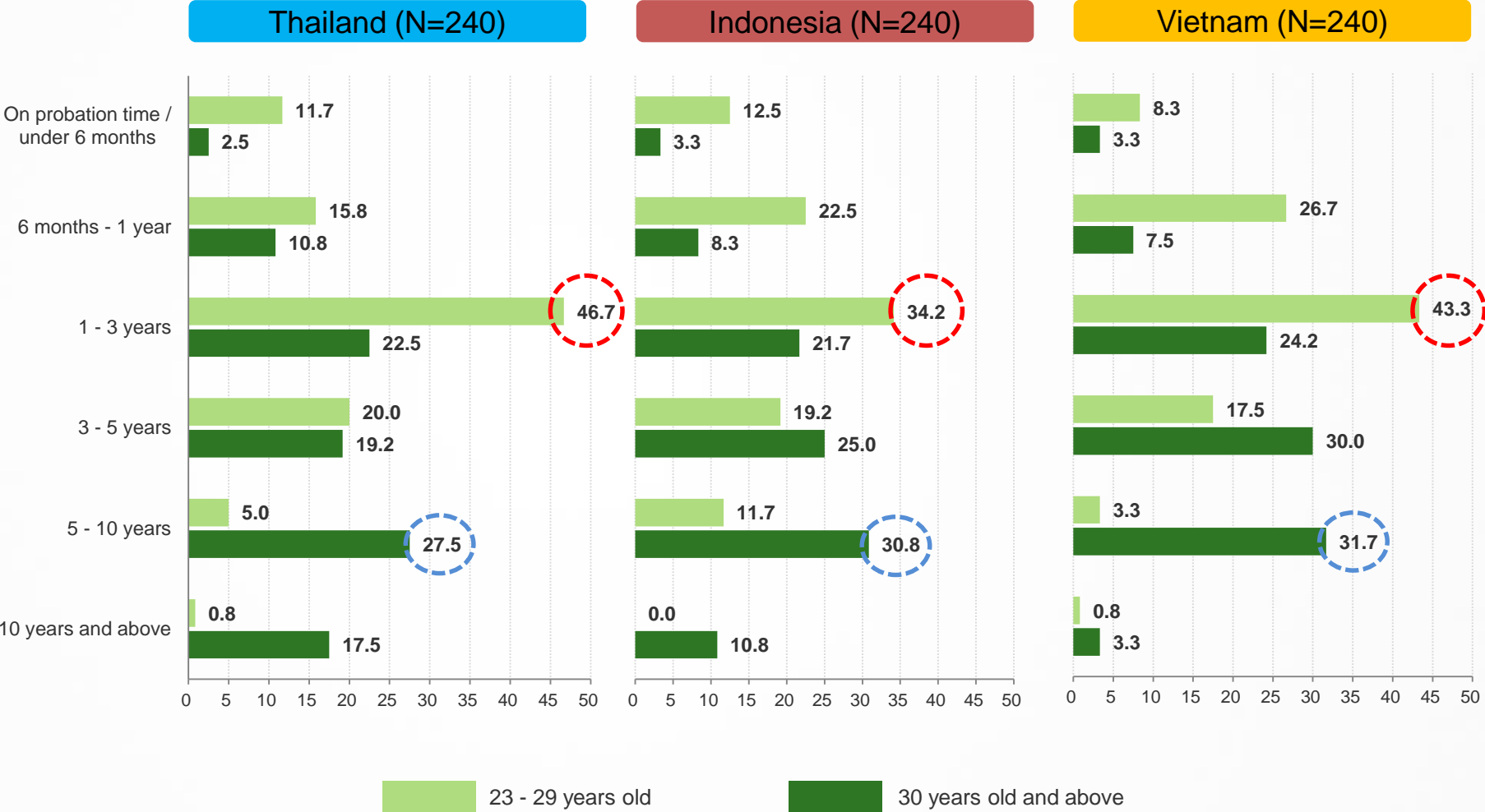
- The majority of respondents among 3 countries said that they have been working at the current company for **“1-3 years”**.
- In addition, for Thailand, Indonesia and Vietnam, 19.6%, 22.1% and 23.8% of the respondents respectively also stated that they have been staying at the current company for **“3-5 years”**.



Q9. How long have you been working at the current company ? [SA] N=720

(Unit: %)

# Current Job's Working Term



Q9. How long have you been working at the current company ? [SA] N=720

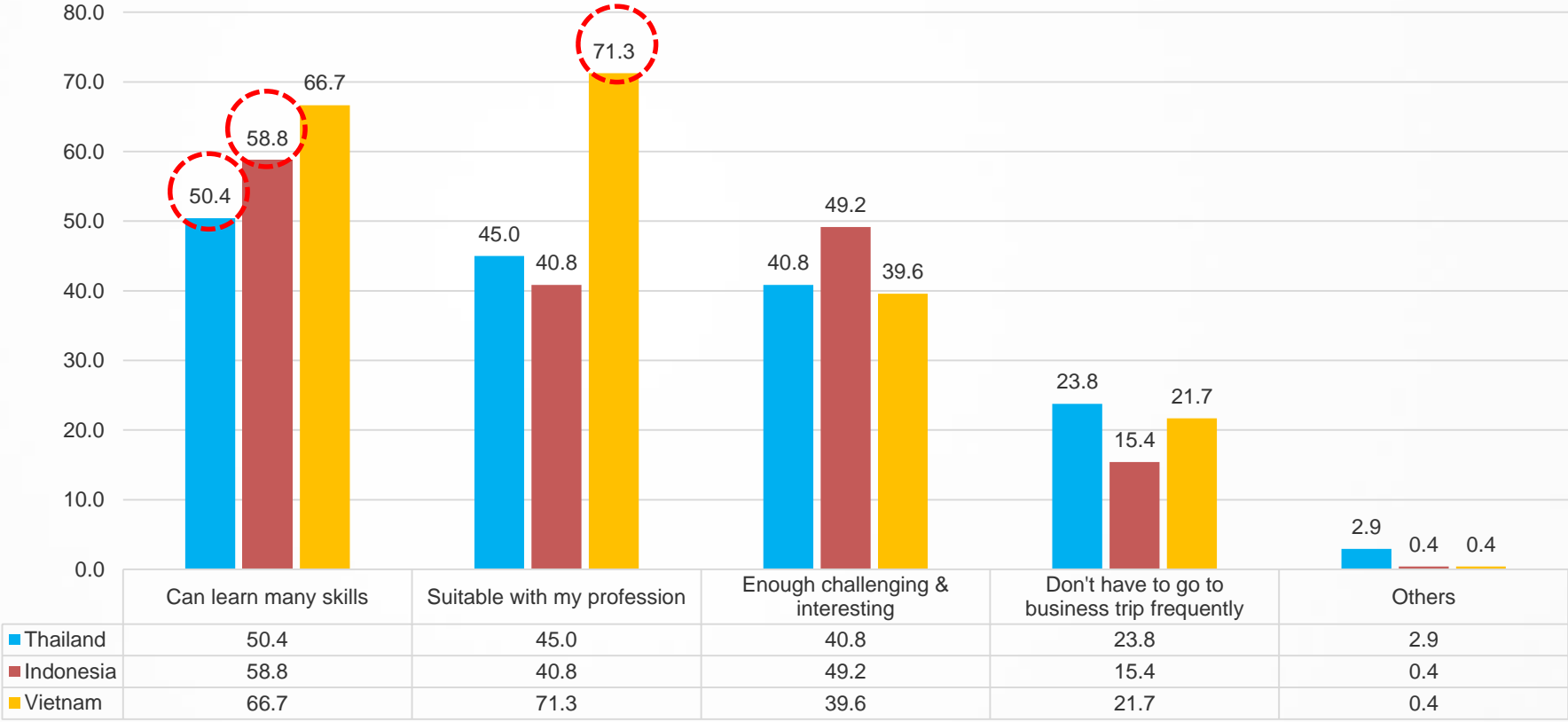
(Unit: %)

## D. Detail findings

1. Job Switching and Considerations
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4. Negative Things at Previous Job
5. Future Career Plans

# Positive Impact After Changing Job (Job Features)

- Respondents in Thailand and Indonesia admitted that they “**can learn many skills**” in their current company with 50.4% and 58.8% respectively.
- On the other hand, Vietnamese create positive career change where they “**can learn many skills**” (66.7%) and at the same time they found the new workplace is “**suitable with their profession**” (71.3%).



Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

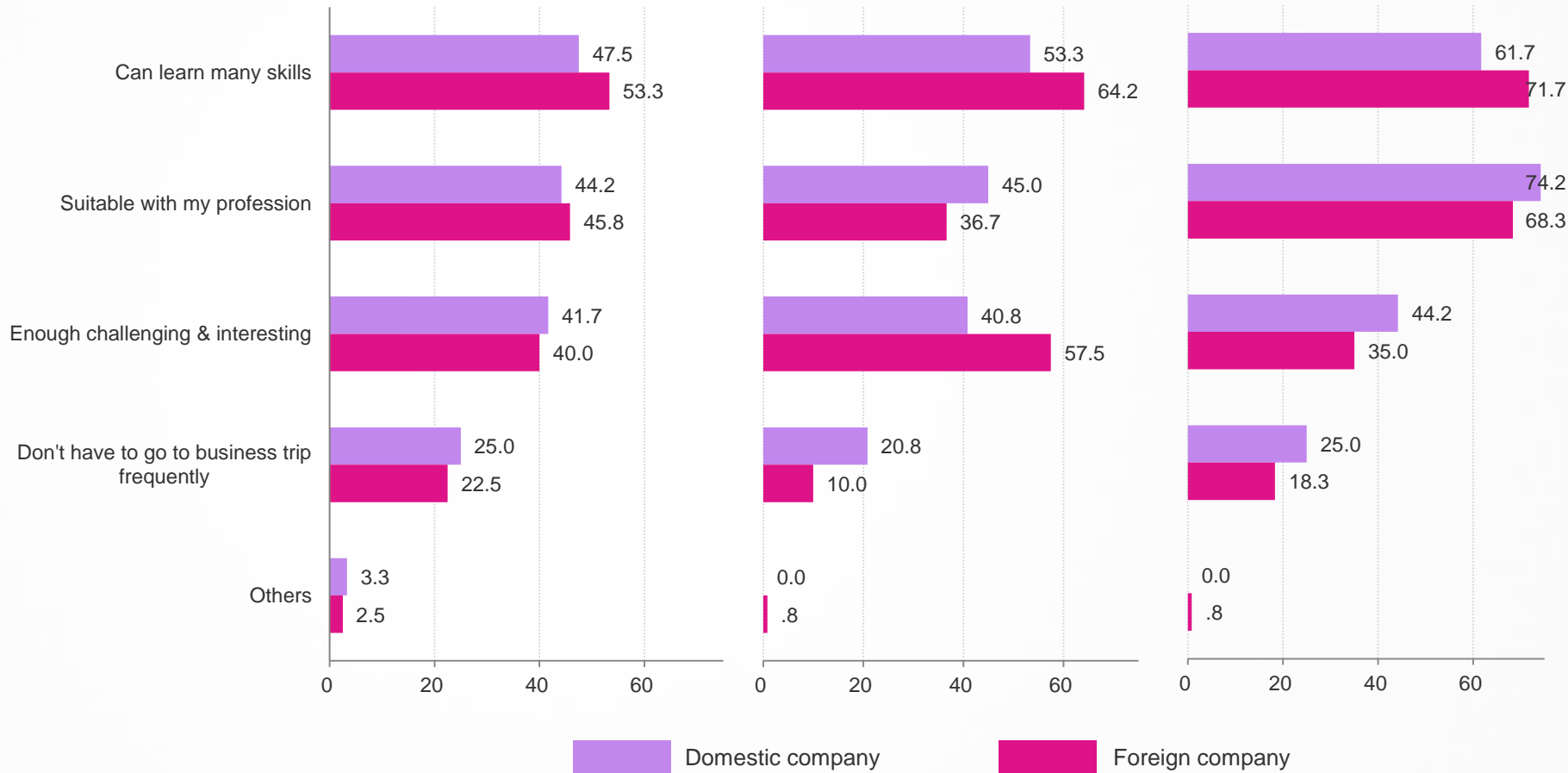
(Unit: %)

