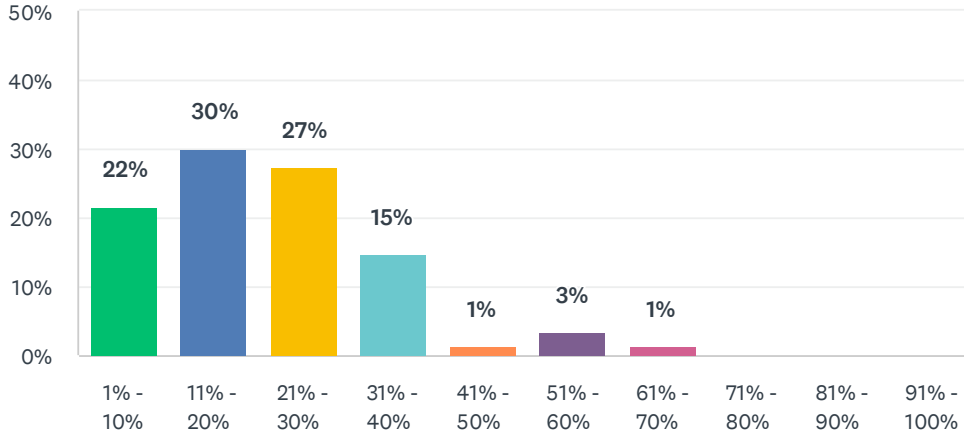


Q1 In the past 3 months, what proportion (in %) of your organisation's workforce has been absent from work because of COVID-19 infection or being identified as a close contact?

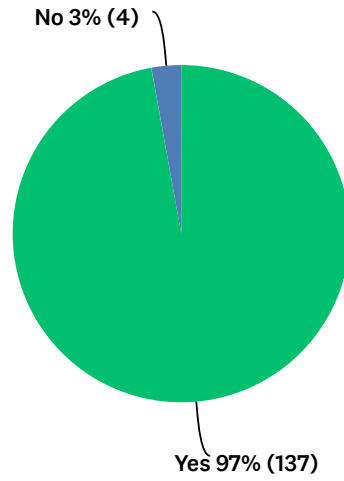
Answered: 143 Skipped: 0



ANSWER CHOICES	RESPONSES
1% - 10%	22% 31
11% - 20%	30% 43
21% - 30%	27% 39
31% - 40%	15% 21
41% - 50%	1% 2
51% - 60%	3% 5
61% - 70%	1% 2
71% - 80%	0% 0
81% - 90%	0% 0
91% - 100%	0% 0
TOTAL	143

Q2 Has our organisation allowed eligible employees to work from home at any point in time during the COVID-19 pandemic?

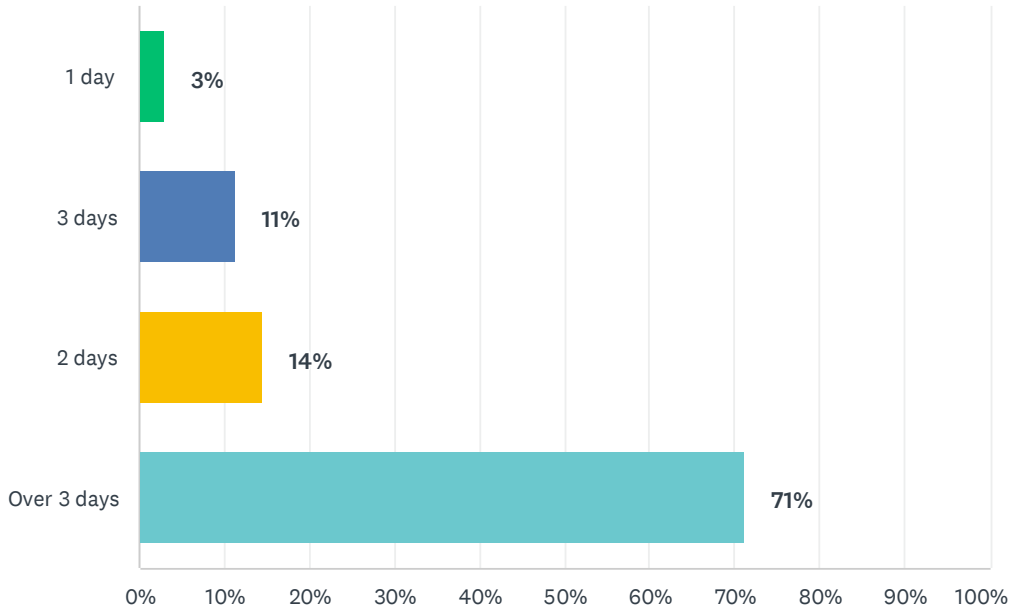
Answered: 141 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	97%	137
No	3%	4
TOTAL		141

