

Dear Members,

Approved CPD Hours: 1 (Ref. No: IEM14/HQ/404/S)

IEM EMPLOYMENT SURVEY 2014

This survey seeks to obtain information pertaining to the employment situation, remuneration and job satisfaction of engineers. This time we have also added a few questions on green technology. It is felt that issues on green technology are appropriate in current consideration as the government is imposing these elements in all new projects. Woman Engineers are strongly encouraged to provide your feedback via the questions as provided by the Woman Engineers Section.

Please spare some time to complete this questionnaire and mail it to reach IEM before **31st January 2015**. Also, do encourage fellow engineers to participate in this survey and make their views felt. **One (1) CPD hours** is awarded for Professional Engineer for their participation.

Kindly fax to: 03-7957 7678 or mail it to **Chairman, Sub-Committee on IEM Employment Survey 2014, The Institution of Engineers, Malaysia, Bangunan Ingenieur, Lots 60 & 62, Jalan 52/4, 46720 Petaling Jaya, Selangor** for our further action.

We thank you for your participation to help make this survey a SUCCESS and appreciate your cooperation, effort and time in completing the questionnaire. We anticipate to report on the findings of this survey by **March 2015**.

In appreciation of your time and effort, IEM has kindly agreed to award the **first 100 respondent free copies of IEM coffee table book** (soft cover). Kindly provide the name and membership details in the form below.

Thank you.

*Sub-Committee on IEM Employment Survey 2014
Standing Committee on Welfare and Service Matters*

IMPORTANT NOTE

The data provided in this form are intended to be used for the IEM Employment Survey only.

Membership details for claiming IEM Coffee Table Book

(Kindly tick (/) the following)

No, thank you. I prefer to remain anonymous.

Thank you. I wish to claim IEM coffee table book.

Name : _____ IEM Membership No : _____

Please (/) the answer appropriate to each question;

(For official use only)

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PERSONAL INFORMATION	
1. IEM membership grade	<input type="checkbox"/> Hon. Fellow <input type="checkbox"/> Member <input type="checkbox"/> Graduate <input type="checkbox"/> Fellow
2. Registration with the Board of Engineers Malaysia	<input type="checkbox"/> Professional Eng. <input type="checkbox"/> Graduates Eng. <input type="checkbox"/> None
3. Age	<input type="text"/> Years
4. Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female
5. Employment status	<input type="checkbox"/> Self-employed <input type="checkbox"/> Fully employed <input type="checkbox"/> Unemployed <input type="checkbox"/> Partly employed <input type="checkbox"/> Retired

ENGINEERING QUALIFICATION

6. What is the highest degree you received? Bachelor Masters Ph.D.
 Higher Diploma Others (MBA, LLB, etc) _____

7. What is your basic engineering discipline? (Bachelor degree level)
 Civil/Structural Electrical Electronics
 Mechanical Chemical Others _____

8. Where did you obtain your basic engineering qualification? Name of university?
 Malaysia Overseas Twinning

9. Are the fundamentals of undergraduates' courses adequate for your work?
 Adequate Moderately Adequate Inadequate Grossly Inadequate Not Sure

10. Were communication skills taught as part of your undergraduate curriculum? Yes No

11. Is Engineering your career of choice? Yes No

12. Why did you choose engineering as your choice?

EMPLOYMENT DETAILS

13. Where are you employed currently? Malaysia Overseas - State name of country: _____

14. If you are working in Malaysia, are you in Government, GLC or private sector?
 Malaysian Government GLC Private Sector

15. How long did it take after graduation for you to secure a job? Month/Years

16. (a) Years of work experience : Years 16. (b) Number of companies/organizations since graduation :

17. What is the nature of your current job?
 Consultancy Engineering/Technical Sales/Marketing
 Contracting Management R&D
 Education/Training O&M Others _____

18. What is your current employment sector?
 Manufacturing Govt./Local Authority Oil & Gas
 Agriculture University/College Power
 Construction/Properties Trading/Services ICT
 Transportation Infrastructure Projects Others _____

REMUNERATION

19. If you are a **working engineer/corporate member**, state your monthly income in 2014 with basic salary, allowance and bonus.

