

Compensation & Career Motivation Report

A comprehensive overview of benefits and career motivations across APAC's end-to-end supply chain industry.

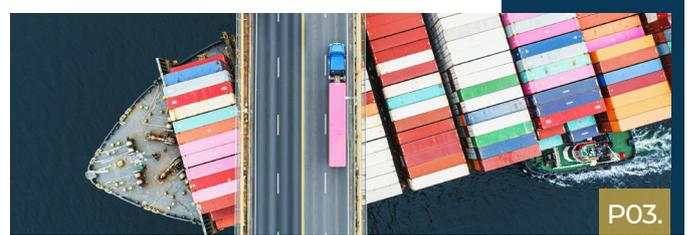
- ◆ Overall Salary Results
- ◆ Sector-Specific Findings
- ◆ Flexible Working & Motivations





Contents

- 03. **Introduction**
- 04. **Survey Results**
 - Hong Kong
 - Singapore
 - Mainland China
 - South Korea
 - Australia
 - Bonus Chapter: Directors
- 38. **Summary**
- 39. **About DSJ Global**
- 40. **Contact DSJ Global**
- 41. **Our Respondents**



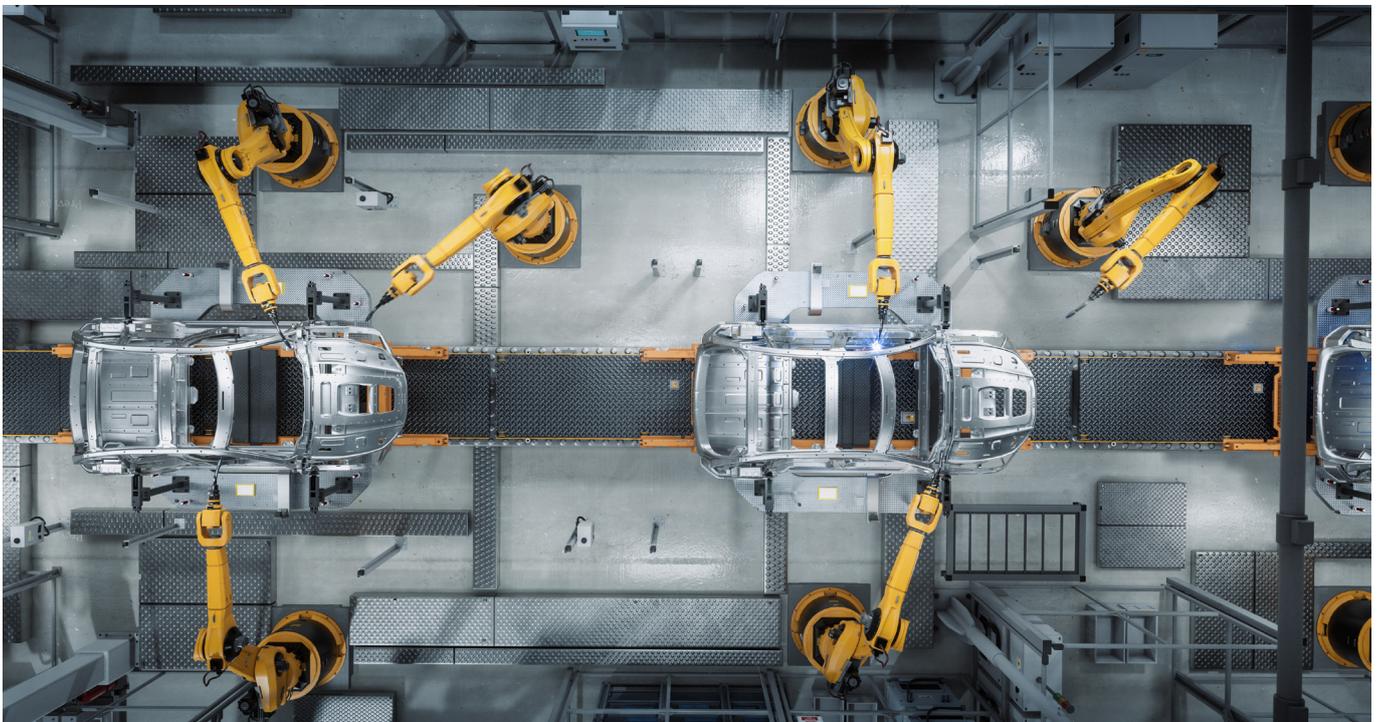
Introduction



Survey Results: Hong Kong



Bonus Chapter: Directors





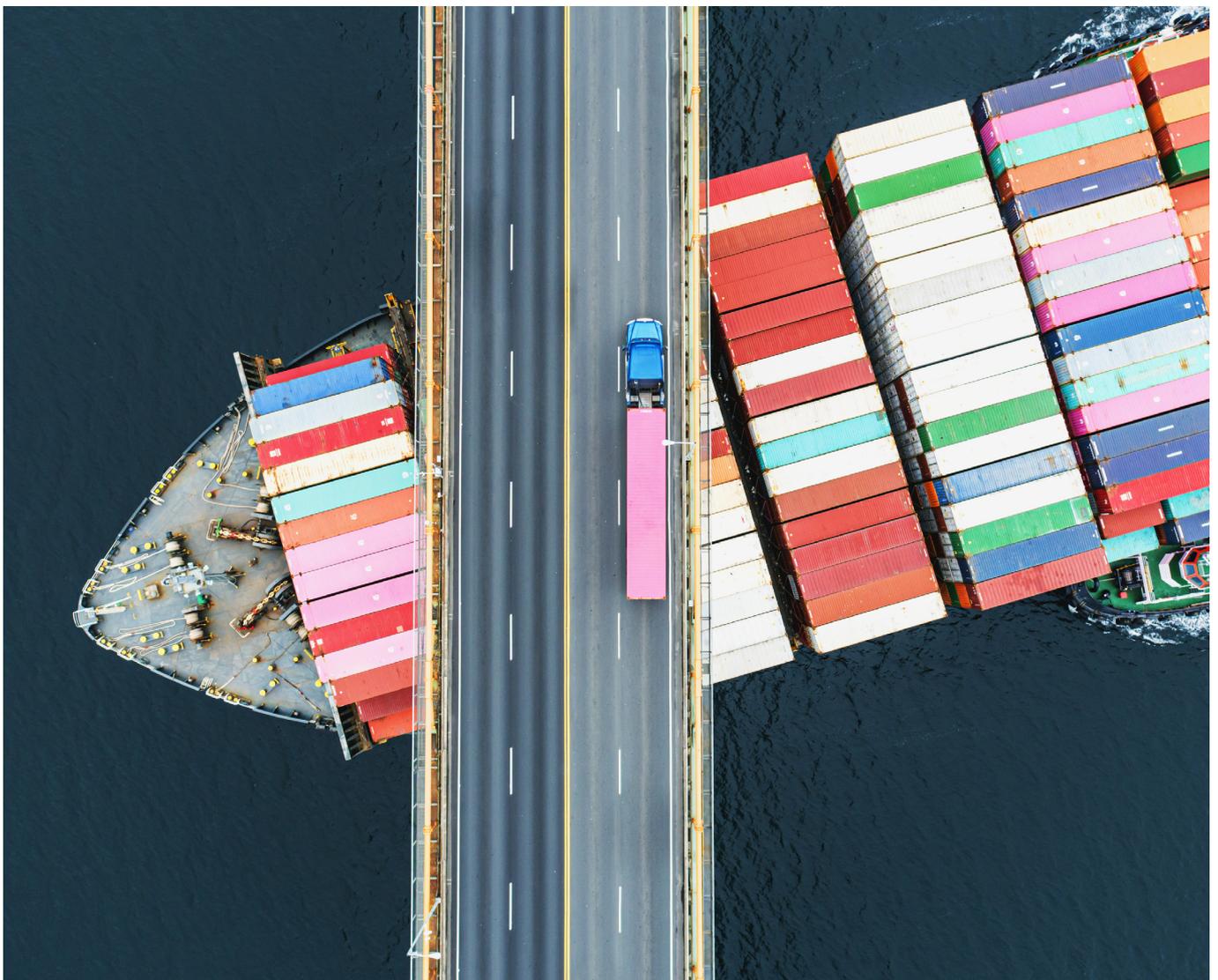
Introduction

APAC's supply chain landscape is growing rapidly. As the region's citizens become wealthier, consumer demand is growing, however companies are still facing pressure to keep costs low. To further complicate matters, supply chain operations continue to face disruptions, whether from geopolitical conflicts, extreme weather, cyber attacks, or changing customer trends.

Needless to say, having the best talent in place is absolutely critical to ensure goods stay on the move and remain safe from risks, but competition for these in-demand professionals is becoming increasingly fierce as operations expand. For professionals, this presents an opportunity to explore their career options as they become increasingly sought-after.

In response to these challenges and opportunities, **DSJ Global has surveyed over 700 supply chain professionals across APAC*** to uncover their current compensation packages and the factors that drive their career decisions. As well as breaking down results by location, including Australia, Mainland China, Hong Kong, Singapore, and South Korea, our bonus chapter explores how compensation and career priorities differ between Directors in each area.

Whether you are a hiring manager seeking top talent or a supply chain professional navigating your career choices, this report provides invaluable insights and benchmarks to guide your decision-making.