Q3 What is / was the maximum number of days per week eligible employees could work from home during the COVID-19 pandemic?

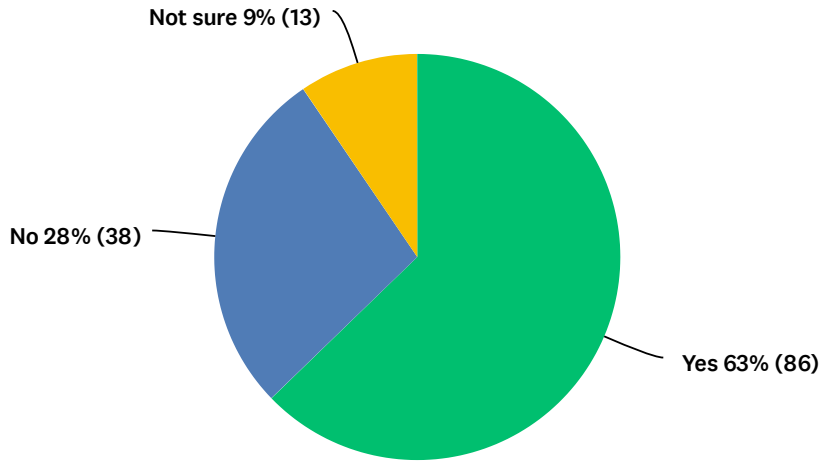
Answered: 137 Skipped: 6



ANSWER CHOICES	RESPONSES	
1 day	3%	4
3 days	11%	15
2 days	14%	19
Over 3 days	71%	94
TOTAL		132

Q4 Do you expect the policy of allowing eligible employees at your organisation to work from home to continue after the COVID-19 pandemic is over and things are back to normal?

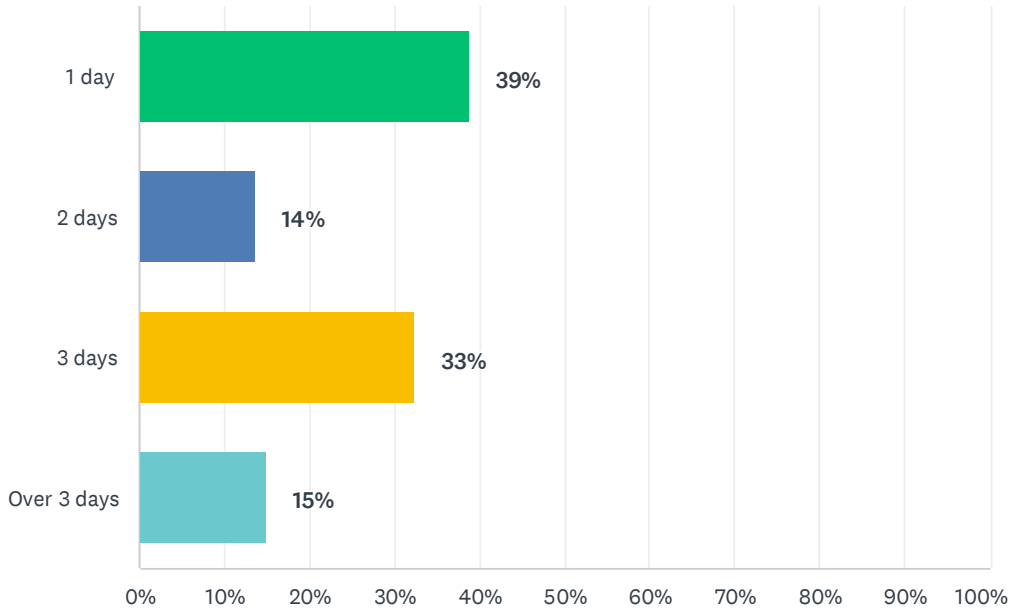
Answered: 137 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	63%	86
No	28%	38
Not sure	9%	13
TOTAL		137

Q5 What will likely be the maximum number of days per week eligible employees can work from home after the COVID-19 pandemic is over?