(a) Basic salary per month (RM):

< 5,000 5,001 – 10,000 10,001 – 15,000 15,001 – 20,000 > 20,001

(b) Allowance per month (RM):

< 1,000 1,001 – 2,000 2,001 – 3,000 3,001 – 4,000 4,001 – 5,000 > 5,001

(c) Bonus per year:

No bonus 1 Month 2 Months 3 Months 4 Months 5 Months and above

20. If you are a **graduate engineer**, state your monthly income in 2014 with basic salary, allowance and bonus.

(a) Basic salary per month (RM):

< 2,000 2,001 – 3,000 3,001 – 4,000 4,001 – 5,000 > 5,001

(b) Allowance per month (RM):

< 500 501 – 1,000 1,001 – 1,500 1,501 – 2,000 > 2,001

(c) Bonus per year:

No bonus Half Month 1 Month 2 Months 3 Months 4 Months and above

21. State no. of month(s) before your commencement of employment as an engineer. No. of Months :

22. If you were retrenched in 2014, state in what month and last drawn salary. Month : RM:

23. Engineers' salaries are reasonable. Yes No

24. To be competitive, Malaysian companies pay their engineers less than Malaysian Salary Benchmark on Professionals. Yes No

JOB SATISFACTION

25. How do you perceive your job?

Very dissatisfied Dissatisfied Not sure Satisfied Very satisfied

26. Do you receive encouragement to attain Professional Engineering status? Yes No

27. Do you intend to move away from Engineering? Yes No

If 'Yes', what do you intend to do? _____

If 'Yes', why do you intend to change? _____

28. How do you perceive the quantum of your remuneration?

Very poor Poor Not Sure Good Excellent

JOB CHARACTERISTICS

29. How would you rate the progress of your career in your organization?

- | | | | | | | | | | | |
|-----|--------------------------|------------------|--------------------------|-------------|--------------------------|----------|--------------------------|-----------------|--------------------------|----------------------|
| (a) | <input type="checkbox"/> | Very challenging | <input type="checkbox"/> | Challenging | <input type="checkbox"/> | Not sure | <input type="checkbox"/> | Not challenging | <input type="checkbox"/> | Very unchallenging |
| (b) | <input type="checkbox"/> | Very Rewarding | <input type="checkbox"/> | Rewarding | <input type="checkbox"/> | Not sure | <input type="checkbox"/> | Unrewarding | <input type="checkbox"/> | Very unrewarding |
| (c) | <input type="checkbox"/> | Very Stressful | <input type="checkbox"/> | Stressful | <input type="checkbox"/> | Not sure | <input type="checkbox"/> | Non-Stressful | <input type="checkbox"/> | Very Non-Stressful |
| (d) | <input type="checkbox"/> | Very Competitive | <input type="checkbox"/> | Competitive | <input type="checkbox"/> | Not sure | <input type="checkbox"/> | Non-Competitive | <input type="checkbox"/> | Very Non-Competitive |

30. In view of globalization, do you have overseas experiences?

- Currently working overseas
 Worked overseas before
 Worked on overseas project but stationed in Malaysia
 No overseas experiences

31. If you have not worked overseas, would you be prepared to take an overseas position?

- Yes No

FOR WOMEN ENGINEERS

32. Do you have the confidence to make decisions at meetings or to be able to give instruction at project sites?

- Yes No

33. Are you given the opportunity to handle high profile projects?

- Yes No N/A

34. Have you ever carried out standing supervision at site from a few months to more than a year?

- Yes No

If yes, have you ever supervised from 8 pm to 8 am?

- Yes No N/A

35. Do you find it difficult for people (e.g. clients, other professionals in the same project team or contractors) to accept your professional opinion?

- Yes No

36. Do you get feedback from your superiors regarding your performance?

- Positive Negative None

37. Do you consider yourself to be an independent individual, such that for instance you would be able to drive or fly alone from KL to Penang to attend a meeting?