Survey Results

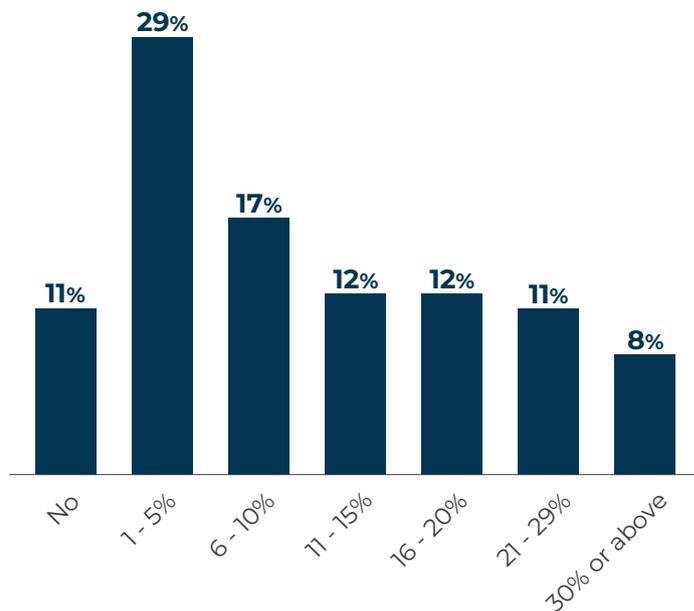
HONG KONG



BONUSES

**Did you receive a bonus in the past 12 months?
If yes, what percentage of your base salary did you receive this year?**

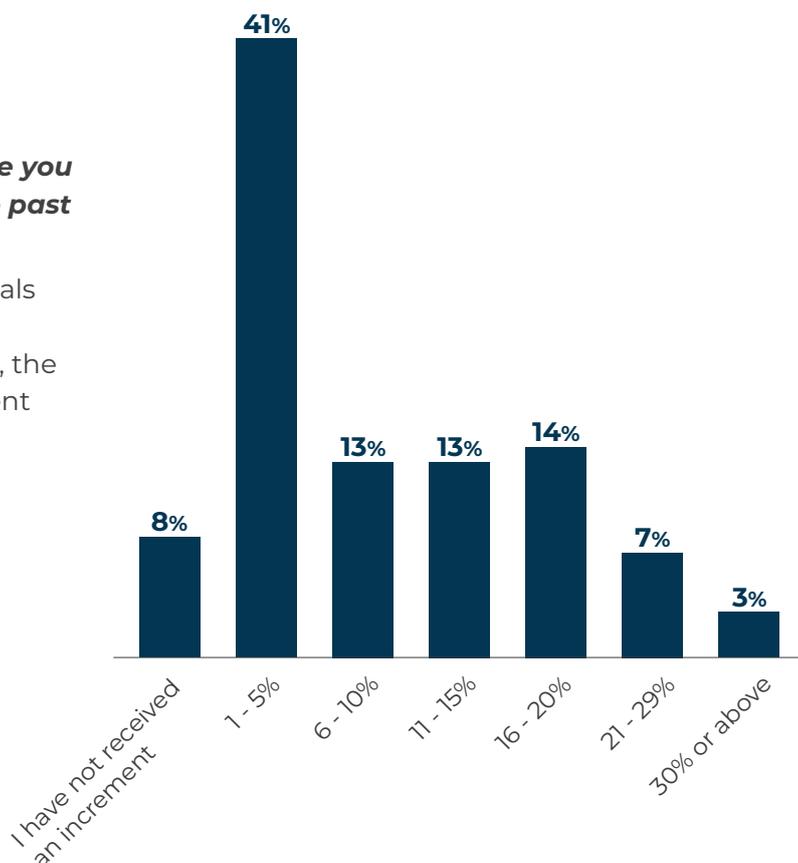
Over the past year, 89% of the supply chain professionals we surveyed in Hong Kong received a bonus. Apart from the 29% that received a bonus worth 1-5% of their base salary, the amounts received were split almost equally between bands.



SALARY INCREMENTS

What percentage of your base salary have you received as a yearly salary increase in the past 12 months?

92% of our surveyed supply chain professionals in Hong Kong received a salary increment within the last 12 months. Like with bonuses, the majority (41%) only received a salary increment worth 1-5% of their base salary.





BENEFITS

The proportion of respondents that received benefits was low among our surveyed supply chain professionals in Hong Kong, highlighting an opportunity for businesses to expand their compensation packages to make themselves more attractive to in-demand professionals.

15% equally said they received medical cover and a statutory pension (such as MPF), and 12% received extra holiday on top of their annual leave, which could include charity days, birthday leave, or anniversary leave. 9% received a travel allowance, which could cover any aspect of transport such as flights, car parking, train fares, or petrol.



**Medical cover /
Statutory pension**



**Extra holiday on
top of annual leave**

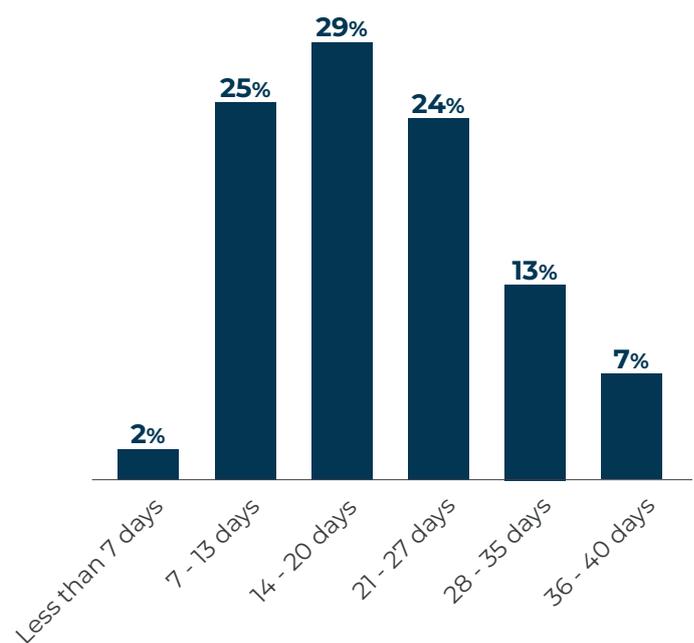


Travel allowance

PAID ANNUAL LEAVE

How many days of paid annual leave are you entitled to in your current benefits package?

In Hong Kong, employees are entitled to seven days of paid annual leave after every 12 months of service under a continuous contract. 98% of the supply chain professionals we surveyed in the region received at least this minimum, with the largest proportion receiving between 14-20 days of paid annual leave as part of their current employment package.





PARENTAL LEAVE

Maternity Leave

The majority (71%) of supply chain professionals in Hong Kong we surveyed had been granted maternity leave exceeding the legal minimum requirement of 14 weeks, and over a third (38%) received over a year of maternity leave.

Paternity Leave

Fathers are entitled to five days of paternity leave in Hong Kong, which can be taken all at once or on separate days, and most (82%) of our surveyed supply chain professionals in the region had been granted paternity leave that exceeds this legal minimum requirement. 39% received over a year of paternity leave.

FLEXIBLE WORKING

79% of the supply chain professionals we surveyed in Hong Kong said they had flexible working hours in their current role, and nearly all (91%) said they could work remotely. The majority (27%) worked remotely for two days a week, but the number of days offered by employers varied greatly.

Do you have flexible working hours in your current role?



FLEXIBLE WORKING DAYS PER WEEK IN HONG KONG:

Do you have the flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





MOTIVATIONS



Top three PUSH factors

The top three reasons that would make our surveyed supply chain professionals in Hong Kong leave a company are:

1. Lack of learning & development
2. Lack of progression opportunities
3. Low base salary



Top three PULL factors

The top three reasons that would attract Hong Kong's supply chain professionals to a new company are:

1. Higher base salary
2. Progression / a more senior job title
3. An engaging and challenging role

INDUSTRY MOTIVATIONS

The top three industries that Hong Kong's supply chain professionals want to move into are:



**Manufacturing / Heavy Industry,
and Consumer Goods & Retail**

31%

Other

9%

**Food & Beverage,
and Life Sciences**

7%

SALARY MOTIVATIONS

- 21% of supply chain professionals in Hong Kong are seeking a 6-10% pay rise in their next role, and a further 20% would be happy with 1-5%.
- Only 1% are willing to accept a flat move.

FLEXIBLE WORKING MOTIVATIONS

- 86% said flexible working is very important or somewhat important when considering a new career opportunity.
- However, 81% would still accept a new role if it was based in an office full time.



Survey Results

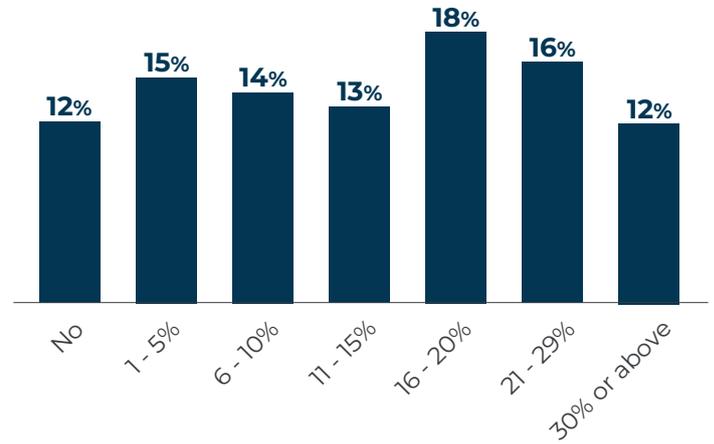
SINGAPORE



BONUSES

**Did you receive a bonus in the past 12 months?
If yes, what percentage of your base salary did you receive this year?**

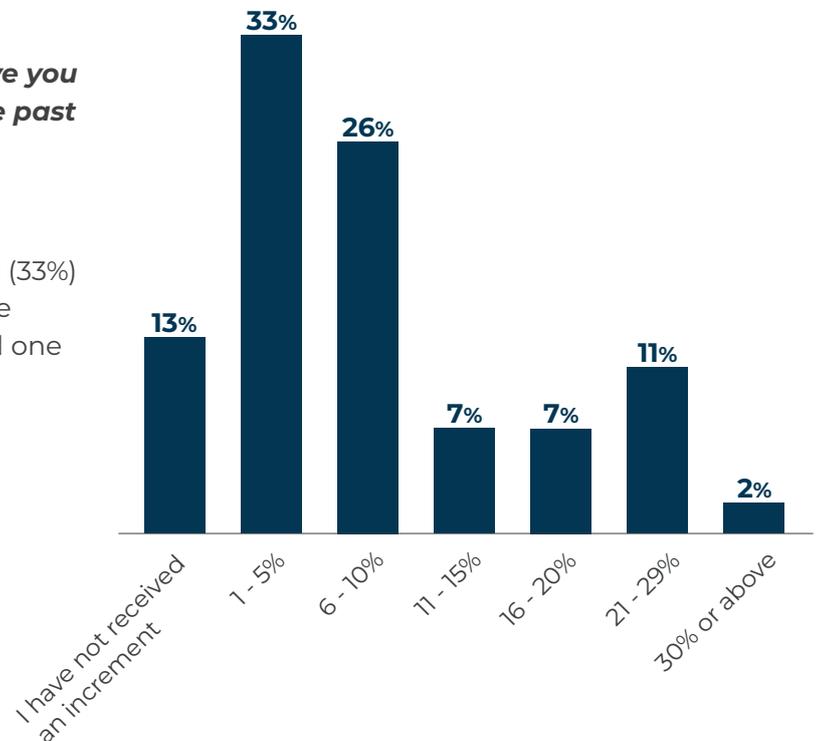
Over the past year, 88% of the supply chain professionals we surveyed in Singapore received a bonus, but there was no standout trend when it came to their value. A small majority (18%) received a bonus worth 16-20% of their base salary.