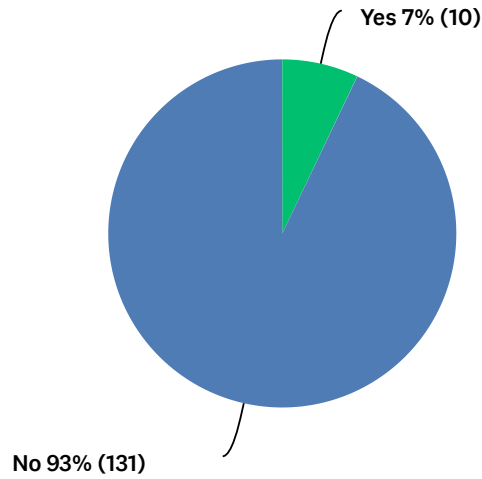
Answered: 86 Skipped: 57



ANSWER CHOICES	RESPONSES	
1 day	39%	31
2 days	14%	11
3 days	33%	26
Over 3 days	15%	12
TOTAL		80

Q6 When senior level employees (Manager or above) at your organisation work overtime, are they usually entitled to any kind of compensation?

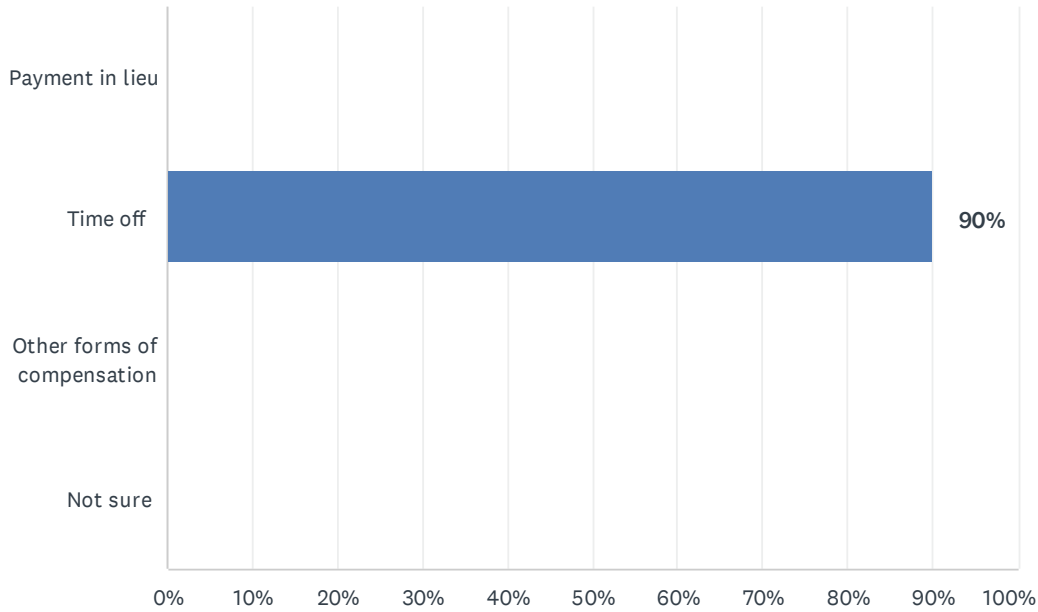
Answered: 141 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	7%	10
No	93%	131
TOTAL		141

Q7 What kind of compensation are these senior level employees (Manager or above) entitled to for working overtime? (Please select all that apply)