# Positive Impact After Changing Job (Job Features)

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

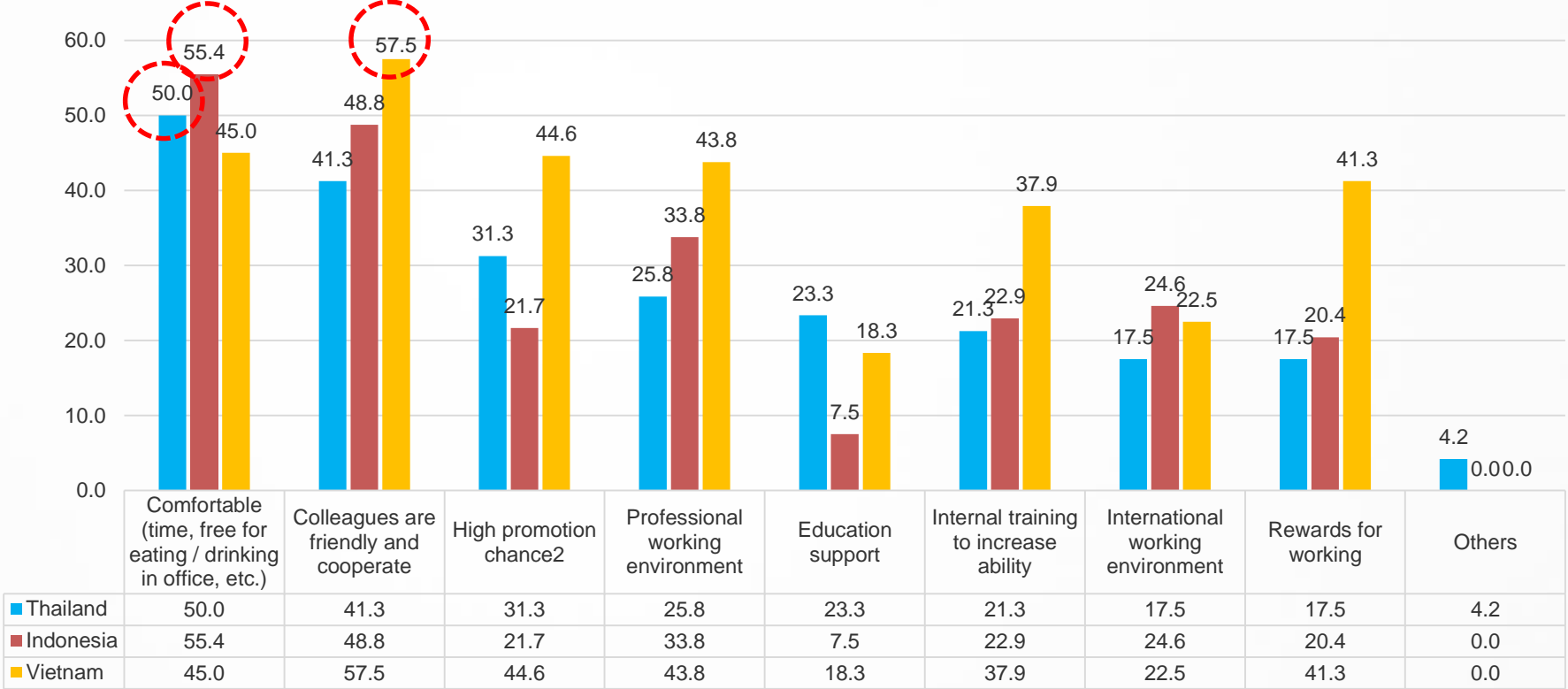


Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

# Positive Impact After Changing Job (Working Environment)

- Aside from the job scope, one factor that significantly influences how employees feel about work is the environment. 50.0% of Thai and 55.4% of Indonesian respondents feel a positive work environment where they like their “comfortable organizational culture (working time, free for eating / drinking in office, etc)”.
- On the other hand, it is “friendly and cooperative colleagues” that makes Vietnamese employees feel good about coming to work, with 57.5%.



Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

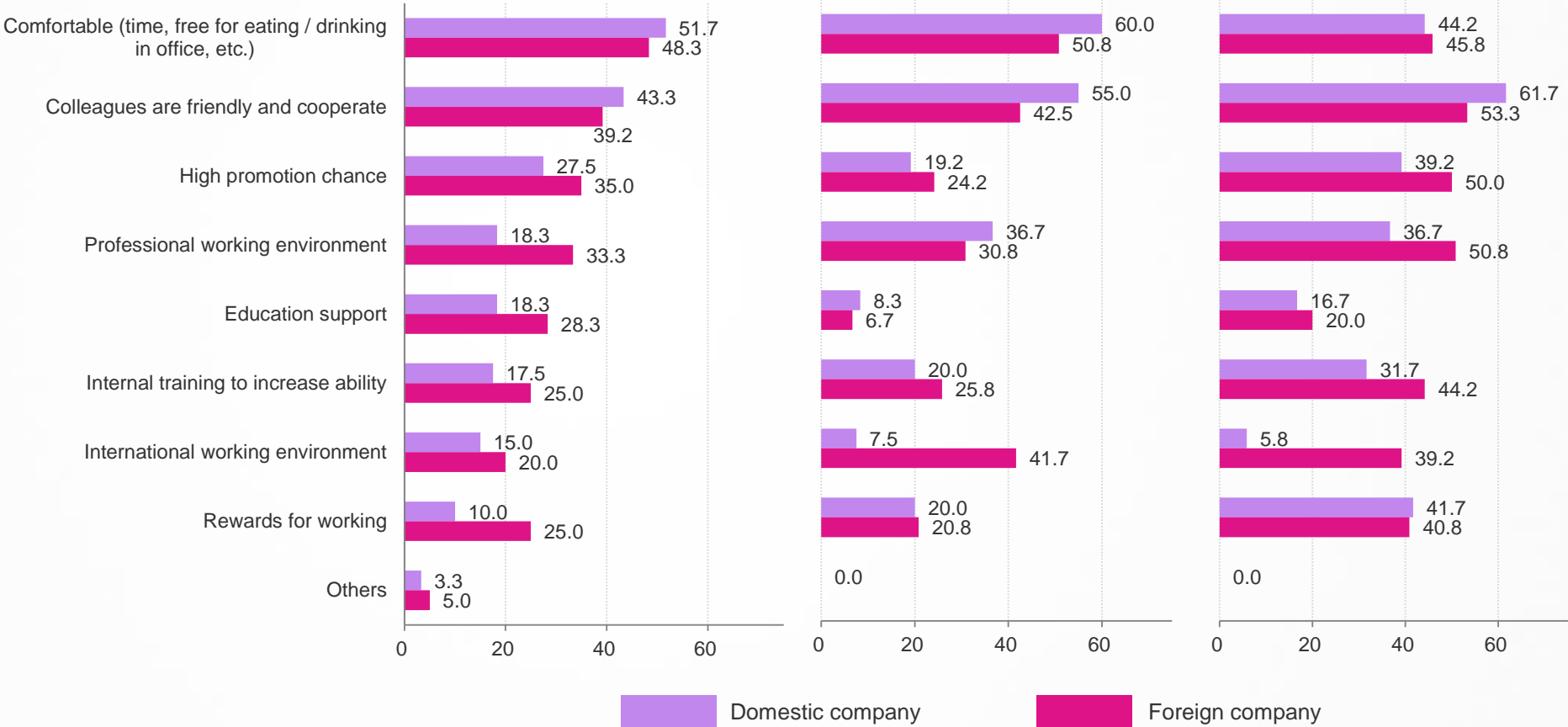


# Positive Impact After Changing Job (Working Environment)

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

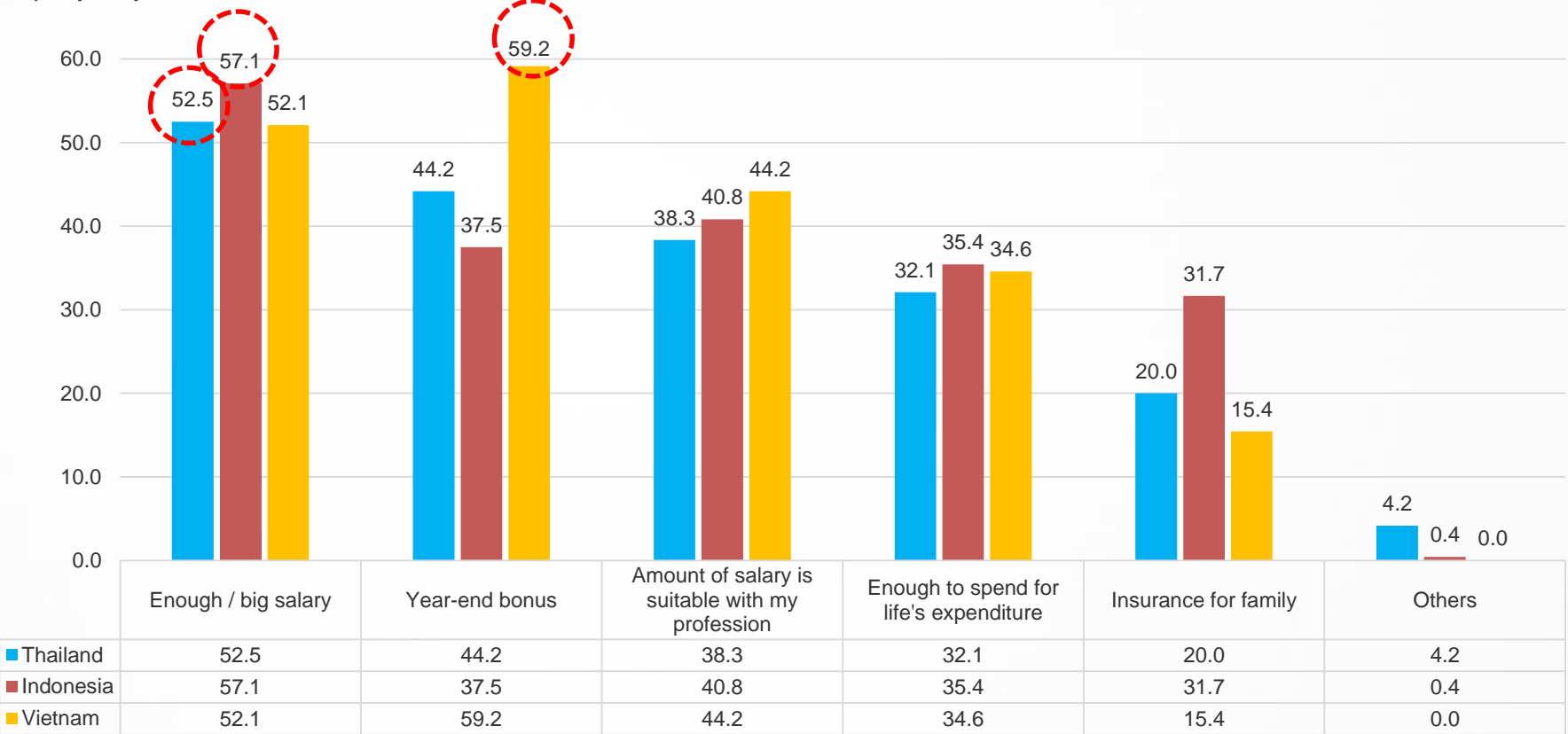


Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

# Positive Impact After Changing Job (Financial Rewards)

- People in Thailand and Indonesia are more likely to have satisfying financial rewards: 52.5% and 57.1% of respondents in these countries consecutively admitted that they earn “Enough / big Salary”.
- On the other side, 59.2% of respondents in Vietnam mostly admitted they are satisfied with “Year-end Bonus” benefit given by the company they work at.



Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

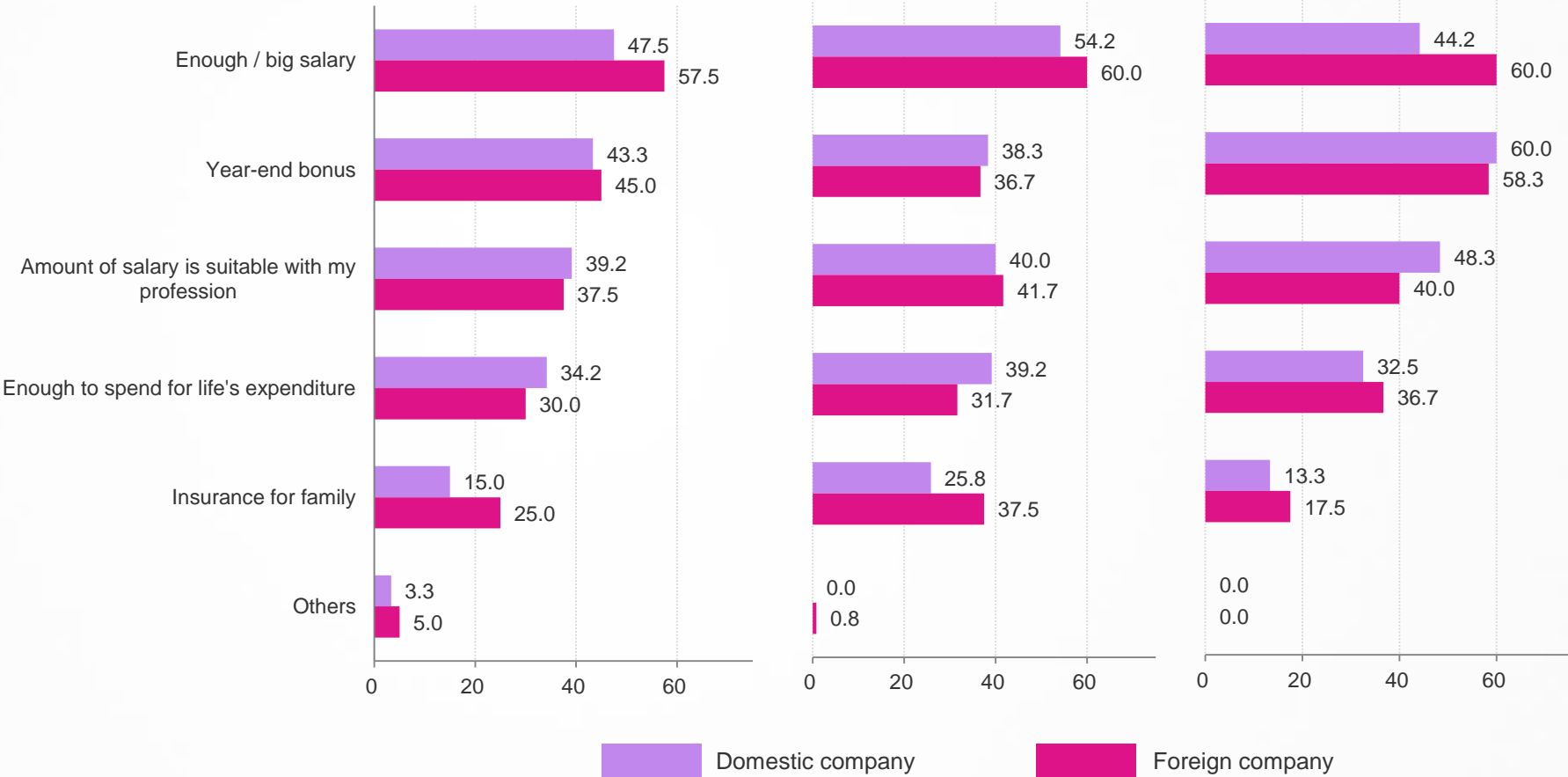
(Unit: %)

# Positive Impact After Changing Job (Financial Rewards)

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

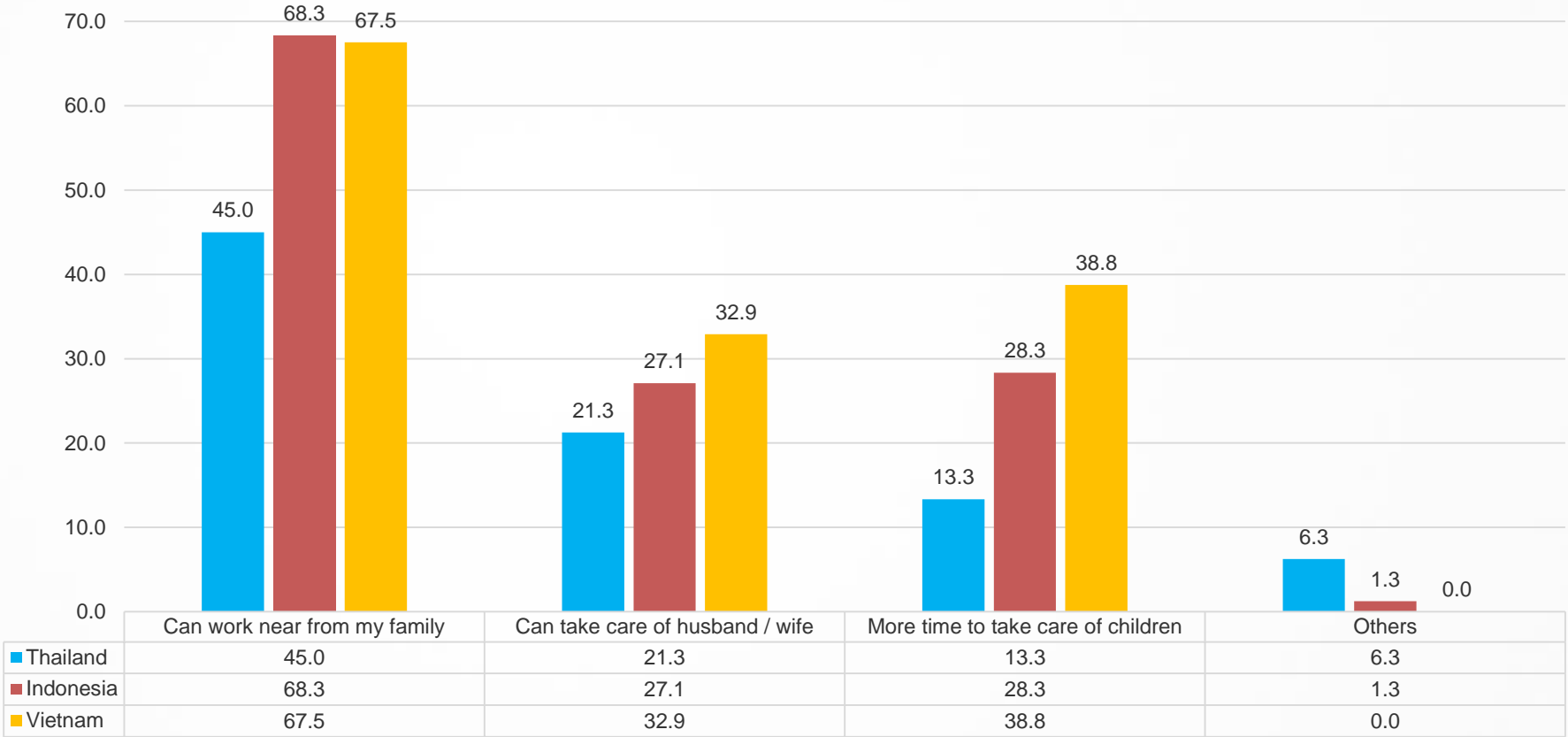


Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

# Positive Impact After Changing Job (Family Issue)

- After changing job, most of the respondents across the three countries claimed that they are fairly satisfied with the workplace location that is “near from their home”, mainly for Indonesian and Vietnam people, with 68.3% and 67.5%. Meanwhile 45.0% of Thai respondents expressed that they are pleased with the location of their workplace.



Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

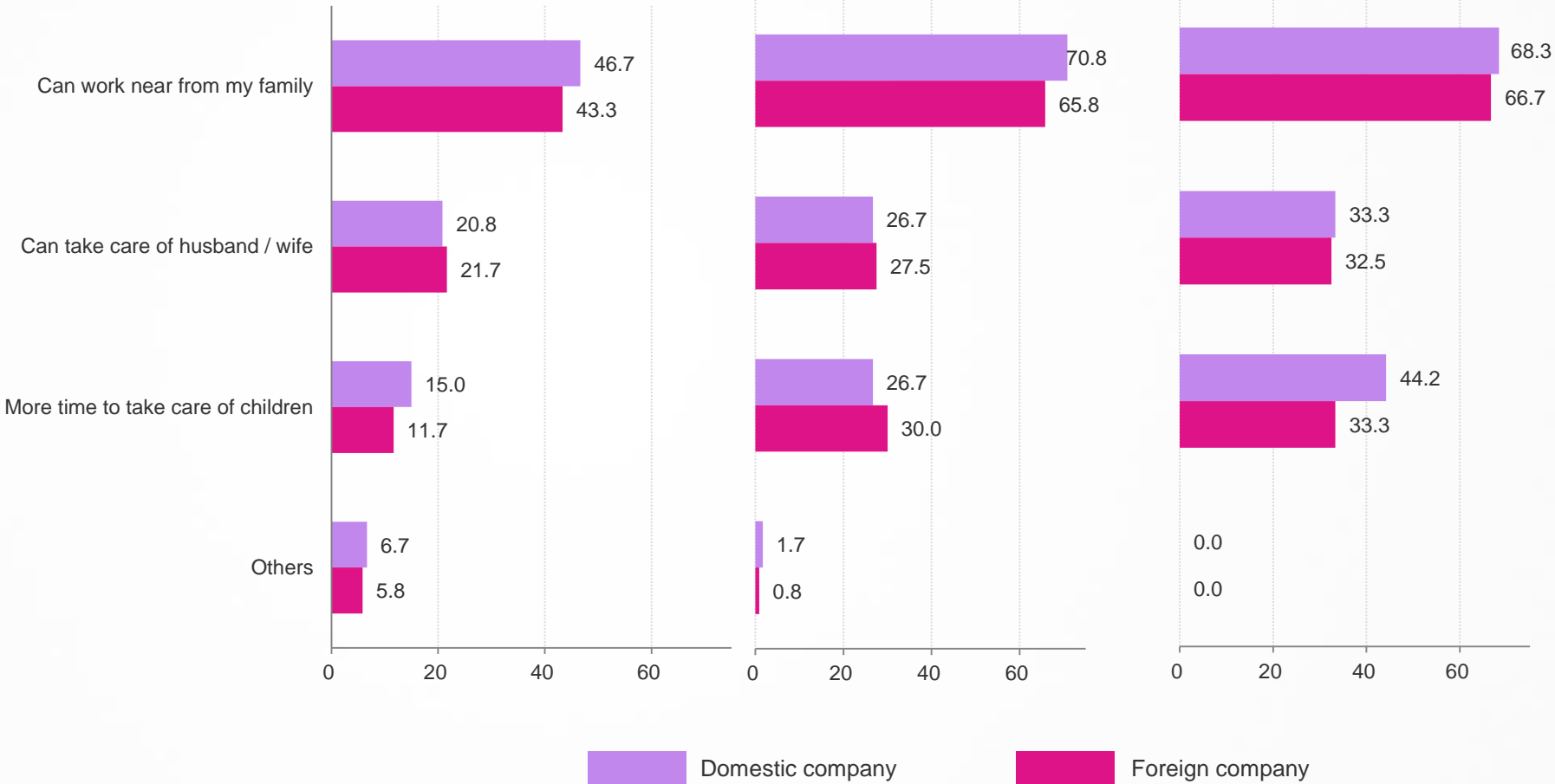
(Unit: %)

# Positive Impact After Changing Job (Family Issue)

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)