SALARY INCREMENTS

What percentage of your base salary have you received as a yearly salary increase in the past 12 months?

According to our survey, 87% of Singapore's supply chain professionals received a salary increment within the last 12 months. A third (33%) received an increase worth 1-5% of their base salary, and just over a quarter (26%) received one worth 6-10%.





BENEFITS

Benefits packages varied greatly among our surveyed supply chain professionals in Singapore, but the most common options selected were medical cover (17%), dental cover and a statutory pension (Such as CPF) (14%), and a travel allowance (12%), which could include flights, a car parking or petrol allowance, or train fares.



Medical cover



Dental cover /
Statutory pension



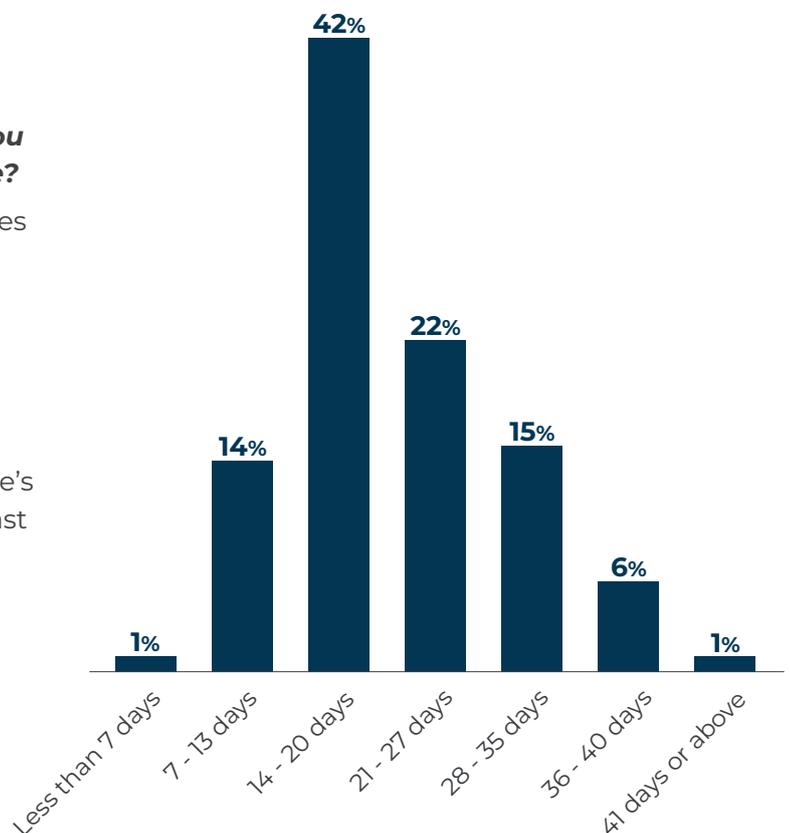
Travel allowance

PAID ANNUAL LEAVE

How many days of paid annual leave are you entitled to in your current benefits package?

During the first year of employment, employees in Singapore are entitled to seven days of annual leave after their initial three months. Each following year, their holiday entitlement increases by one day, until it reaches a total of 14 days on their eighth year of service.

Our survey results found that 86% of Singapore's supply chain professionals were granted at least 14 days of annual leave, with almost half (42%) receiving between 14-20 days.





PARENTAL LEAVE

Maternity Leave

Singaporean mothers are entitled to 16 weeks of maternity leave, while non-Singaporeans are generally entitled to 12. The majority (61%) of our surveyed supply chain professionals in Singapore had been granted maternity leave exceeding their legal minimum entitlement, and 36% received over a year of maternity pay.

Paternity Leave

Paternity law in Singapore changed in 2023; working fathers of Singaporean children born on or after 1 January 2024 can now take four weeks of government-paid paternity leave (GPPL). Two thirds (66%) of our surveyed supply chain professionals in Singapore had been granted paternity pay exceeding their legal minimum entitlement, and 29% received over a year of paternity pay.

FLEXIBLE WORKING

83% of Singapore's supply chain professionals said had they flexible working hours in their current role, and 88% said they could work remotely each week. Having two remote days per week was the most common option selected (21%), while working three days a week remotely followed closely behind (19%).

Do you have flexible working hours in your current role?



FLEXIBLE WORKING DAYS PER WEEK IN SINGAPORE:

Do you have the flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





MOTIVATIONS



Top three PUSH factors

The top three reasons that would make our surveyed supply chain professionals in Singapore leave a company are:

1. Negative company culture
2. Lack of progression opportunities
3. Low base salary



Top three PULL factors

The top three reasons that would attract Singapore's supply chain professionals to a new company are:

1. Good workplace culture
2. Leadership / a good manager
3. An engaging and challenging role

INDUSTRY MOTIVATIONS

The top three industries that Hong Kong's supply chain professionals want to move into are:



**Manufacturing /
Heavy Industry**

27%



**Consumer Goods
& Retail**

17%



**Life
Sciences**

16%

SALARY MOTIVATIONS

- 24% of supply chain professionals in Singapore are looking for a 16-20% pay rise in their next role, and 22% are seeking 11-15%.
- Only 4% are willing to accept a flat move.

FLEXIBLE WORKING MOTIVATIONS

- 83% said flexible working is very important or somewhat important when considering a new career opportunity.
- However, 86% would still accept a new role if it was based in an office full time.



Survey Results

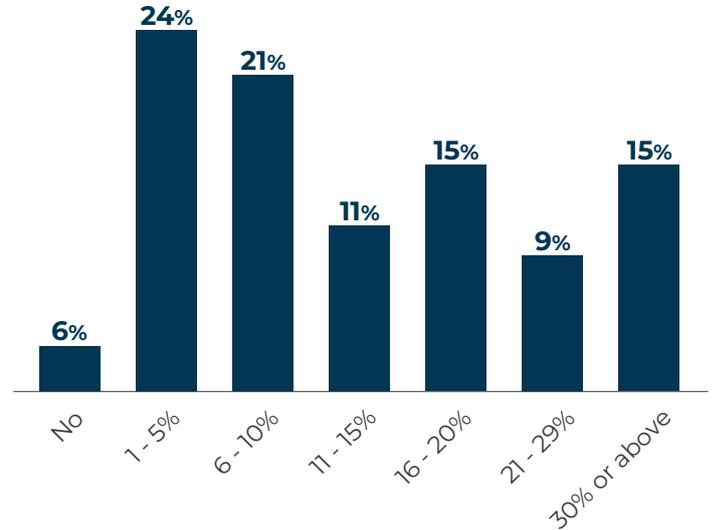
MAINLAND CHINA



BONUSES

**Did you receive a bonus in the past 12 months?
If yes, what percentage of your base salary did you receive this year?**

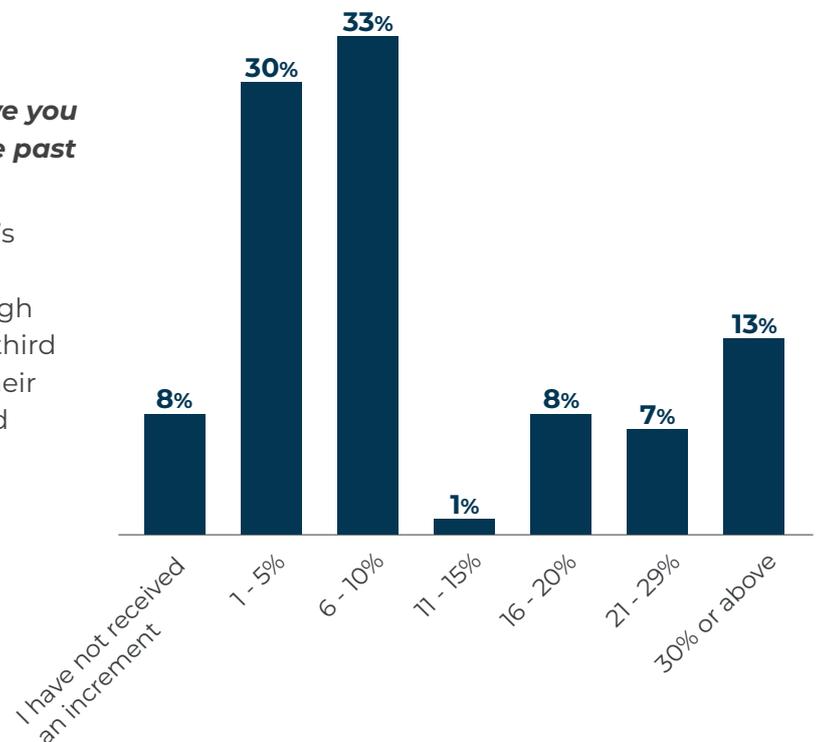
Over the past year, 94% of the supply chain professionals we surveyed in Mainland China received a bonus, with mixed values awarded. The largest proportion (24%) received a bonus worth 1-5% of their base salary, closely followed by the 21% who received a 6-10% bonus.



SALARY INCREMENTS

What percentage of your base salary have you received as a yearly salary increase in the past 12 months?