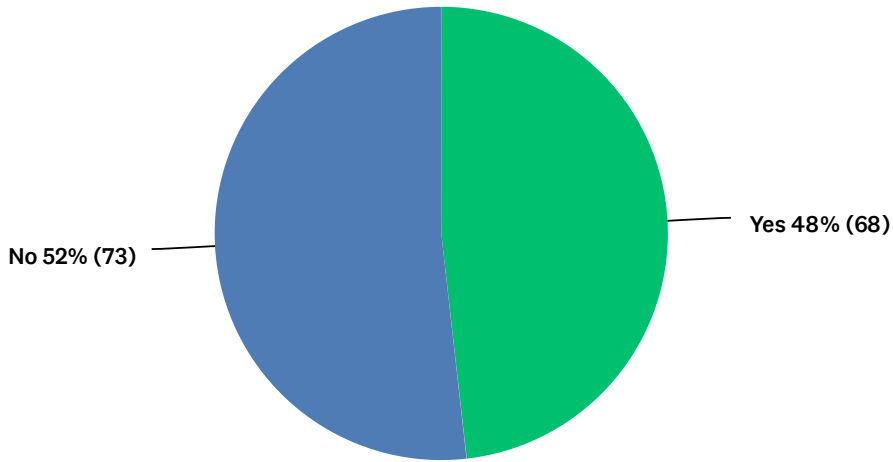
Answered: 10 Skipped: 133



ANSWER CHOICES	RESPONSES
Payment in lieu	0% 0
Time off	90% 9
Other forms of compensation	0% 0
Not sure	0% 0
Total Respondents: 10	

Q8 When junior level employees (those below Manager grade) at your organisation (those below Manager grade) work overtime, are they usually entitled to any kind of compensation?

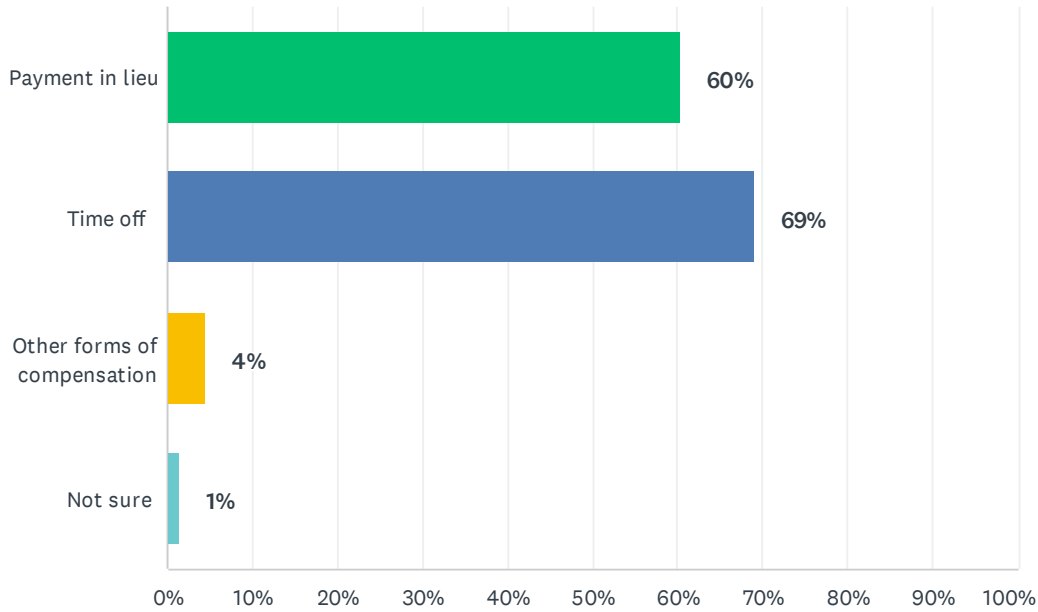
Answered: 141 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	48%	68
No	52%	73
TOTAL		141

Q9 What kinds of compensation are these junior level employees (below Manager grade) entitled to for working overtime?(Please select all that apply)