- Yes No

38. Does your superior deprive you of attending any meetings?

- Yes No

39. Have you ever experienced sexual discrimination?

- Yes No

40. If yes, briefly explain the nature of discrimination (i.e. low wages as compared to male colleagues or promotion was by-passed, etc.)

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41. Have you ever experienced sexual harassment in the office and/or at site?

- Yes No

If yes, briefly explain the incident.

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42. Are your professional opinions sometimes not accepted because you are female?

- Yes No

43. Have you had a chance to identify any female role model as a scientist (or engineer) during your science/engineering education*?

**education means formal schooling covering primary to college (tertiary) systems*

- Never
 Rarely
 Sometime
 Often
 All of the time

44. What do you think about the description of female scientists/engineers in your textbook during your education? Was there balance on the depiction of male and female scientist (or engineer)?

Very poor Poor Fair Good Very Good

45. Do you believe the contributions of female scientist (engineer) are fairly described with respect to those of the counterpart?

Very poor Poor Fair Good Very Good

46. Have you experienced any unfair evaluation during your science education due to your gender?

Never Occasionally Fairly many times Very Often Always

47. Do you think you have gotten less attention from teachers compared to boys due to your gender during science education?

Strongly Disagree Disagree Neutral Agree Strongly agree

48. Have you felt any chilly climate for women during your science education such as sexual harassment or hostile comments on women?

Never Rarely Sometimes Often All of the time

49. Is there any cultural pressure on girls/women to conform to traditional gender roles in your country that prohibit pursuing professional science career?

None Few Quite a bit Extreme Amount All

50. What do you believe are the most significant difficulties as a female science/engineering professional in your country? Select and rank **three** issues as 1, 2, and 3 according to their importance. (1 = most important)

Gender Issues	Rank (Only mark three items)
Work/life balance	
Workplace culture	
Lack of access to senior roles	
Lack of women in senior roles	
Lack of career support	
Unclear career objectives	
Lack of job opportunities	
Lack of network	
Career limit in technical roles	
Discrimination	
Lack of other women in workplace	
Access to training	

CURRENT ISSUES

Please indicate your views on the issues listed below:

Scale from 1 (strongly disagree) to 10 (strongly agree)

51. University training/syllabuses are outdated, and are thus mismatched with current job requirements.	
52. Professional ethics should be taught in universities?	
53. Universities should require students to master 1 additional global language besides English so as to improve their job competitiveness.	
54. There is a shortage of engineers overall.	
55. There is a shortage of engineers in some disciplines.	
56. Your level of involvement/contribution in the design/construction /guideline of green building technology.	
57. Your awareness regarding the codes of practice, design, product or system of the green building technology.	

58. The green technology in Malaysia has achieved the purposes of :	
58.1 Energy efficiency (EE) <input type="checkbox"/>	
58.2 Indoor Environmental Quality (EQ) <input type="checkbox"/>	
58.3 Sustainable Site Planning and Management (SM) <input type="checkbox"/>	
58.4 Material and Resources (MR) <input type="checkbox"/>	
58.5 Water Efficiency (WE) <input type="checkbox"/>	
58.6 Innovation (IN) <input type="checkbox"/>	
59. The Green Building Developments have the risk more than traditional building.	
60. Likelihood of you to incorporate compulsory green building elements in your future projects.	
61. Malaysian colleges and universities should offer more courses related to green technology in construction industry.	

Kindly submit your answered questionnaires to the following address:

Chairman
Sub-Committee on IEM Employment Survey 2014
The Institution of Engineers, Malaysia,
Bangunan Ingenieur, Lot 60/62,
Jalan 52/4, Peti Surat 223 (Jalan Sultan), 46720 Petaling Jaya,
Selangor Darul Ehsan, Malaysia.

Or fax to:

Fax: 03-79577678

Tel: 03-79684001/02 Website: www.myiem.org.my

Thank you