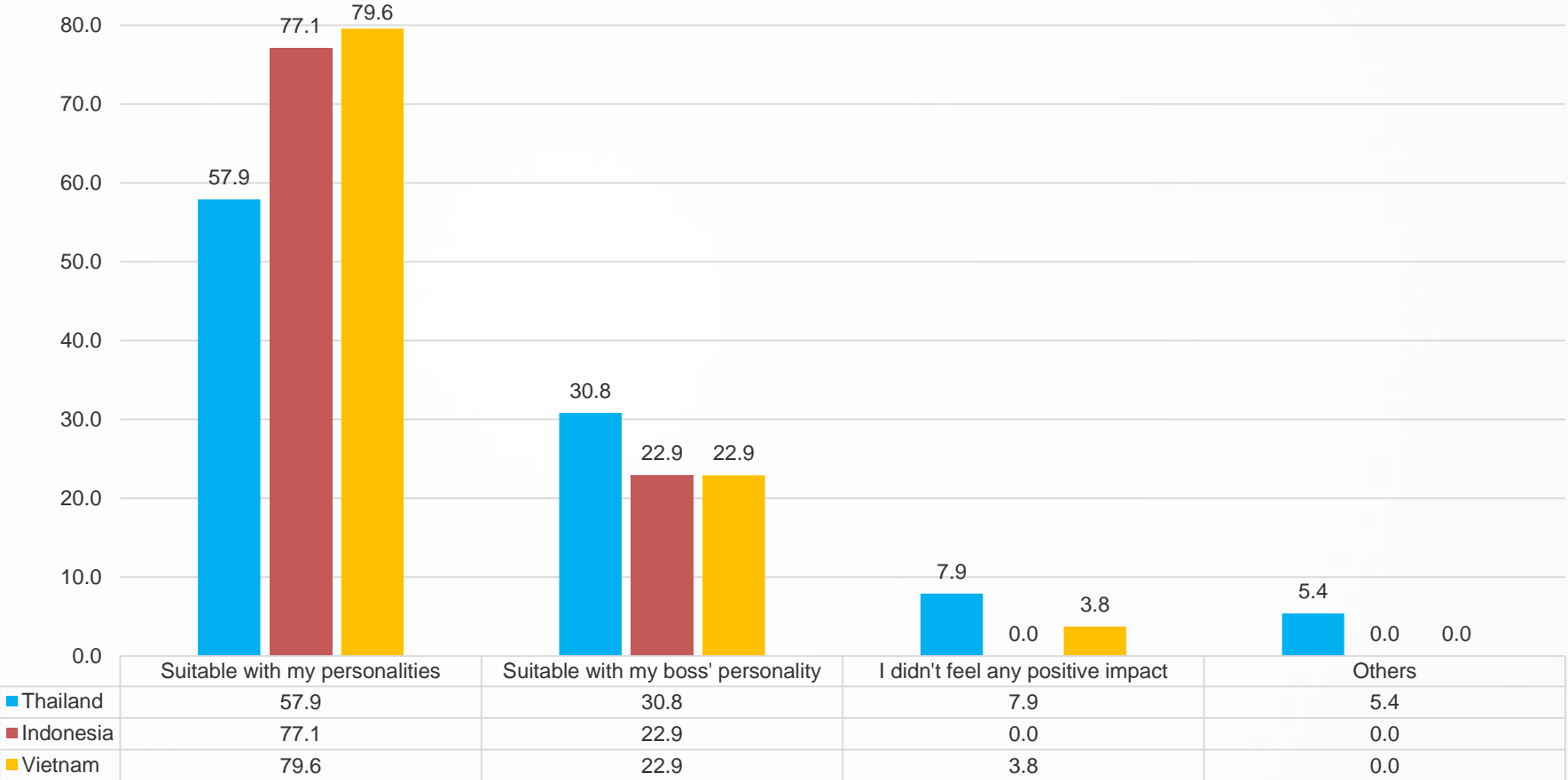


Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

# Positive Impact After Changing Job (Personal Issue)

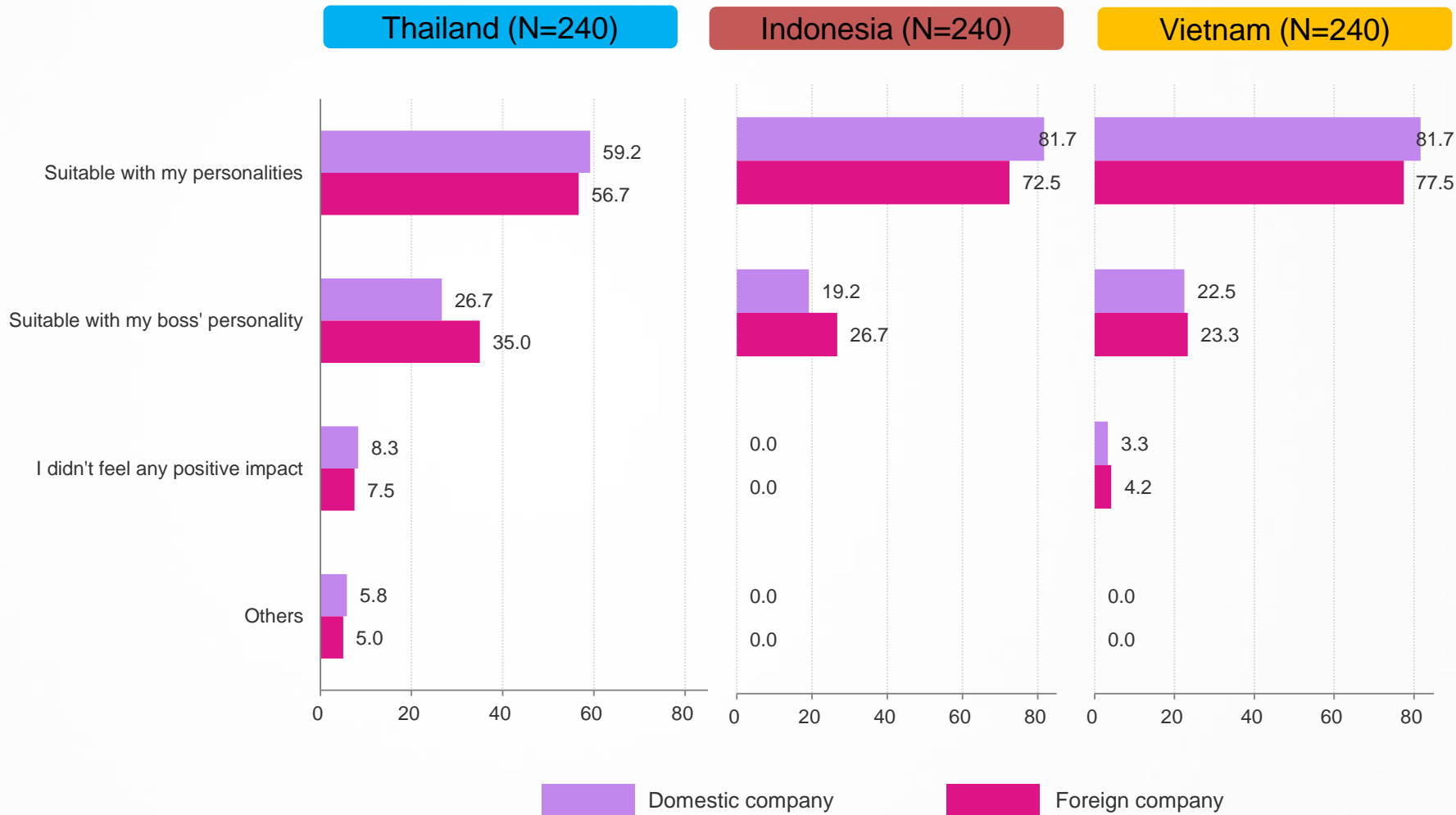
- Over half of the respondents in each country find their current job position is suitable with their personalities, mainly for Indonesian and Vietnamese respondents, where they say that their “career options match their personality” (77.1% and 79.6%, respectively).



Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

# Positive Impact After Changing Job (Personal Issue)



Q10. What positive impact do you feel about your job now (after changing job in the last time)? [Multi Choice Category] N=720

(Unit: %)

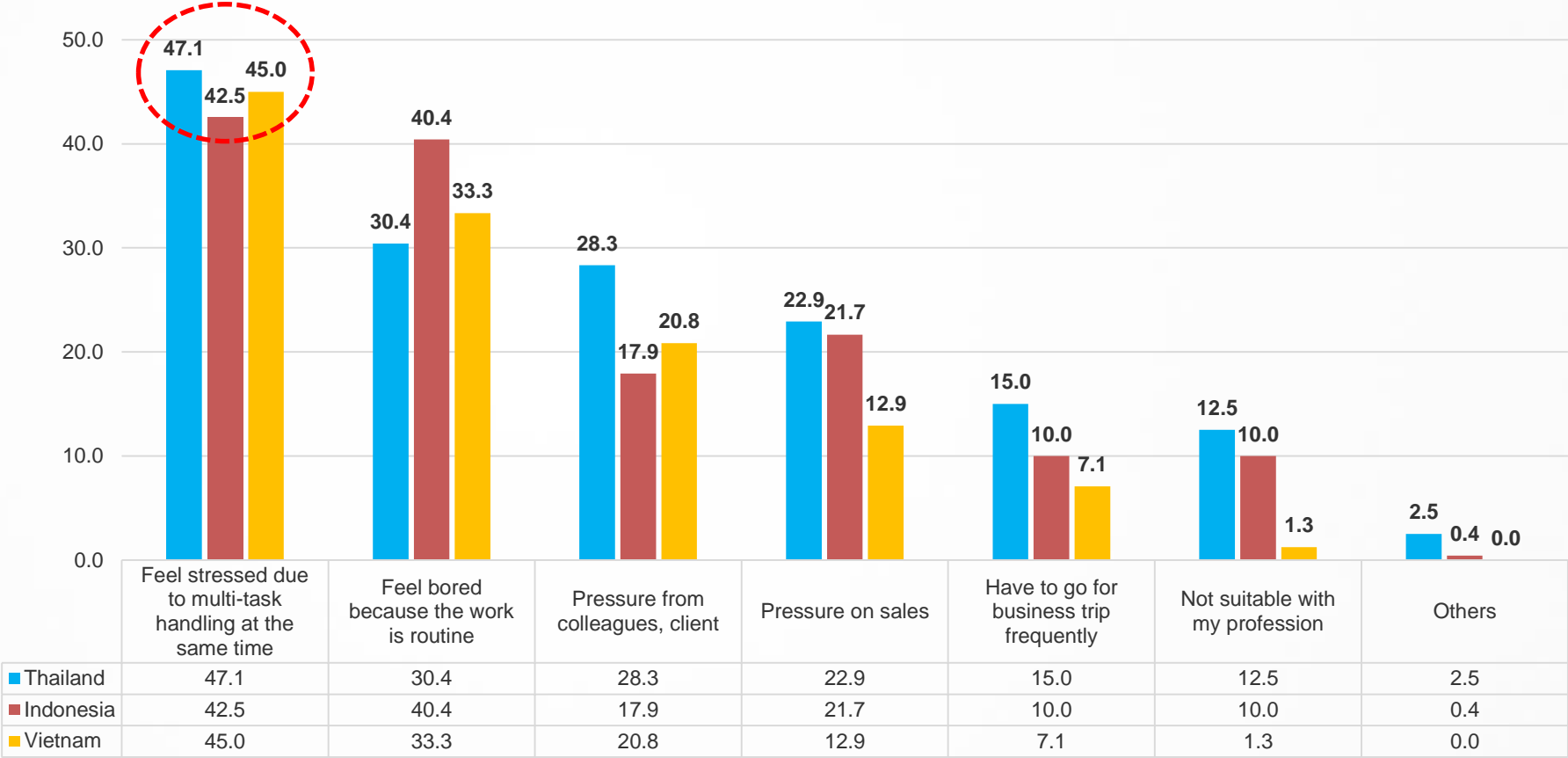
## D. Detail findings

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# Negative Things at Previous Job (Job Features)

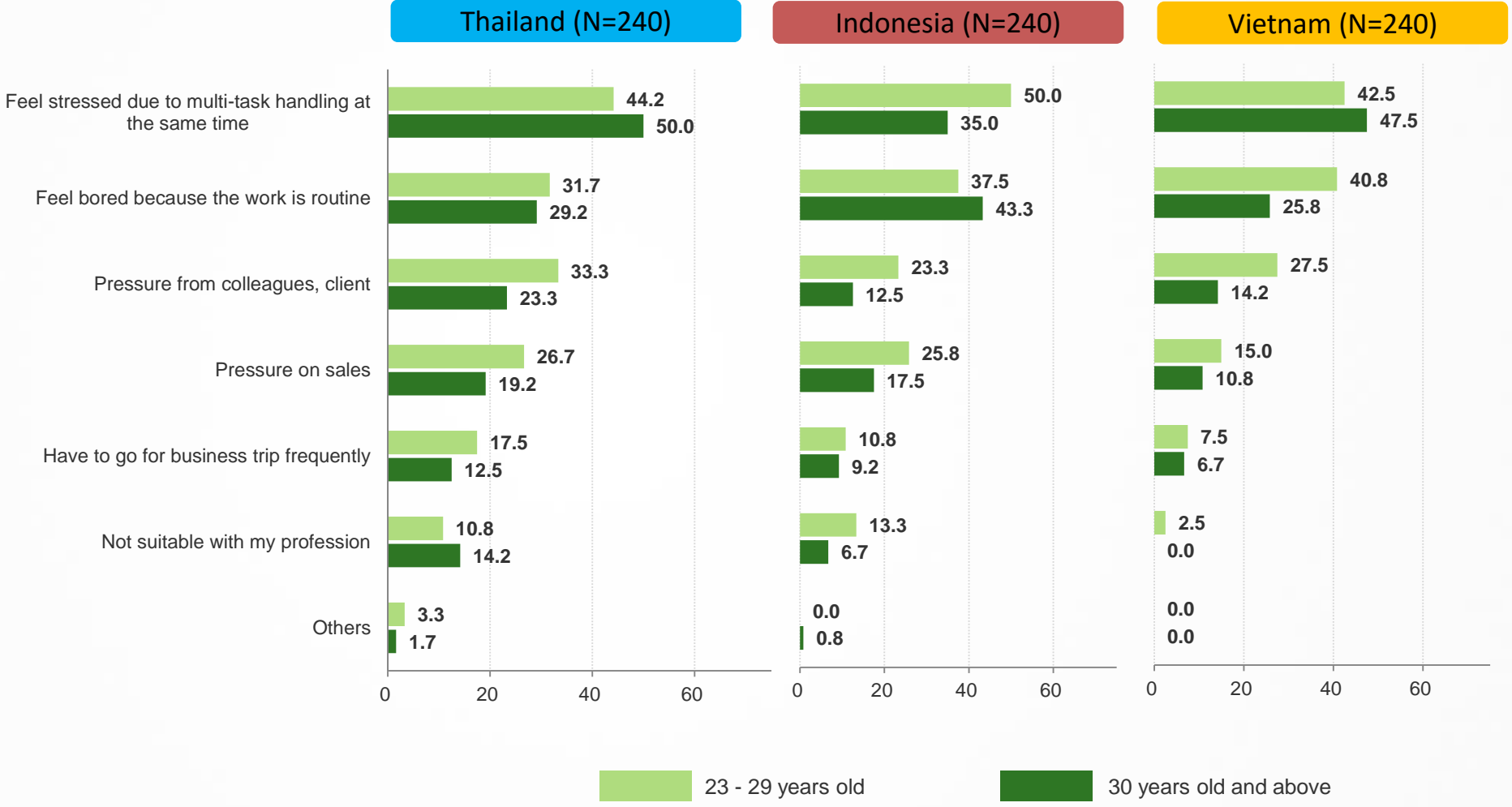
- Most respondents across the three countries expressed their dissatisfaction with the previous job because of “**feeling stressed due to multi-task handling**”. It can also be seen that 40.4% of Indonesian respondents “**feel bored of routine work**” in the previous company, compared to those in Thailand and Vietnam, with 30.4% and 33.3% respectively.



Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Job Feature)

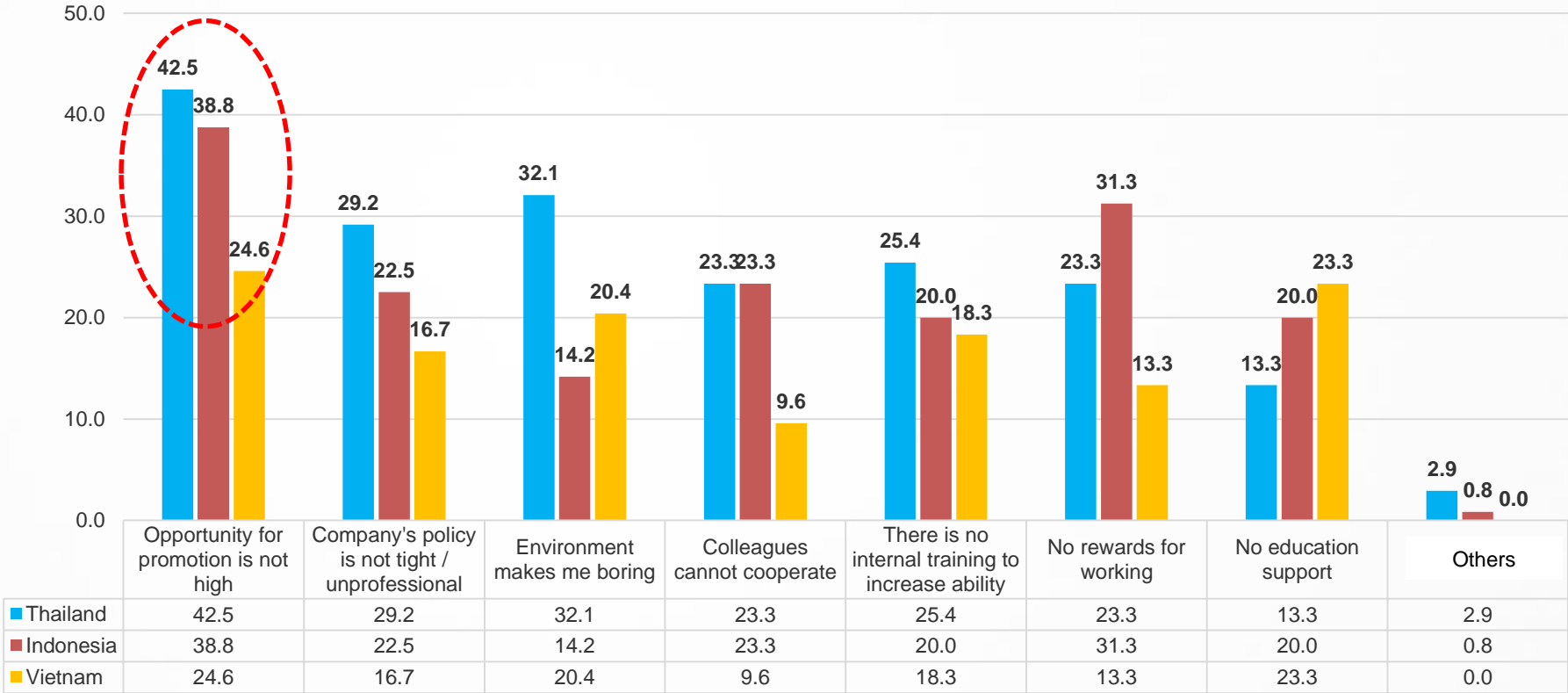


Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Working Environment)

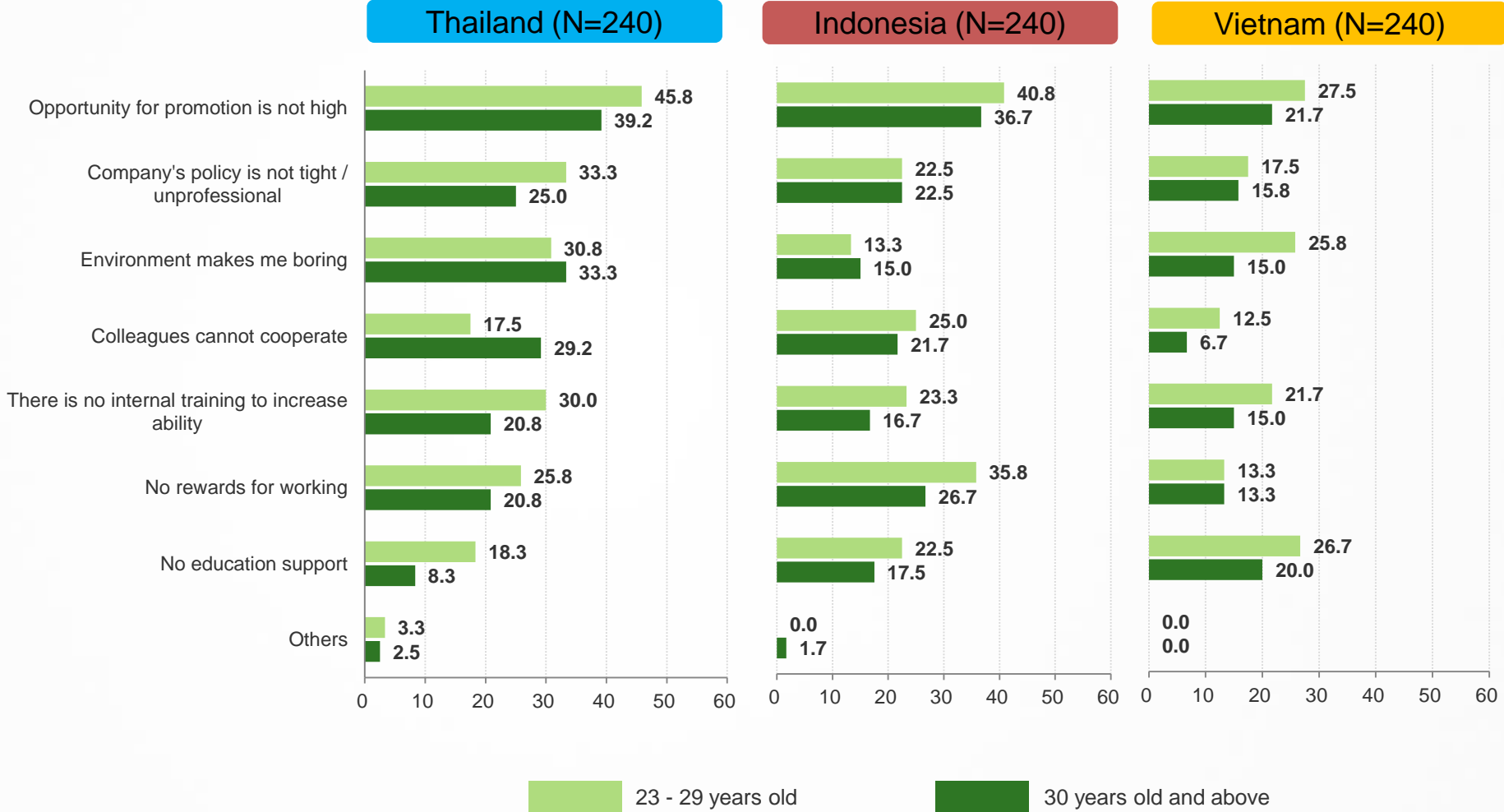
- The majority of respondents from all countries agreed that they “**did not have much opportunity for getting promoted**” at their previous job.
- Besides, 24.6% of Vietnam people say they were not satisfied with the promotional opportunities at their previous job as opposed to 42.5% of Thai respondents and 38.8% of those in Indonesia.



Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Working Environment)

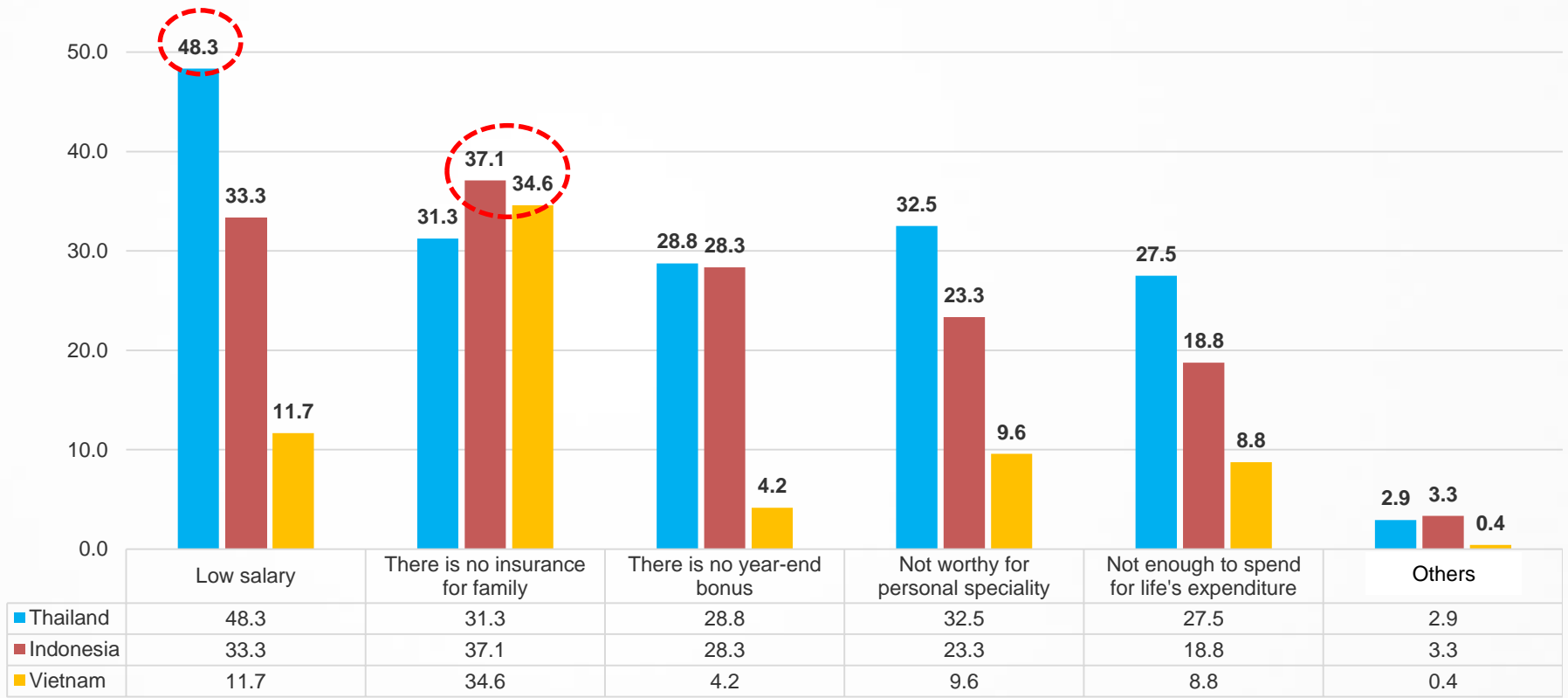


Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Financial Rewards)