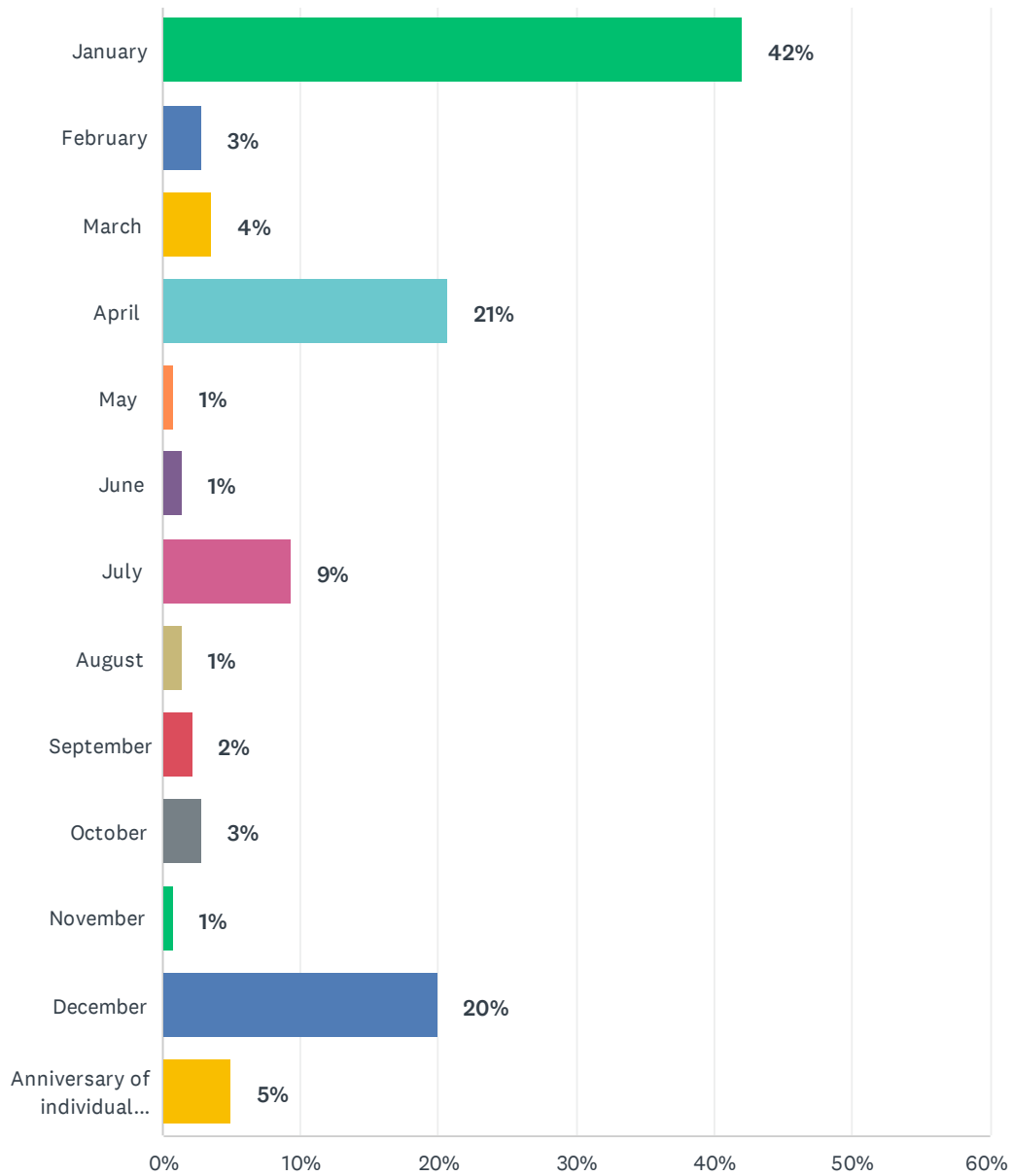
Answered: 68 Skipped: 75



ANSWER CHOICES	RESPONSES	
Payment in lieu	60%	41
Time off	69%	47
Other forms of compensation	4%	3
Not sure	1%	1
Total Respondents: 68		

Q10 When does annual pay adjustment take place for all / the majority of employees at your organisation? (Please select all that apply)