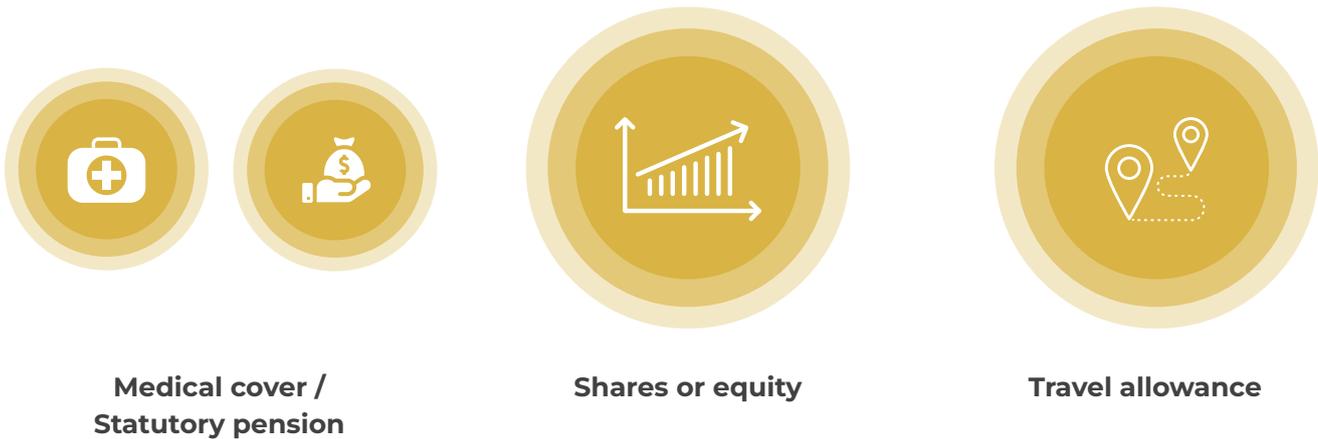
Following the trend, 92% of Mainland China's supply chain professionals received a salary increment within the last 12 months, although values were lower compared to bonuses. A third (33%) received an increase worth 6-10% of their base salary, and a further 30% were awarded a 1-5% increase.





BENEFITS

The percentage of supply chain professionals in Mainland China that received company benefits was low, according to our survey. Medical cover and statutory pension were the most commonly received at 15% each. 13% said they received company shares or equity, and 10% received a travel allowance, which could include but is not limited to flights, train fares, petrol, or a car park allowance.

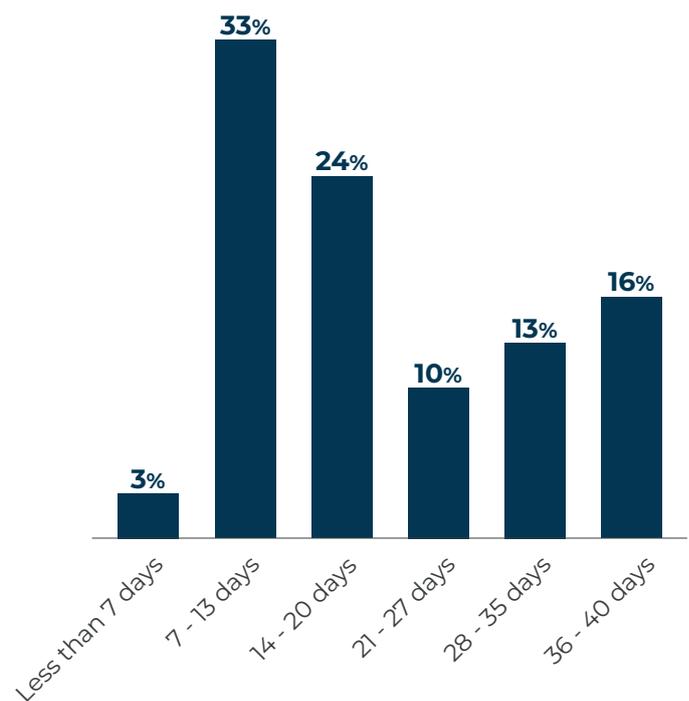


PAID ANNUAL LEAVE

How many days of paid annual leave are you entitled to in your current benefits package?

According to Mainland China's Labor Law, employees who have worked for a company for one to 10 years are entitled to five days of annual leave per year, and for every additional year of service, they are entitled to an extra day up to a maximum of 15 days.

97% of supply chain professionals we surveyed in the region said they received more than this minimum, with a third (33%) being granted between 7-13 days as part of their current employment package.





PARENTAL LEAVE

Maternity Leave:

In Mainland China, mothers are entitled to a minimum of 98 days (14 weeks) of maternity leave, starting from the date of delivery, and 82% of our surveyed supply chain professions were granted maternity leave exceeding this legal minimum. 43% received over a year of maternity leave.

Paternity Leave

Fathers in Mainland China are granted 15 days (2 weeks) of paternity leave on average, but this varies between 7-30 days depending on the province. 87% of the supply chain professionals we surveyed had been granted paternity leave exceeding their legal minimum, and 35% of them received over a year of paternity leave.

FLEXIBLE WORKING

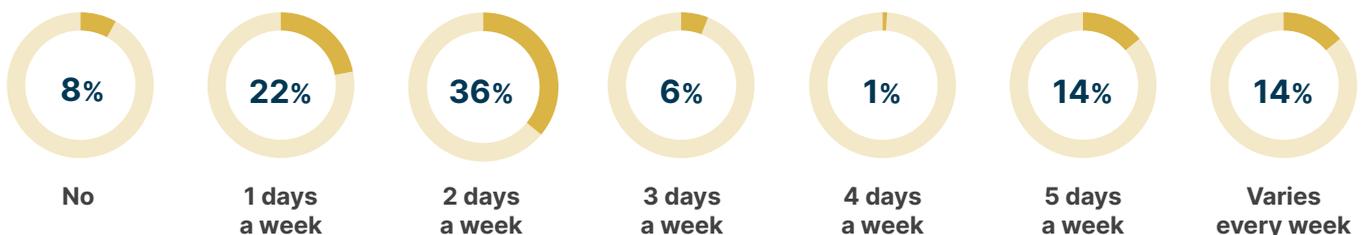
89% of Mainland China's supply chain professionals said they had flexible working hours in their current role, and even more (92%) said they could work remotely. The biggest proportion of respondents (36%) could work remotely for two days per week, while 14% varied week by week.

Do you have flexible working hours in your current role?



FLEXIBLE WORKING DAYS PER WEEK IN MAINLAND CHINA:

Do you have the flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





MOTIVATIONS



Top three PUSH factors

The top three factors that would make our surveyed supply chain professionals in Mainland China leave a company are:

1. Lack of progression opportunities
2. Negative company culture
3. High stress levels / prolonged stress levels without managerial support



Top three PULL factors

The top three reasons that would attract Mainland China's supply chain professionals to a new company are:

1. Leadership / a good manager
2. Progression / a more senior job title
3. An engaging and challenging role

INDUSTRY MOTIVATIONS

The top three industries that Mainland China's supply chain professionals want to move into are:



Technology

30%



Consumer Goods
& Retail

28%



Manufacturing /
Heavy Industry

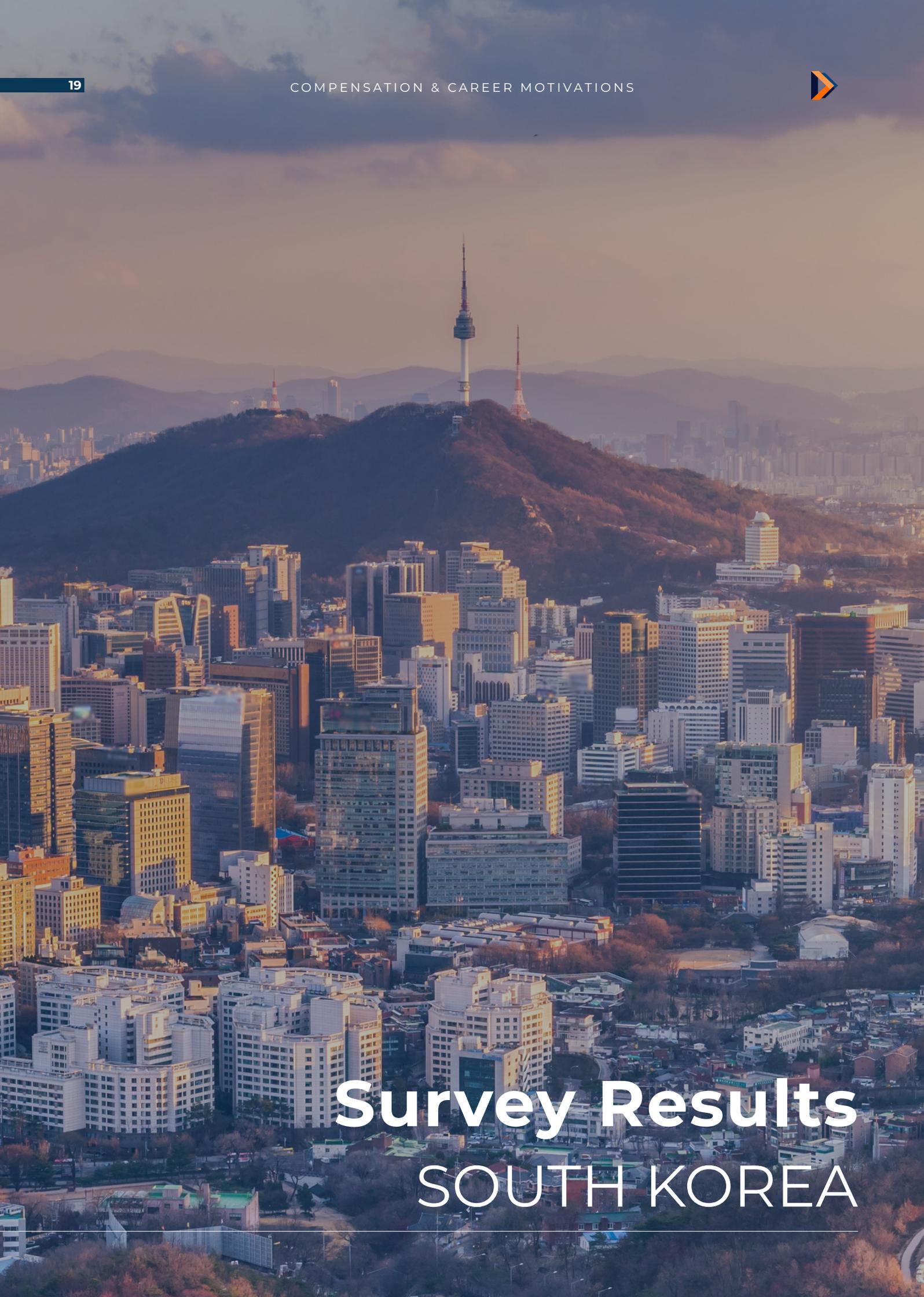
14%

SALARY MOTIVATIONS

- 21% of supply chain professionals in Mainland China are looking for a 1-5% pay rise in their next role, and a further 17% are aiming for 6-10%.
- Only 2% are willing to accept a flat move.