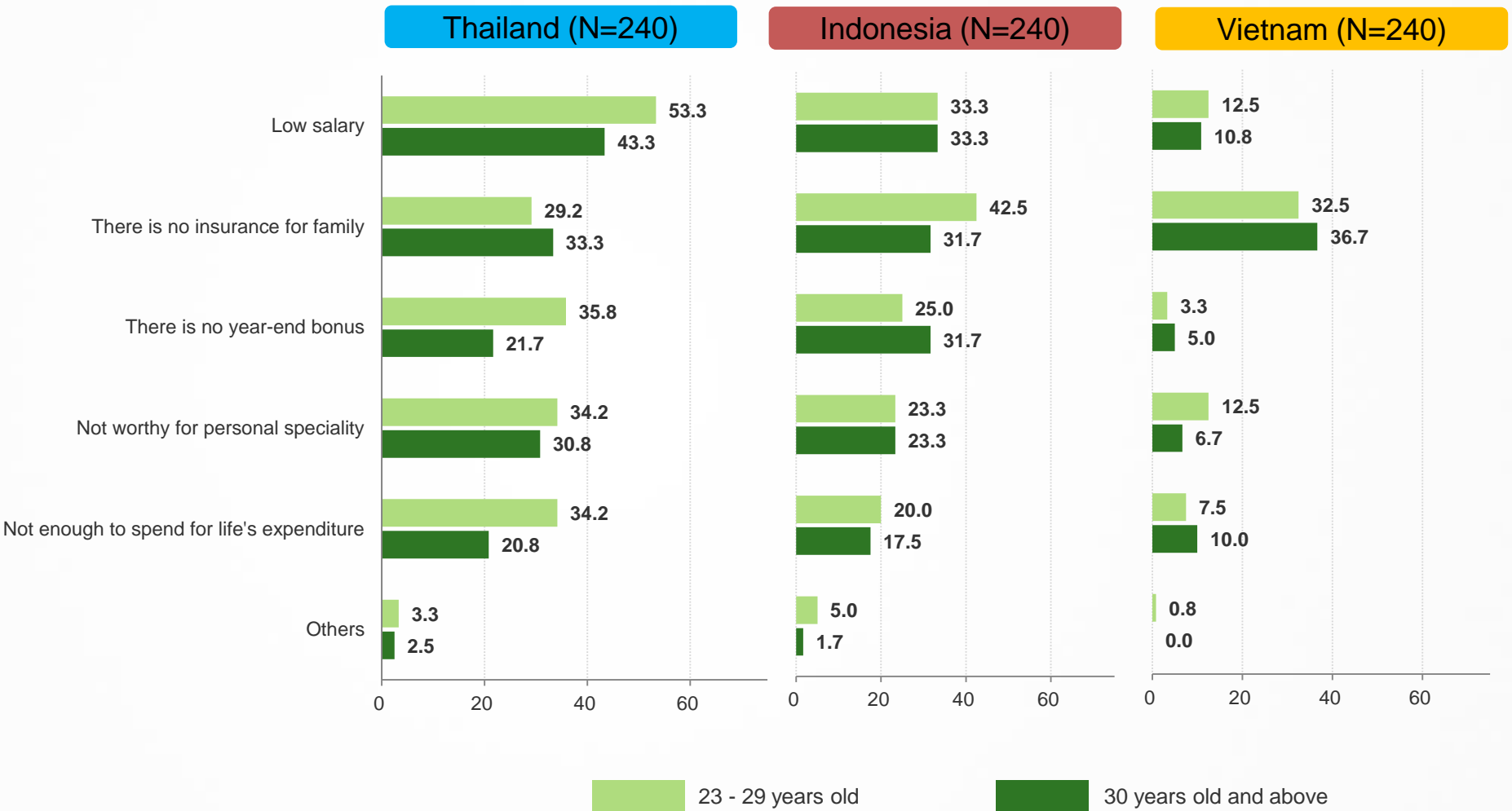
- The chart below shows that Thai respondents are most likely to have “lowest satisfaction toward the salary” they earned at their previous job, with 48.3%. Meanwhile, respondents in Indonesia (37.1%) and Vietnam (34.6%) mostly felt dissatisfied with their previous company because they “did not get insurance for family”.



Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Financial Rewards)

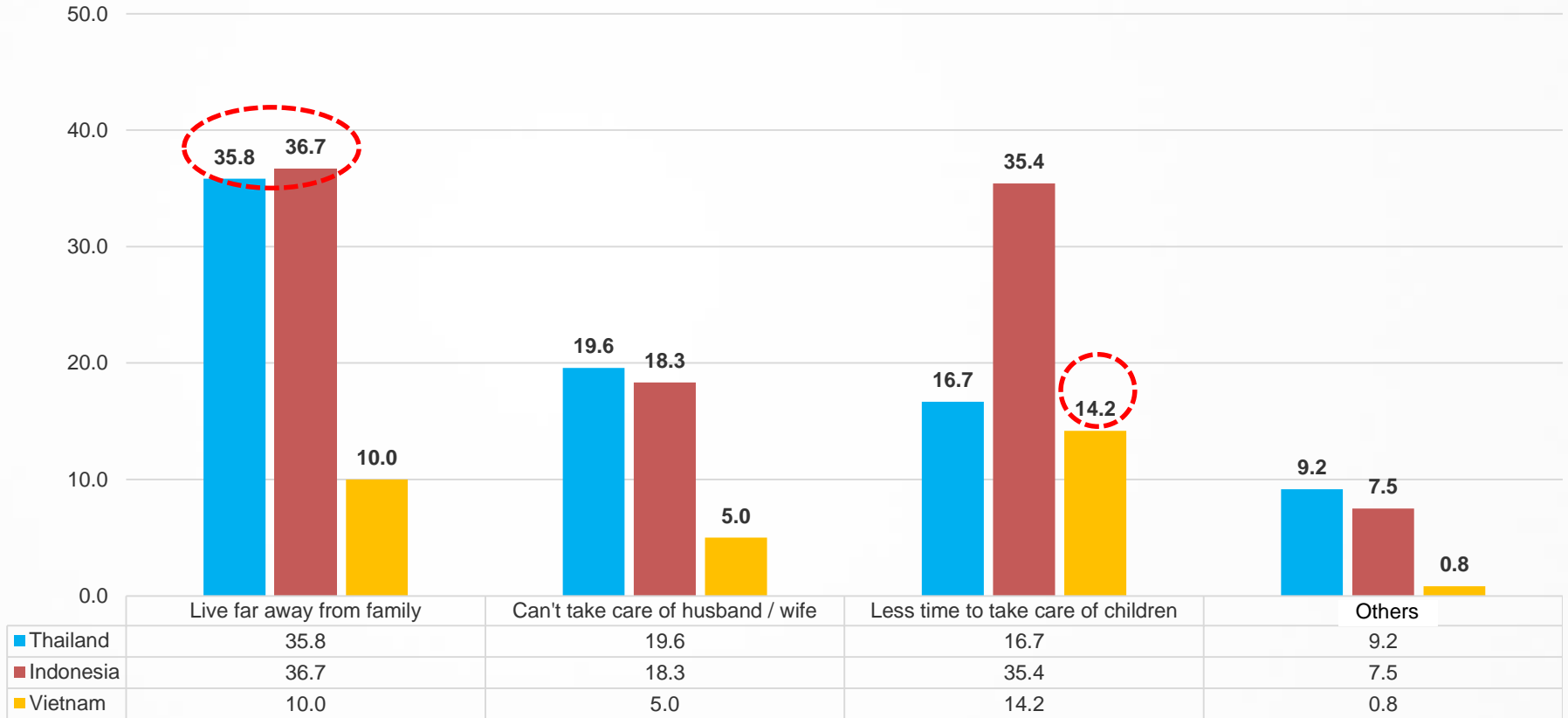


Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Family Issue)

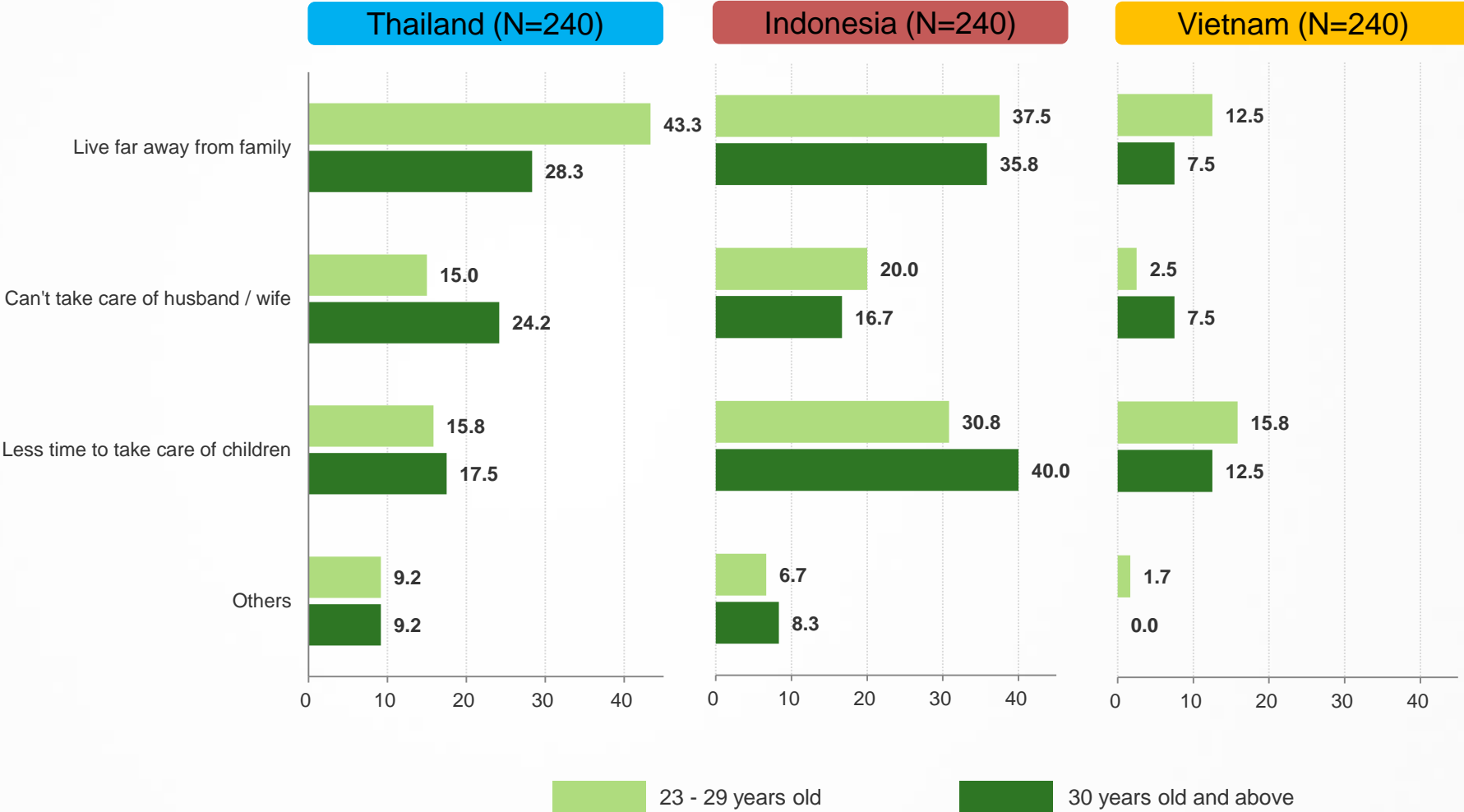
- Less people in Vietnam have family issue at their previous workplace, compared to those in Thailand and Indonesia.
- For example, while 35.8% of Thai respondents and 36.7% of Indonesian respondents had a concern of “**living far away from family**”, this compares with 10.0% of those in Vietnam. The most common issue for Vietnamese is “**Less time to take care of children**”, with 14.2%.



Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)

# Negative Things at Previous Job (Family Issue)



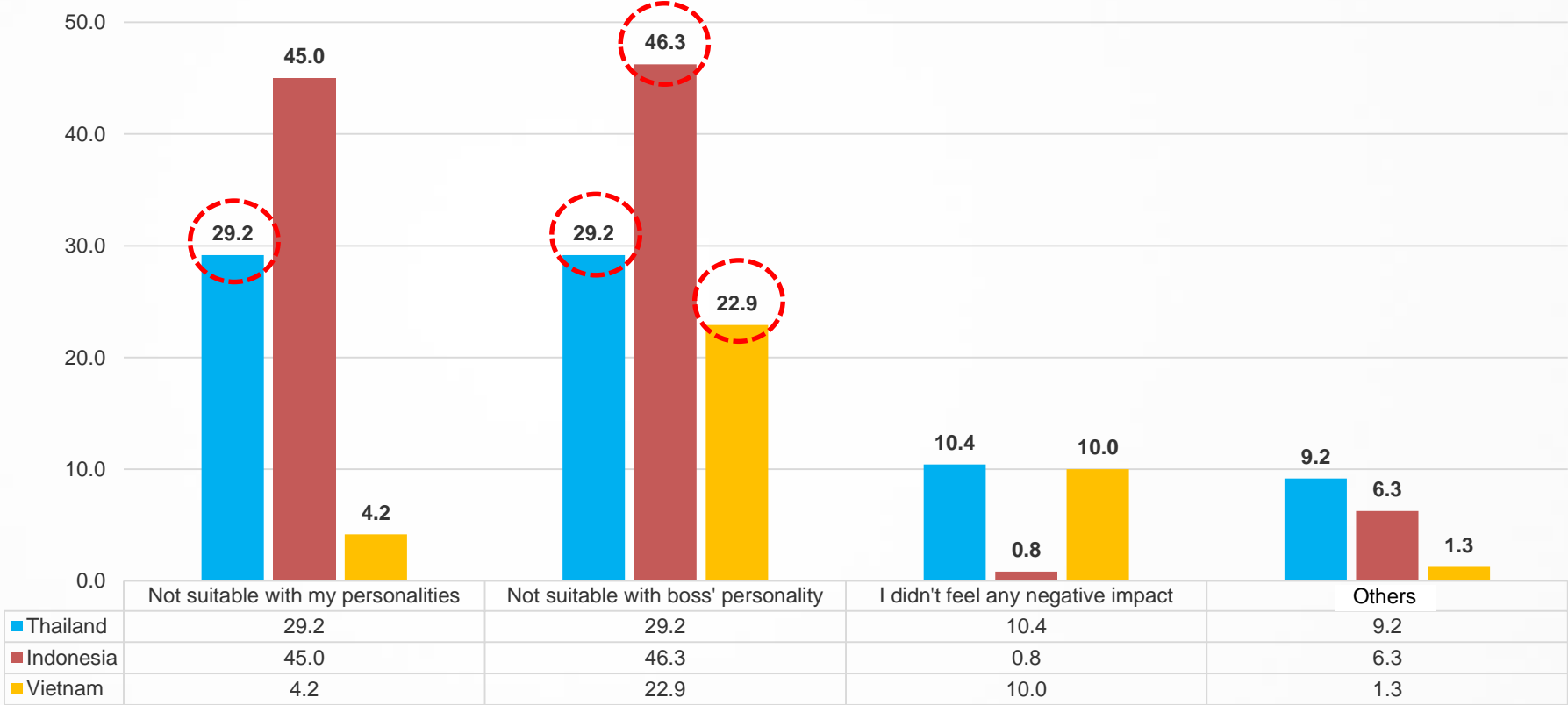
Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

(Unit: %)



# Negative Things at Previous Job (Personal Issue)

- More people in Indonesia have personal issue at their previous workplace, compared to those in Thailand and Vietnam
- For example, while 46.3% of Indonesian respondents found their “previous career options did not match their personality”, this compares with 29.2% and 22.9% of those in Thailand and Vietnam, respectively.



Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

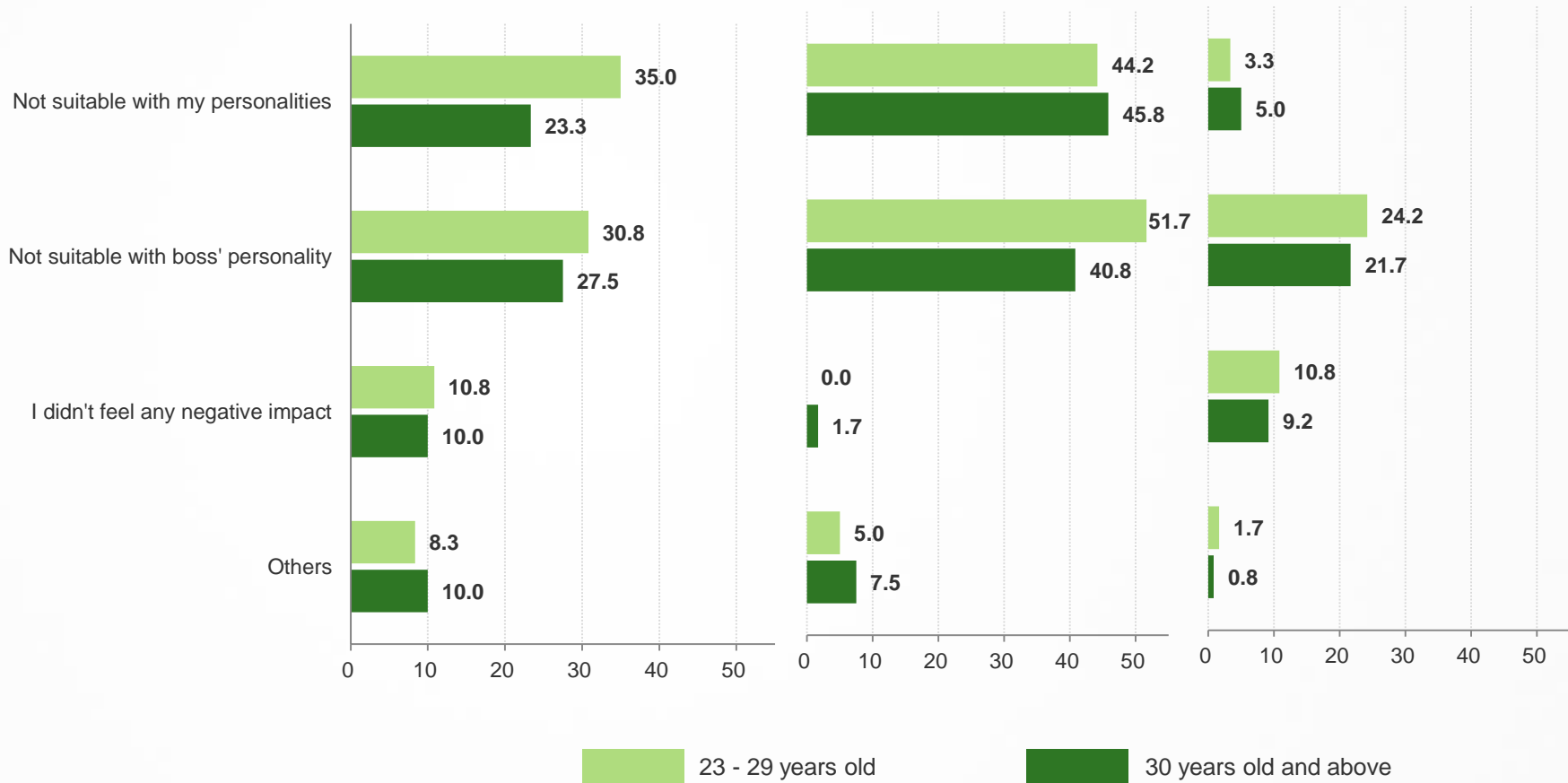
(Unit: %)

# Negative Things at Previous Job (Personal Issue)

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)



Q11. What negative impact did you feel when you were working with your previous job? [Multi Choice Category] N=720

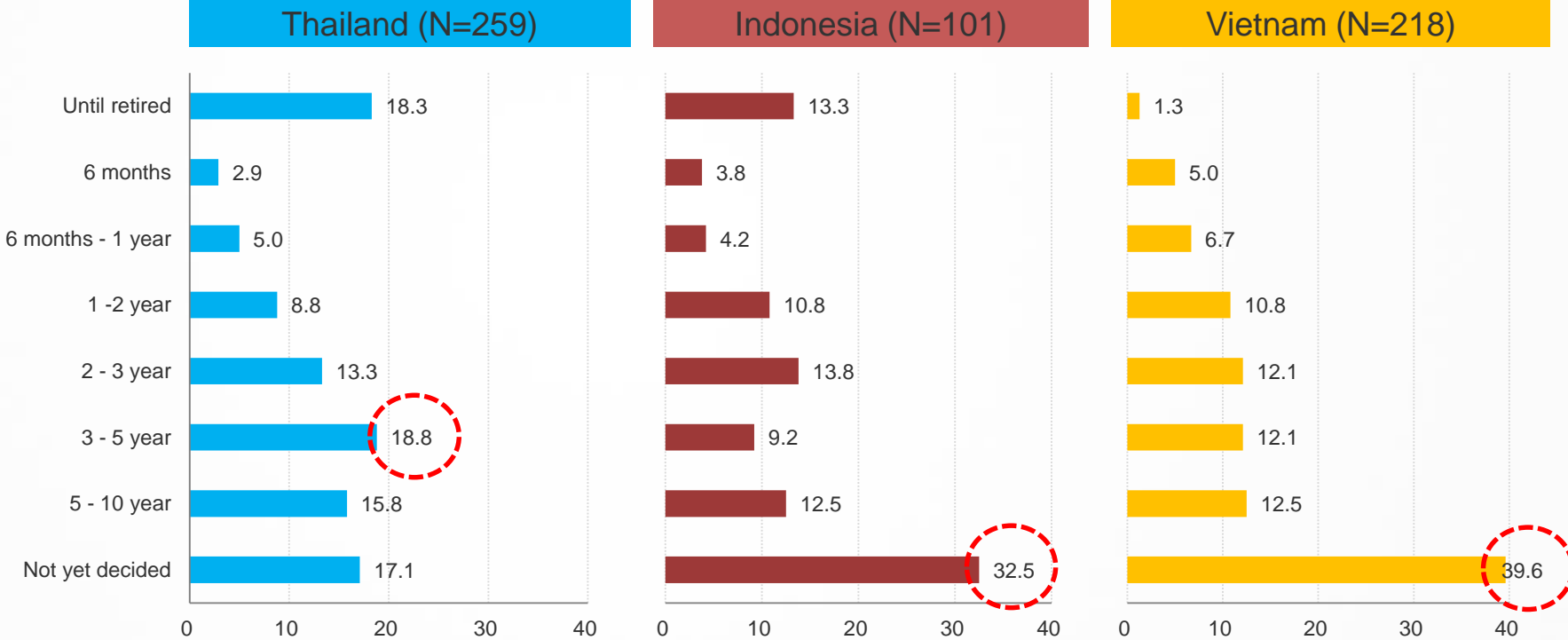
(Unit: %)

## D. Detail findings

1. Job Switching and Considerations
2. Attitudes toward Career Change
3. Positive Impacts on Career after Changing Job
4. Negative Things at Previous Job
5. Future Career Plans

# Future Intention of Working Term

- People in Thailand are much more likely to work with their current company until 3 – 5 years (18.8%) and until they retired (18.3%). This compared with 1.3% of those in Vietnam and 13.3% of those in Indonesia who plan not to switch job **“until retired”**.
- The majority of respondents in Indonesia and Vietnam **“have not decided”** on how long they will work at current company, with 32.5% and 39.6%, respectively.