Answered: 140 Skipped: 3

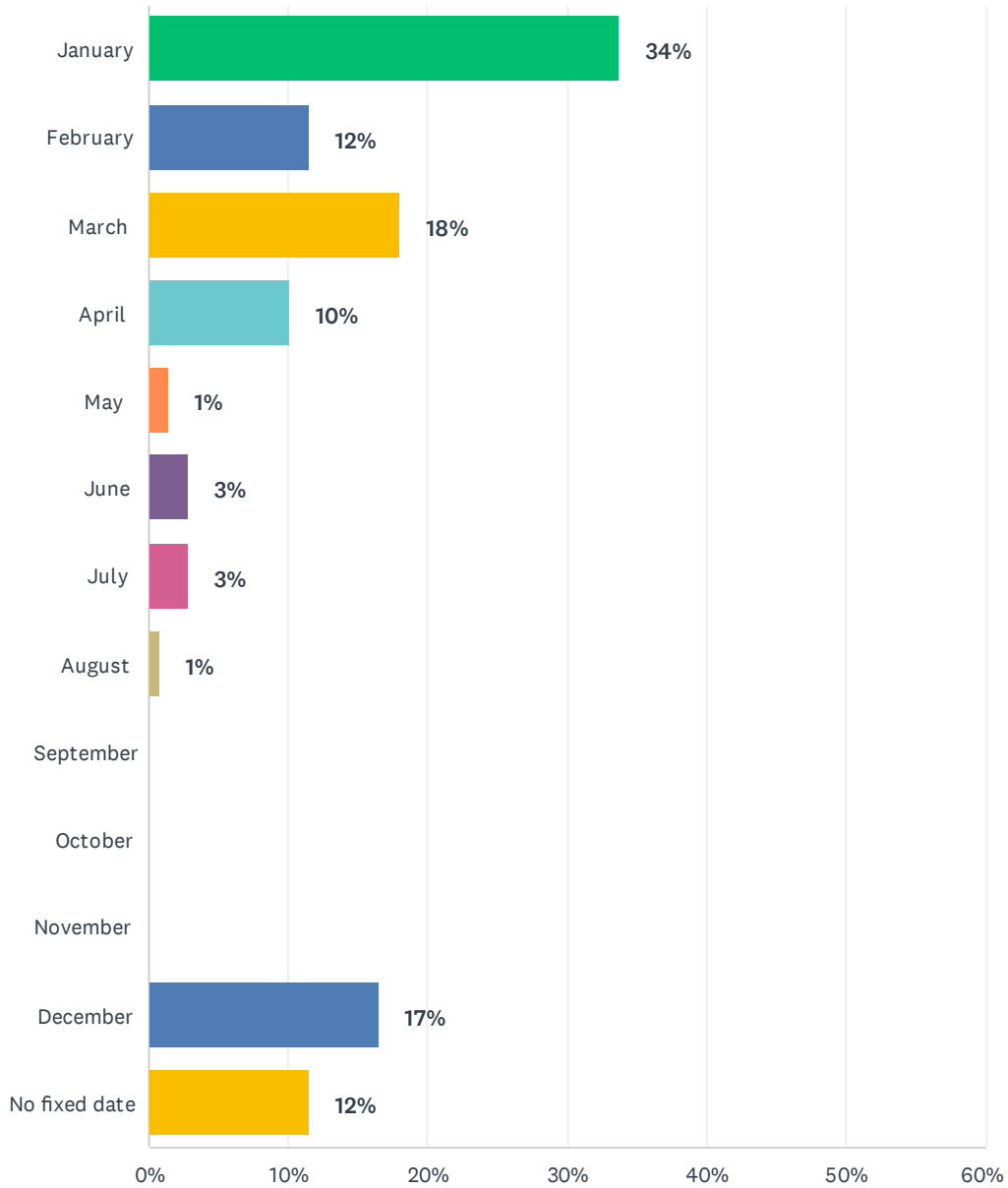


Quick Poll on 2022 HR Practices

ANSWER CHOICES	RESPONSES	
January	42%	59
February	3%	4
March	4%	5
April	21%	29
May	1%	1
June	1%	2
July	9%	13
August	1%	2
September	2%	3
October	3%	4
November	1%	1
December	20%	28
Anniversary of individual employee's joining date	5%	7
Total Respondents: 140		

Q11 When does your organisation usually issue discretionary bonus to eligible employees? (Please select all that apply)

Answered: 139 Skipped: 4



Quick Poll on 2022 HR Practices

ANSWER CHOICES	RESPONSES	
January	34%	47
February	12%	16
March	18%	25
April	10%	14
May	1%	2
June	3%	4
July	3%	4
August	1%	1
September	0%	0
October	0%	0
November	0%	0
December	17%	23
No fixed date	12%	16
Total Respondents: 139		