FLEXIBLE WORKING MOTIVATIONS

- 70% said flexible working is very important or somewhat important when considering a new career opportunity.
- However, 84% would still accept a new role if it was based in an office full time.



Survey Results

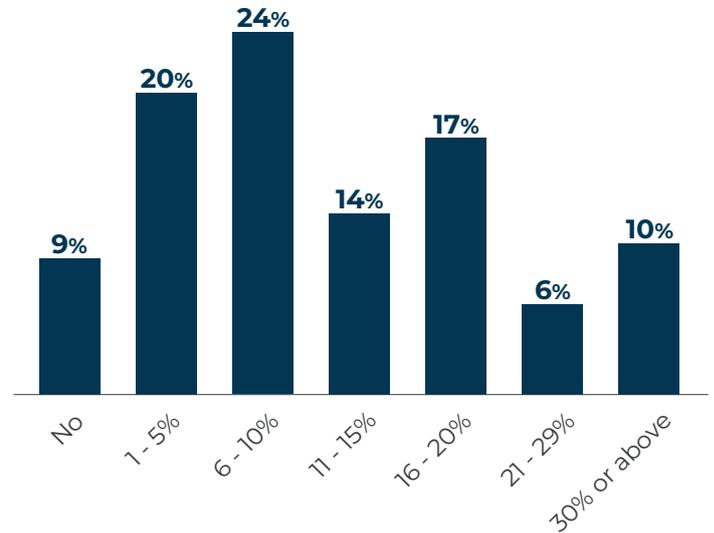
SOUTH KOREA



BONUSES

**Did you receive a bonus in the past 12 months?
If yes, what percentage of your base salary did you receive this year?**

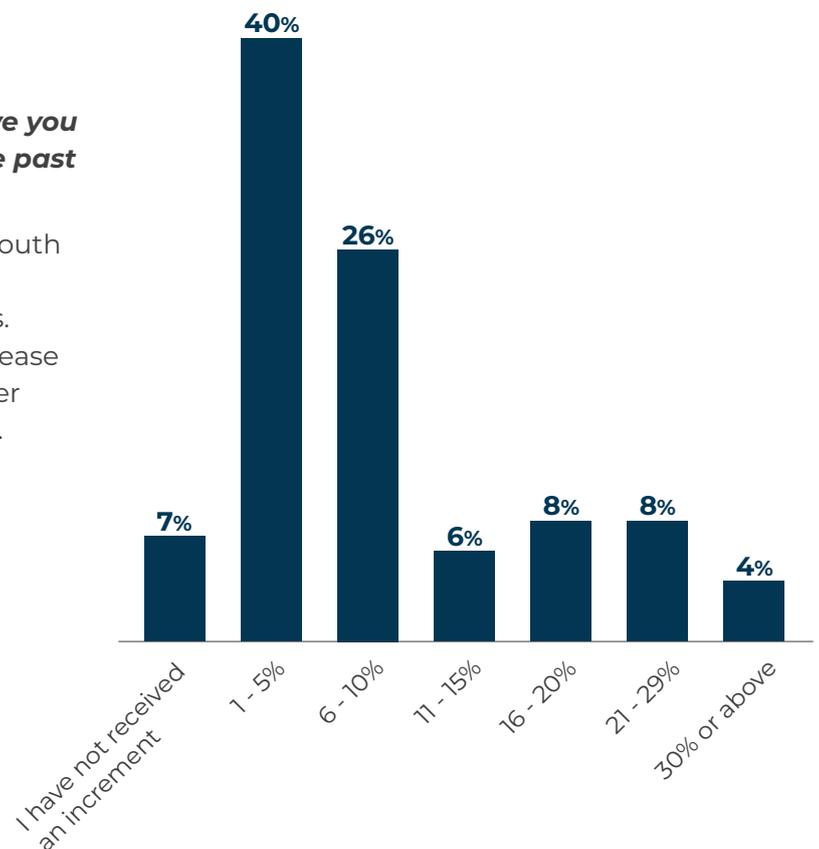
Over the past year, 91% of the supply chain professionals we surveyed in South Korea received a bonus. While the values awarded varied, almost a quarter (24%) received a bonus worth 6-10% of their base salary.



SALARY INCREMENTS

What percentage of your base salary have you received as a yearly salary increase in the past 12 months?

According to our survey, nearly all (93%) of South Korea's supply chain professionals received a salary increment within the last 12 months. A significant majority (40%) received an increase worth 1-5% of their base salary, while just over a quarter (26%) received a raise worth 6-10%.





BENEFITS

Our results show that few supply chain employers in South Korea offer comprehensive benefits packages, however the top benefits received by our surveyed professionals were medical cover (15%), a school allowance for children (14%), and a travel allowance, which could include a car park allowance, petrol, flights, or train fares (12%).



Medical cover



School allowance
(for children)

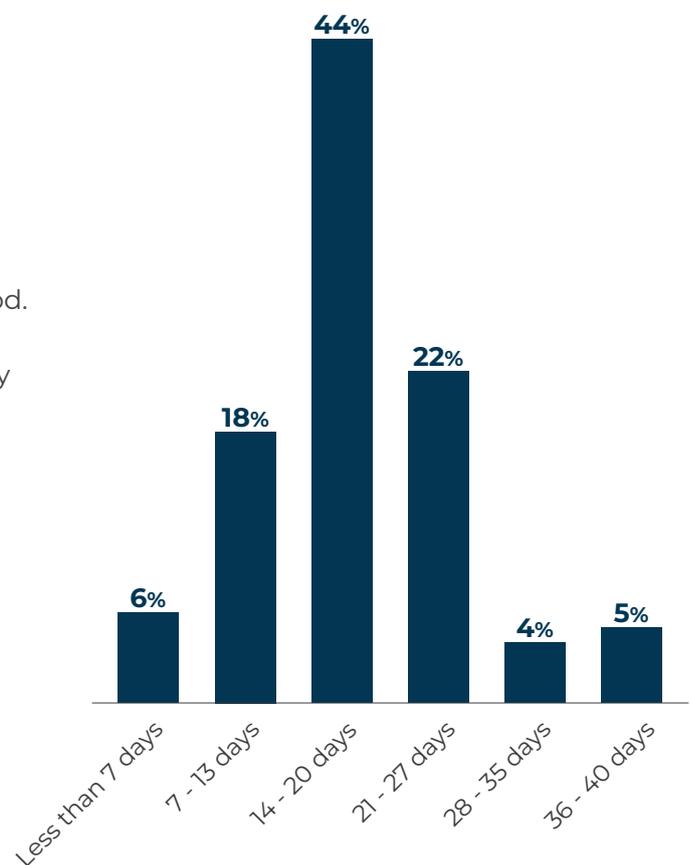


Travel allowance

PAID ANNUAL LEAVE

How many days of paid annual leave are you entitled to in your current benefits package?

Employers in South Korea are required to grant 15 days' paid leave to employees who have an attendance rate of at least 80% in a one-year period. Just under a quarter (24%) of our surveyed supply chain professionals based in South Korea said they received less than 14 days of annual leave, but the majority (44%) received between 14-20 days.





PARENTAL LEAVE

Maternity Leave

Employees in South Korea are entitled to 90 days (12-13 weeks) of paid maternity leave, or 120 days in case of twins. It's compulsory for mothers to take 45 consecutive days of leave after childbirth. Almost a third (64%) of the supply chain professionals we surveyed in South Korea were offered maternity leave exceeding this legal minimum, and 23% received over a year of maternity leave.

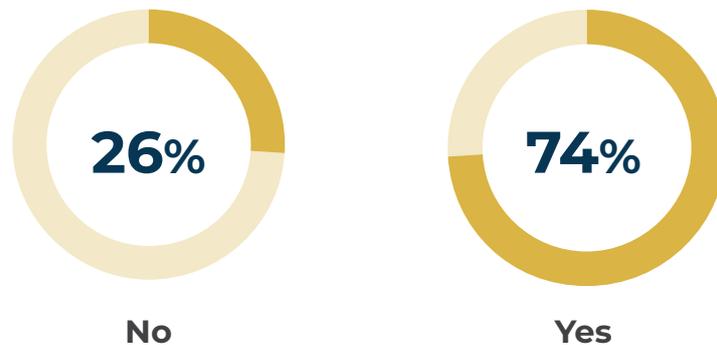
Paternity Leave

Fathers in South Korea are legally entitled to 10 days of paid paternity leave, and 78% of our surveyed supply chain professionals were granted leave that exceeded this requirement. 26% received over a year of paternity leave.

FLEXIBLE WORKING

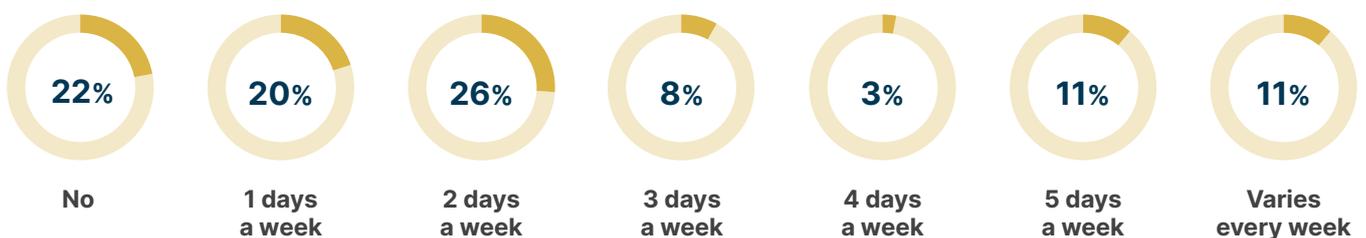
74% of the supply chain professionals we surveyed in South Korea had flexible working hours in their current role, and 78% were able to work remotely. Just over a quarter (26%) of respondents said they worked two days a week remotely on average, while another 20% worked remotely one day each week.