Q12. How long do you plan to work with your current company? [SA] N=720

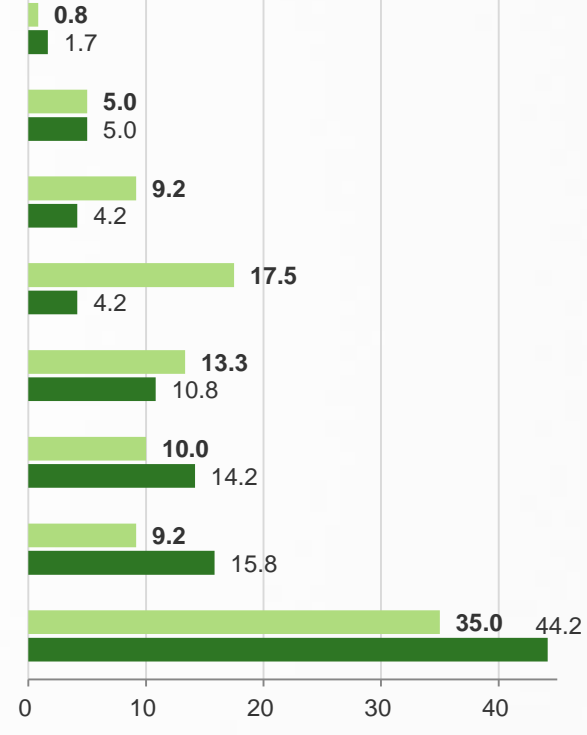
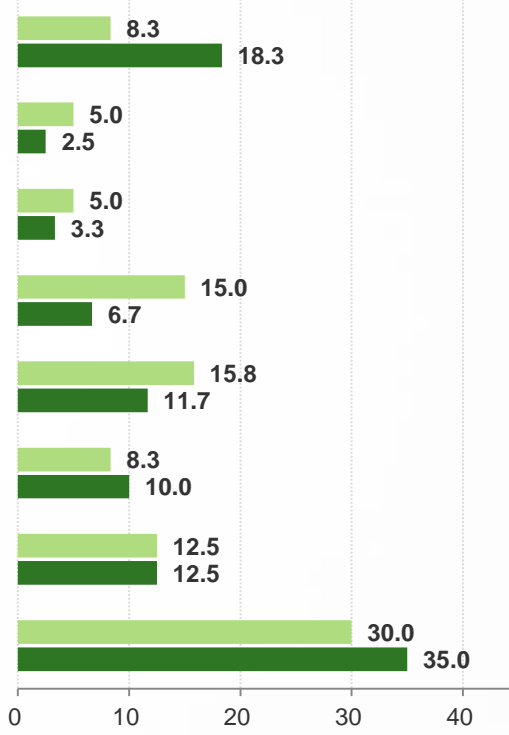
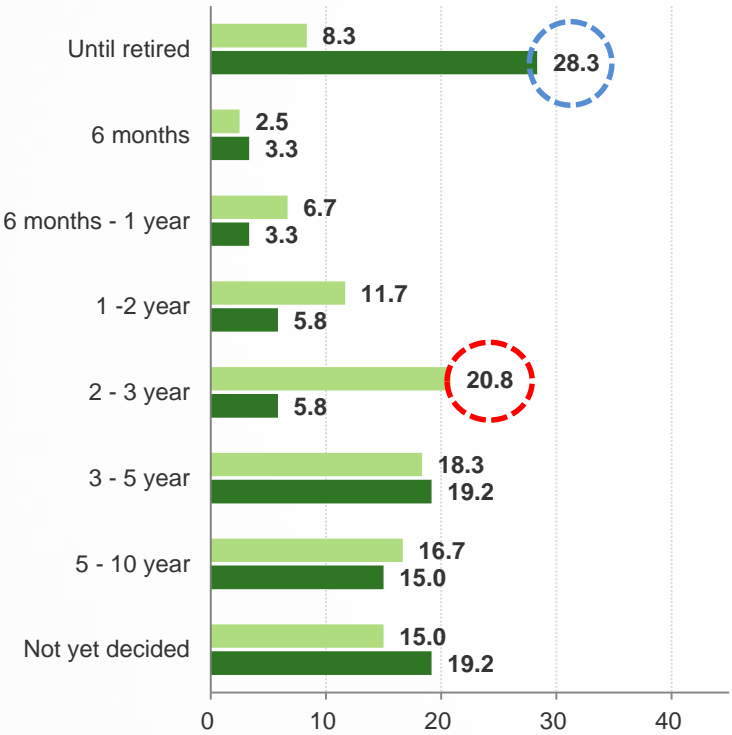
(Unit: %)

# Future Intention of Working Term

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)



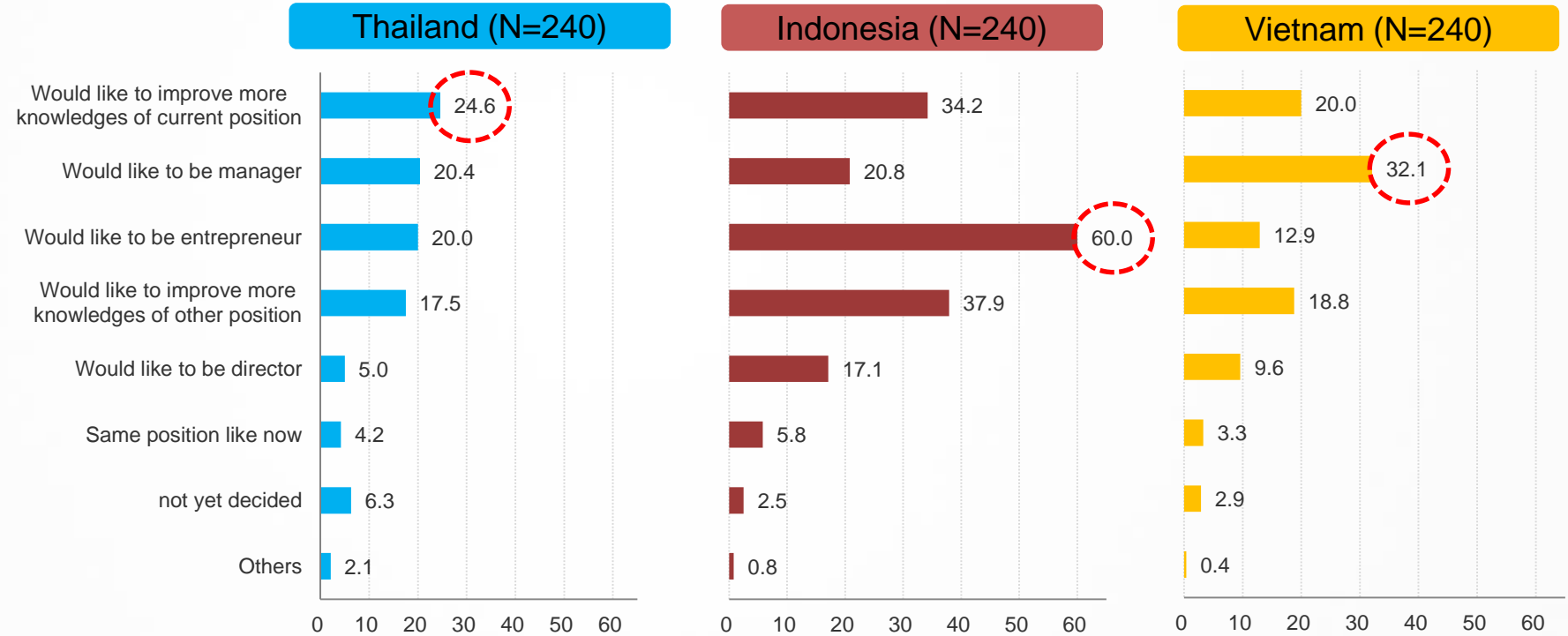
23 - 29 years old      30 years old and above

Q12. How long do you plan to work with your current company? [SA] N=720

(Unit: %)

# Planning for Future Position or Career

- Over half of Indonesian respondents (60.0%) plan to have their “own business (be an entrepreneur)” in the future, in contrast to 20.0% and 12.9% of those in Thailand and Vietnam, respectively.



Q13. Please tell us your opinion towards your career in future? [MA] N=720

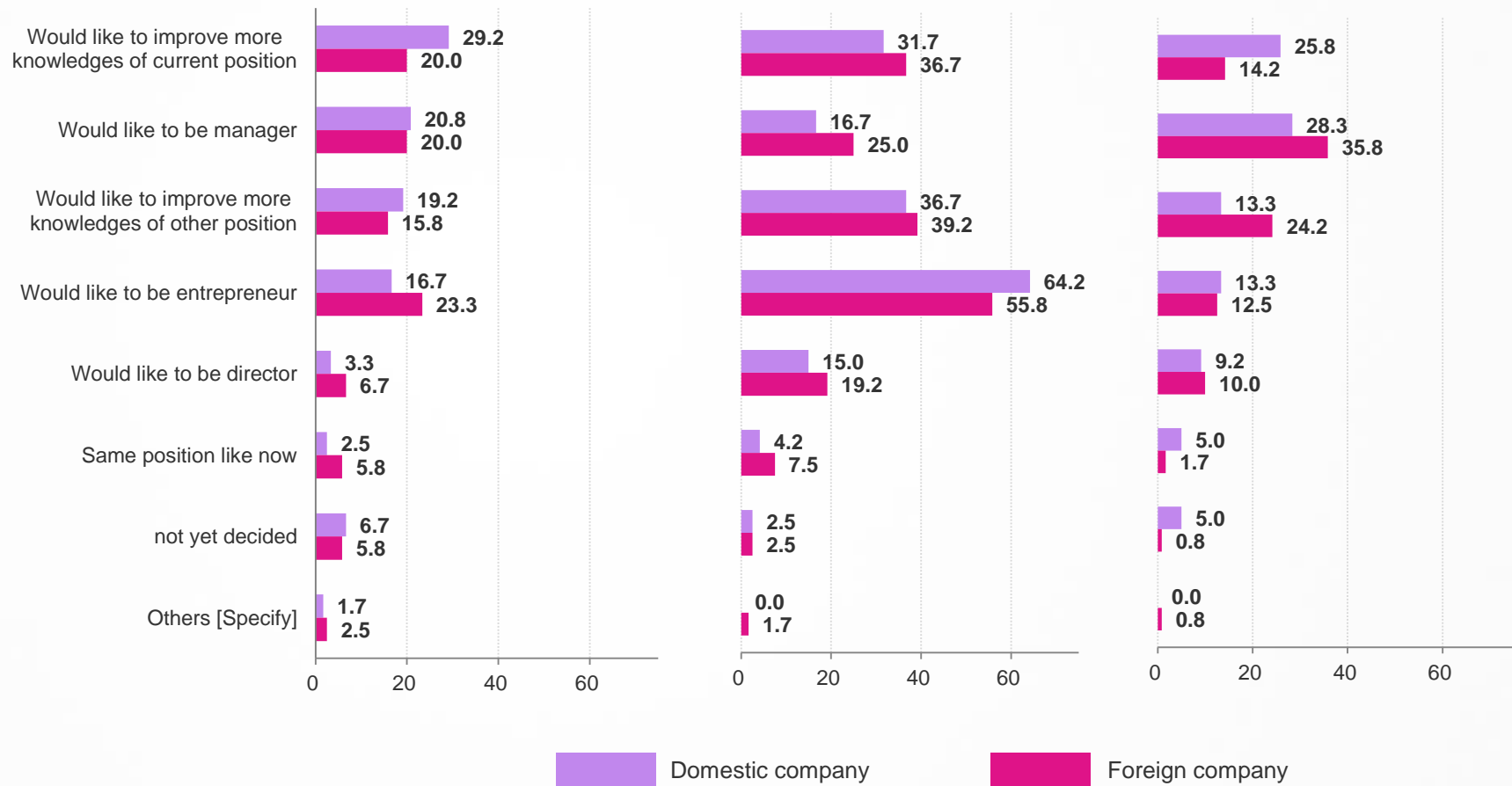
(Unit: %)

# Planning for Future Position or Career

Thailand (N=240)

Indonesia (N=240)

Vietnam (N=240)



Q13. Please tell us your opinion towards your career in future? [MA] N=720

(Unit: %)

## E. Recommendations

***According to our research, there is a slight difference among 3 countries regarding working behaviors. The Vietnamese tend to work in a company for a shorter period of time, which is 1-2 years. In contrast to Thai and Indonesian workers, most of them tend to work for at least 3 years before they decide to change jobs. However, when it comes to their future career paths, Indonesian tend to leave the company to start their own business. While Vietnamese and Thai want to grow inside the companies.***

***Although the working span of the people of these 3 countries are slightly different. There are several things labors in these three countries look for, which are an increase in salary, the company environment as well as the location of their workplace as most of them prioritize and value their time with their family.***

***Moreover, when looking for a job, these people want to make sure that they will be able to do the things that suit their personality, use their skills they have learnt and gain experiences along the way.***

***Last December, 10 Southeast Asia countries has integrated into one ASEAN Community, which opening new opportunities. Labors might seek new opportunities outside their countries. Governments might face challenges such as brain drain which in the end might affect national economic growth. Therefore, national governments have to come up with a solution to make sure their citizens are happy with the current status quo to prevent people from seeking jobs outside their homeland.***





**FOR FURTHER INQUIRIES, PLEASE CONTACT:**

5F Honey Gotanda Dai2-bdg Gotanda 1-4-1 Higashi-Gotanda  
Shinagawa-ku Tokyo city  
Japan : Tel: +81 (0) 3-5421-7925

URL : <http://wsgroup-asia.com/>  
Email : [info@wsgroup-asia.com](mailto:info@wsgroup-asia.com)

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