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SINGAPORE NEWS

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Gen Y workers expect higher starting salaries than previous year

By Dominique Loh, Channel NewsAsia | Posted: 18 March 2009 12:52 hrs

SINGAPORE: A recent study had shown that despite the difficult economic conditions, the younger generation was still expecting higher starting salaries than in the previous year.

University graduates were hoping for three per cent more pay while those from polytechnics wanted 10 per cent more.

The study was carried out by Temasek Polytechnic and human resource consultancy company GMP Group in November and December last year to gauge the perceptions on the work attitude and the expectations of the Generation Y -- those borne in 1981 or later.

It involved more than 2600 participants including working adults and students in universities and polytechnics.

The study showed differences of perception on the work attitude of the Generation Y workers.

While the younger workers felt they were putting long hours at work, their older colleagues felt they were not putting in enough.

The study also showed differences in expectations between younger workers and their

The Generation Y workers felt their bosses should be caring, inspiring and competent, relationship-oriented leaders.

But their managers believed in a more task-oriented approach.

While both age groups cited career advancement opportunities as a way to retain staff, they also wanted good work-life harmony and good relationships at work.

Their bosses however thought that learning and development and good compensation were important.

The study suggested that under the current economic conditions, companies should find ways to help employees manage their workload.

They should also not neglect the issue of work-life harmony.

GMP said it is advising fresh graduates to expect salaries of as much as 15 per cent lower than last year.

- CNA/yt



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