Do you have flexible working hours in your current role?



FLEXIBLE WORKING DAYS PER WEEK IN SOUTH KOREA:

Do you have the flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





MOTIVATIONS



Top three PUSH factors

The top three reasons that would make our surveyed supply chain professionals in South Korea leave a company are:

1. Lack of progression opportunities
2. Changes to their role, manager, or company
3. Lack of learning and development



Top three PULL factors

The top three reasons that would attract South Korea's supply chain professionals to a new company are:

1. Good workplace culture
2. Higher base salary
3. Leadership / a good manager

INDUSTRY MOTIVATIONS

The top three industries that South Korea's supply chain professionals want to move into are:



**Manufacturing /
Heavy Industry**

28%



**Consumer Goods
& Retail**

21%



Energy

15%

SALARY MOTIVATIONS

- 30% of supply chain professionals in South Korea are seeking a 6-10% pay rise in their next role, while 23% are looking for an extra 16-20%.
- Only 2% are willing to accept a flat move.

FLEXIBLE WORKING MOTIVATIONS

- 67% said flexible working is very important or somewhat important when considering a new career opportunity.
- However, 86% would still accept a new role if it was based in an office full time.



Survey Results

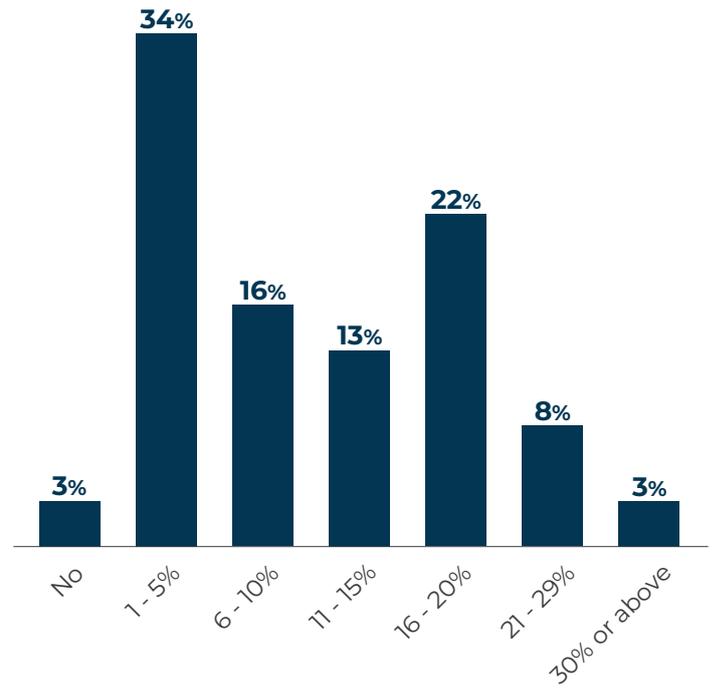
AUSTRALIA



BONUSES

**Did you receive a bonus in the past 12 months?
If yes, what percentage of your base salary did you receive this year?**

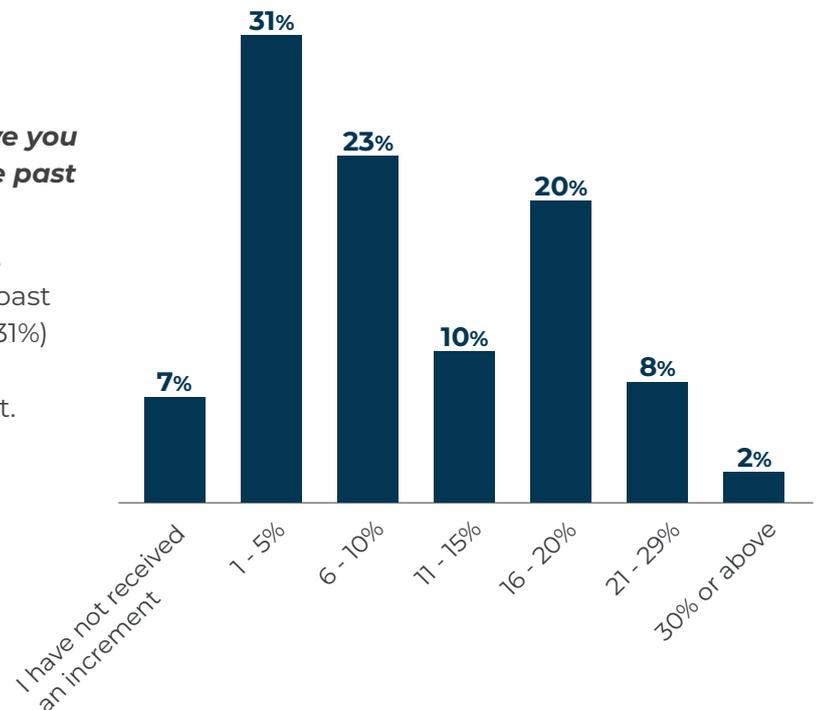
Over the past year, 97% of the supply chain professionals we surveyed in Australia received a bonus, but the amounts received varied greatly. The largest proportion (34%) received a bonus worth 1-5% of their base salary, while an additional 22% received a bonus in the 16-20% range.



SALARY INCREMENTS

What percentage of your base salary have you received as a yearly salary increase in the past 12 months?

93% of Australia's supply chain professionals also received a salary increment within the past year, according to our survey. The majority (31%) received a 1-5% increase to their base salary, followed by 23% receiving a 6-10% increment.





BENEFITS

Australia's supply chain professionals received a wide range of company benefits, but a statutory pension, such as superannuation, was most commonly received (18%). Extra holiday on top of annual leave, including charity days, birthday, or anniversary leave, and a travel allowance, which could include a car park allowance, petrol, or train fares, both came in second place (14%). 12% received an additional pension.



Statutory pension



Extra holiday on top of annual leave /
Travel allowance

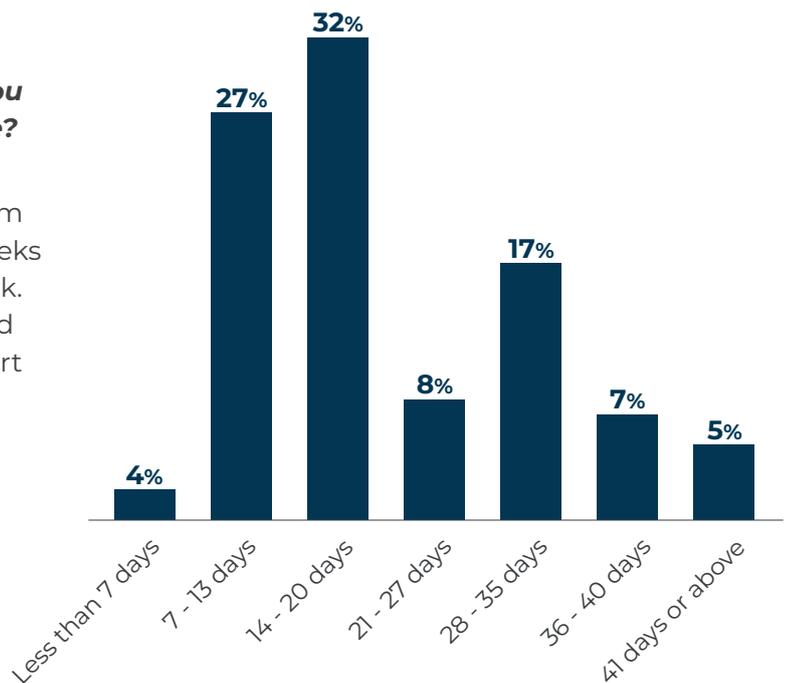


Additional pension

PAID ANNUAL LEAVE

How many days of paid annual leave are you entitled to in your current benefits package?

37% of our surveyed Australian supply chain professionals received more than the minimum annual leave required by law, which is four weeks per year of service based on their hours of work. The biggest proportion, however, were granted between 14-20 days of paid annual leave as part of their current employment package (32%).





PARENTAL LEAVE

Maternity Leave

Australia's Federal Government Paid Parental Leave Scheme provides up to 18 weeks of paid leave if an employee is having or adopting a child, and the majority (80%) of our supply chain professionals were granted maternity leave exceeding this legal minimum requirement. 39% of respondents received over a year of maternity leave.

Paternity Leave

Nearly all (96%) of the supply chain professionals we surveyed located in Australia were granted paternity leave that exceeds the legal minimum requirement, which is two weeks for eligible fathers. 35% received over a year of paternity leave.

FLEXIBLE WORKING

94% of our surveyed supply chain professionals in Australia said they had access to flexible working hours in their current role, but when it came to working remotely, every respondent said they had some form of flexibility. The largest proportion (36%) were able to work remotely two days per week, followed by 24% with four days per week.

Do you have flexible working hours in your current role?



FLEXIBLE WORKING DAYS PER WEEK IN AUSTRALIA:

Do you have the flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





MOTIVATIONS



Top three PUSH factors

The top three reasons that would make our surveyed supply chain professionals in Australia leave a company are:

1. Lack of company benefits
2. Negative company culture
3. Low / no bonus



Top three PULL factors

The top three reasons that would attract Australia's supply chain professionals to a new company are:

1. An engaging and challenging role
2. Convenient and accessible location
3. Leadership / a good manager

INDUSTRY MOTIVATIONS

The top three industries that Australia's supply chain professionals want to move into are:



**Manufacturing /
Heavy Industry**

30%



**Consumer Goods
& Retail**

23%



**Financial
Services**

17%

SALARY MOTIVATIONS

- 24% of supply chain professionals in Australia are looking for a 11-15% pay rise in their next role, and a further 22% are aiming for 16-20%.
- Only 2% are willing to accept a flat move.

FLEXIBLE WORKING MOTIVATIONS

- 85% said flexible working is very important or somewhat important when considering a new career opportunity.
- However, 92% would still accept a new role if it was based in an office full time.

A woman with long brown hair, wearing a bright yellow long-sleeved blouse with a tie-front detail and dark jeans, stands in a modern office setting. She is gesturing with her right hand as if presenting. In the foreground, the back of a man's head and shoulders is visible, looking towards her. To the left, another man in a light blue shirt and red tie is partially visible, also looking towards the woman. The background features large windows with a view of a city skyline and a modern office interior with a black chair and a desk with papers and a laptop.

Survey Results

BONUS CHAPTER: DIRECTORS



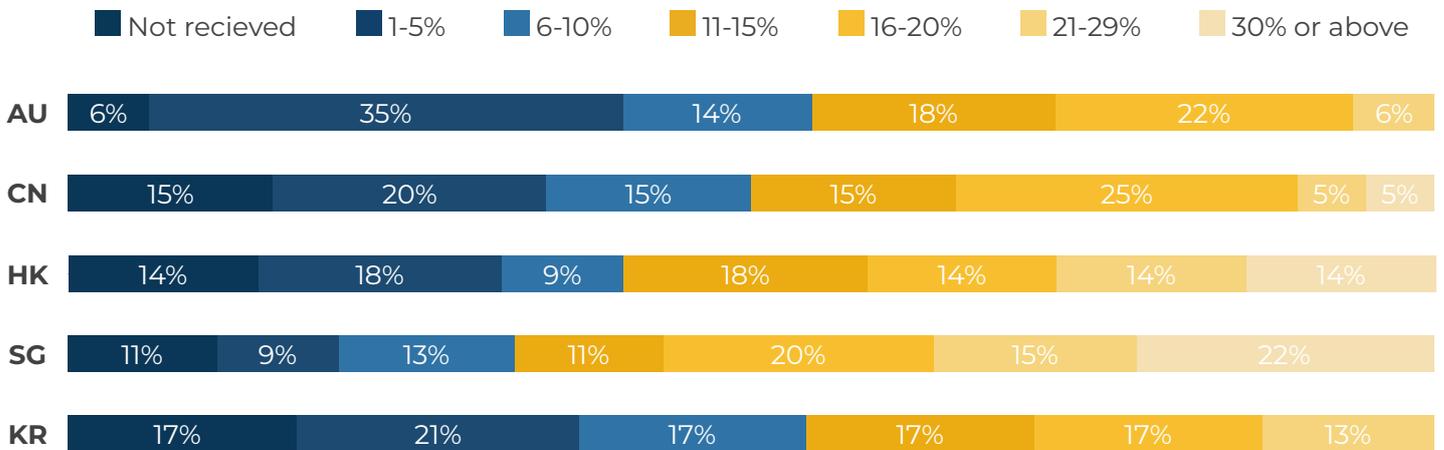
DIRECTORS

BONUSES

Out of all the locations covered in this report, supply chain Directors based in Australia were most likely to have received a bonus within the last year according to our survey results (96%), while only 83% of Directors based in South Korea received one.

In terms of the values awarded, 22% of Singapore’s Directors received a bonus worth at least 30% of their base salary, while none of our respondents based in Australia or South Korea received this much. Instead, the majority of Directors in these locations received 1-5% of their base salary as a bonus.

Did you receive a bonus in the past 12 months? If yes, what percentage of your base salary did you receive this year?

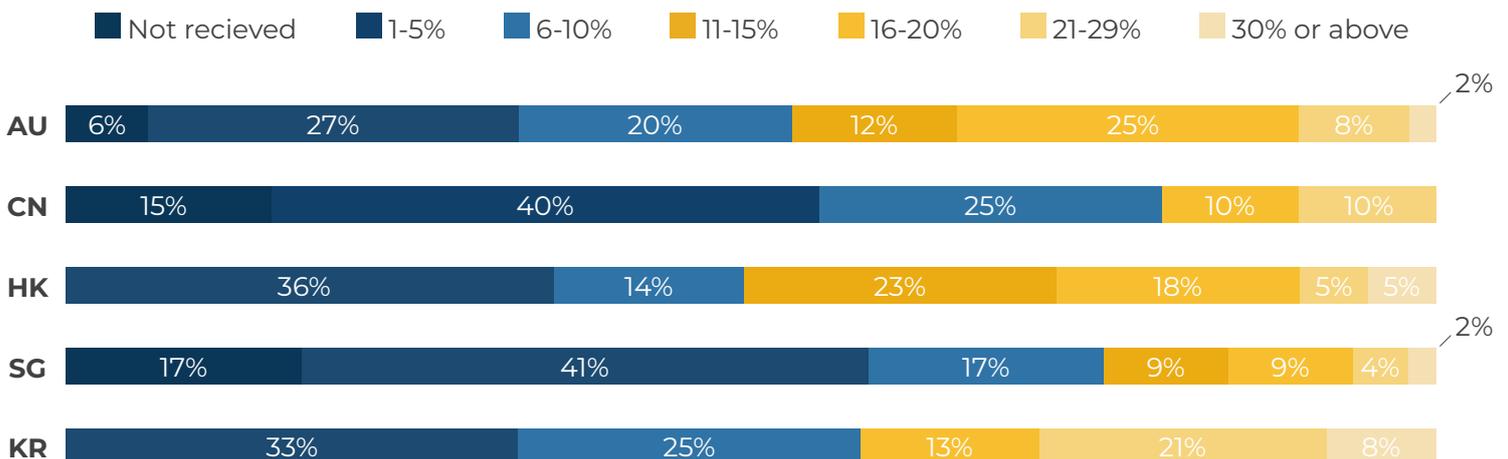


SALARY INCREMENTS

While every supply chain Director we surveyed based in Hong Kong and South Korea received a base salary increment, 17% of Singapore-based Directors did not.

South Korea’s Directors were most likely to receive increases worth at least 21% of their base salary compared to other locations in APAC, while those based in Singapore were least likely to. Instead, 41% of Directors based in Singapore received an increment worth 1-5% of their salary.

What percentage of your base salary have you received as a yearly salary increase in the past 12 months?





BENEFITS

The most common benefits received by our surveyed supply chain Directors differed completely between locations, although medical cover appeared in the top three everywhere other than Australia, and a travel allowance was common in all areas aside from Hong Kong.

AUSTRALIA:



Statutory pension /
Travel allowance



Extra holiday



School allowance
(for children)

MAINLAND CHINA:



Shares or equity



Medical cover /
Dental cover



Housing allowance /
Travel allowance /
Additional pension

HONG KONG:



Dental cover



Extra holiday



Medical cover

**SINGAPORE:****Medical cover****Dental Cover /
Statutory pension /
Travel allowance****Shares or equity****SOUTH KOREA:****School allowance
(for children)****Travel allowance****Shares or equity /
Medical cover**



PAID ANNUAL LEAVE

While paid annual leave entitlements vary by location in APAC, every supply chain Director we surveyed based in Hong Kong received more than the minimum number of days they were legally entitled to. Conversely, only 37% of Directors based in Australia were granted more than the minimum requirement.

Paid Annual Leave	Australia	Mainland China	Hong Kong	Singapore	South Korea
By law minimum	4 Weeks	5 Days	1 Week	14 Days	15 Days
More than minimum	37%	90%	100%	86%	50%

PARENTAL LEAVE

Maternity Leave:

As with annual leave, statutory parental leave policies vary by region within APAC. Among our surveyed supply chain Directors, however, 96% of respondents based in Australia received over their minimum legal maternity leave entitlement, while only 50% of Singapore-based respondents reported the same. Continuing the trend, 57% of Australia-based Directors said they were granted over a year of maternity leave, but this was offered to less than a third (31%) of their peers in Singapore.

Paid Maternity Leave	Australia	Mainland China	Hong Kong	Singapore	South Korea
By law minimum	18 Weeks	14 Weeks	14 Week	16 Weeks	13 Weeks
More than minimum	96%	75%	74%	50%	76%
More than a year	57%	50%	52%	31%	38%

Paternity Leave

As with our maternity results, supply chain Directors based in Australia received generous paternity leave. Every survey respondent based in Australia said they received over the minimum entitlement for their country, and just over half (51%) were granted over a year of paternity leave. Meanwhile, 54% of Directors based in Singapore were offered more than the legal minimum, and only 20% received over a year of paternity leave.

Paid Paternity Leave	Australia	Mainland China	Hong Kong	Singapore	South Korea
By law minimum	2 Weeks	2 Weeks	5 Days	4 Weeks	10 Days
More than minimum	100%	76%	94%	54%	83%
More than a year	51%	35%	55%	20%	35%

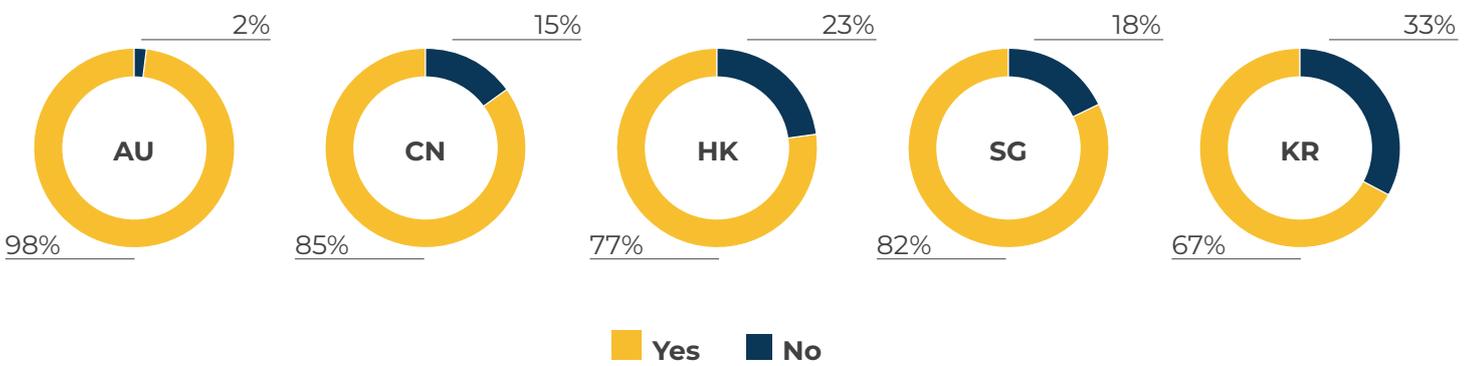


FLEXIBLE WORKING

Comparing results between locations, our surveyed supply chain Directors based in Australia were most likely to be offered flexible working hours in their current role – only 2% had no flexibility. Meanwhile, just over two thirds (67%) of South Korea-based Directors had the same flexibility with their hours.

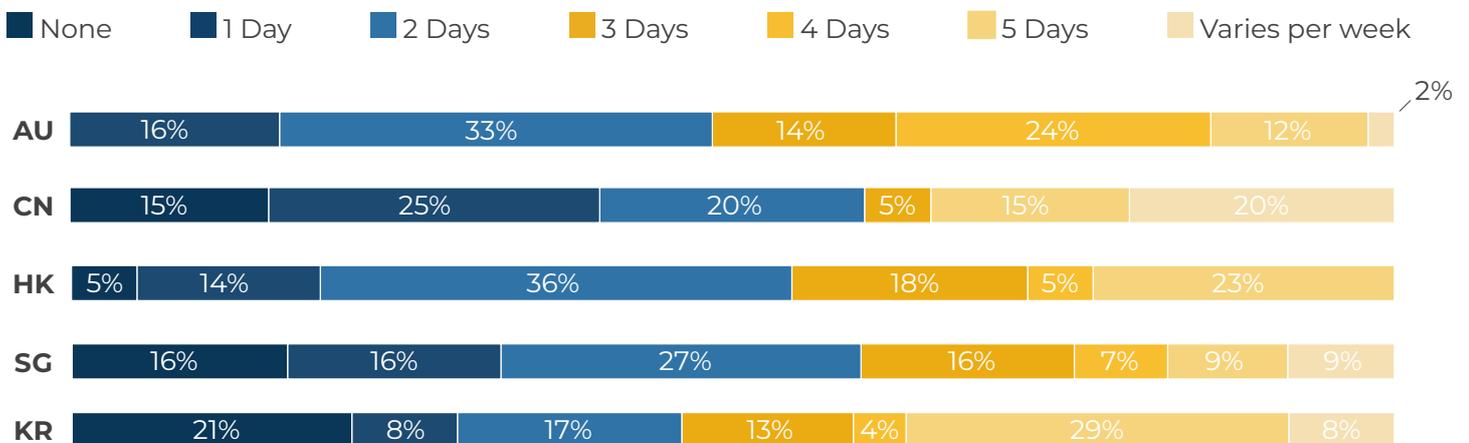
When comparing remote working, the trends were similar – every supply chain Director we surveyed in Australia was could work remotely, while only 79% of their peers in South Korea had this flexibility. Interestingly, however, Directors in South Korea were most likely to have five remote working days per week (29%) compared to other locations in APAC.

Do you have flexible working hours in your current role?



FLEXIBLE WORKING DAYS PER WEEK FOR DIRECTORS

Do you have the flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





MOTIVATIONS



Top three PUSH factors

The biggest factors that would cause APAC's supply chain Directors to look for a new role differed between locations, but a negative company culture was a top reason everywhere besides Hong Kong.

AUSTRALIA:

1. Low / no bonus
2. Negative culture
3. Inflexible working / work from home policies

HONG KONG:

1. Feeling unchallenged & bored / Low base salary
2. Lack of progression opportunities
3. Lack of learning & development

SOUTH KOREA:

1. Changes to your role, manager, or company / Negative culture
2. Lack of learning & development
3. High stress levels / prolonged stress levels without managerial support

MAINLAND CHINA:

1. Negative culture
2. Lack of progression opportunities
3. Low base salary

SINGAPORE:

1. Negative culture
2. Work-life balance
3. Lack of progression opportunities



MOTIVATIONS



Top three PULL factors

Factors that would attract supply chain Directors across APAC to a new role varied even more greatly between areas, but having good leadership in place was important for many respondents.

AUSTRALIA:

1. Engaging and challenging roles
2. Good ED&I policies
3. Convenient and accessible location

HONG KONG:

1. Leadership / a good manager
2. Progression / a more senior job title
3. Better company reputation / brand

SOUTH KOREA:

1. Larger bonus
2. Good workplace culture
3. Higher base salary

MAINLAND CHINA:

1. Leadership / A good manager
2. Engaging and challenging roles
3. Higher base salary

SINGAPORE:

1. Good workplace culture
2. Progression / A more senior job title
3. Leadership / A good manager



SALARY MOTIVATIONS

- Over a third (35%) of Directors we surveyed in Singapore said they were looking for a 16-20% pay rise in their next role, but 32% of Directors in Hong Kong were only seeking a 6-10% increase.
- Over a quarter (26%) of Directors in Mainland China were aiming for a larger increase of 21-25% in their next role, but only 4% their peers in Australia expected this amount.
- While 6% of Australia's Directors and 5% in Mainland China and Singapore said they would consider a flat move, none based in Hong Kong or South Korea would accept this.

FLEXIBLE WORKING MOTIVATIONS

- More Directors based in Hong Kong said that flexible working is very important or somewhat important when considering a new career opportunity than any other location surveyed (90%). Only 57% of Directors based in South Korea said the same.
- While 100% of Directors based in Australia said they would accept a new role that was based in the office full time, only 68% of Directors in Hong Kong agreed.



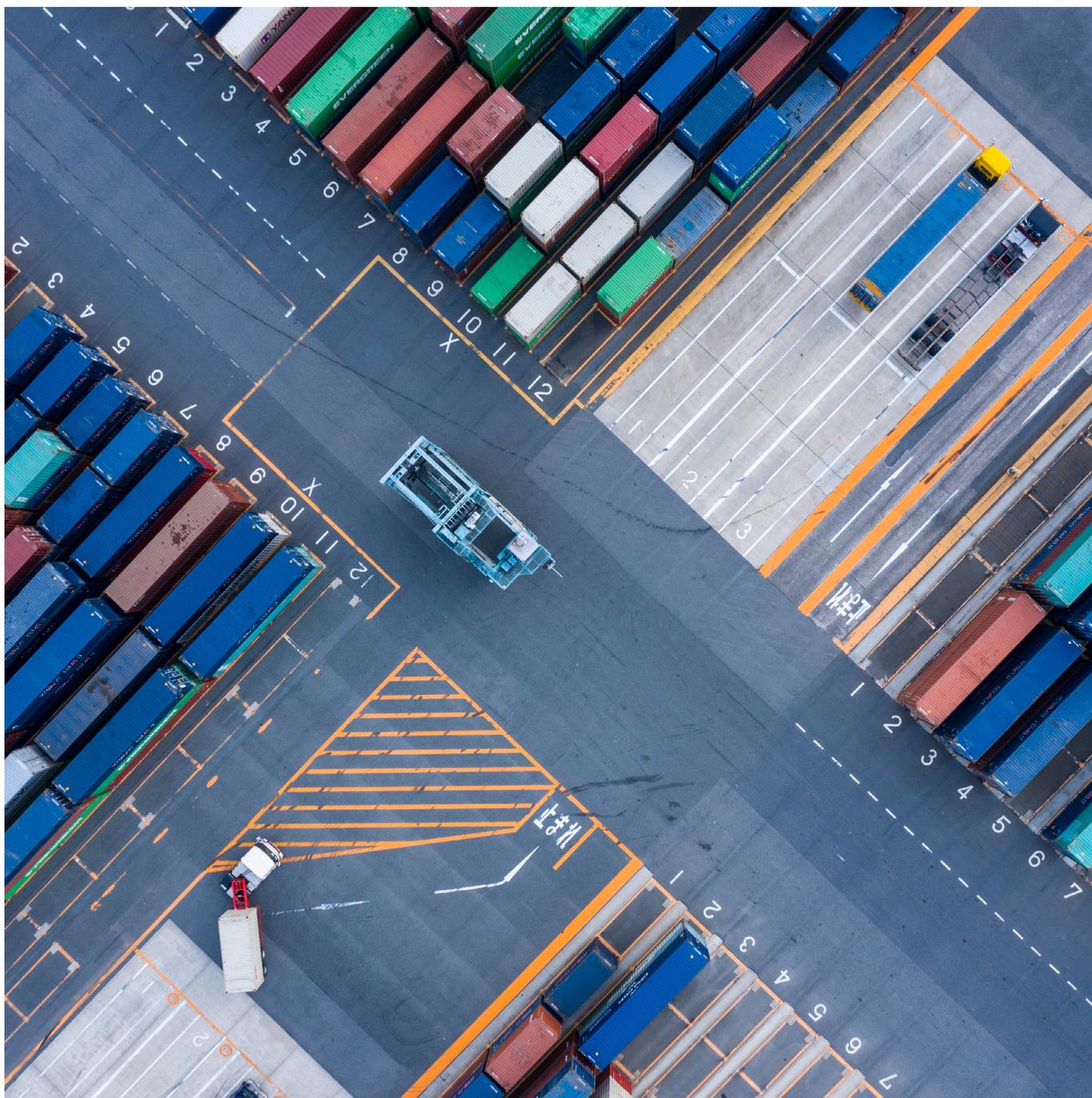


Summary

As APAC's supply chains continue to thrive and competition for top talent increases, securing the right professionals will only become more difficult.

As our survey results highlight, the motivations and priorities of supply chain professionals vary greatly between individuals and regions, making working with a specialist talent partner indispensable to understand candidates' non-monetary incentives and put together a winning compensation package.

If you would like further information or advice following this report, please get in touch. Whether you need help attracting candidates from this in-demand talent pool, or are a professional looking for your next opportunity with the most reputable companies in the industry, the team at DSJ Global are here to support.





About DSJ Global

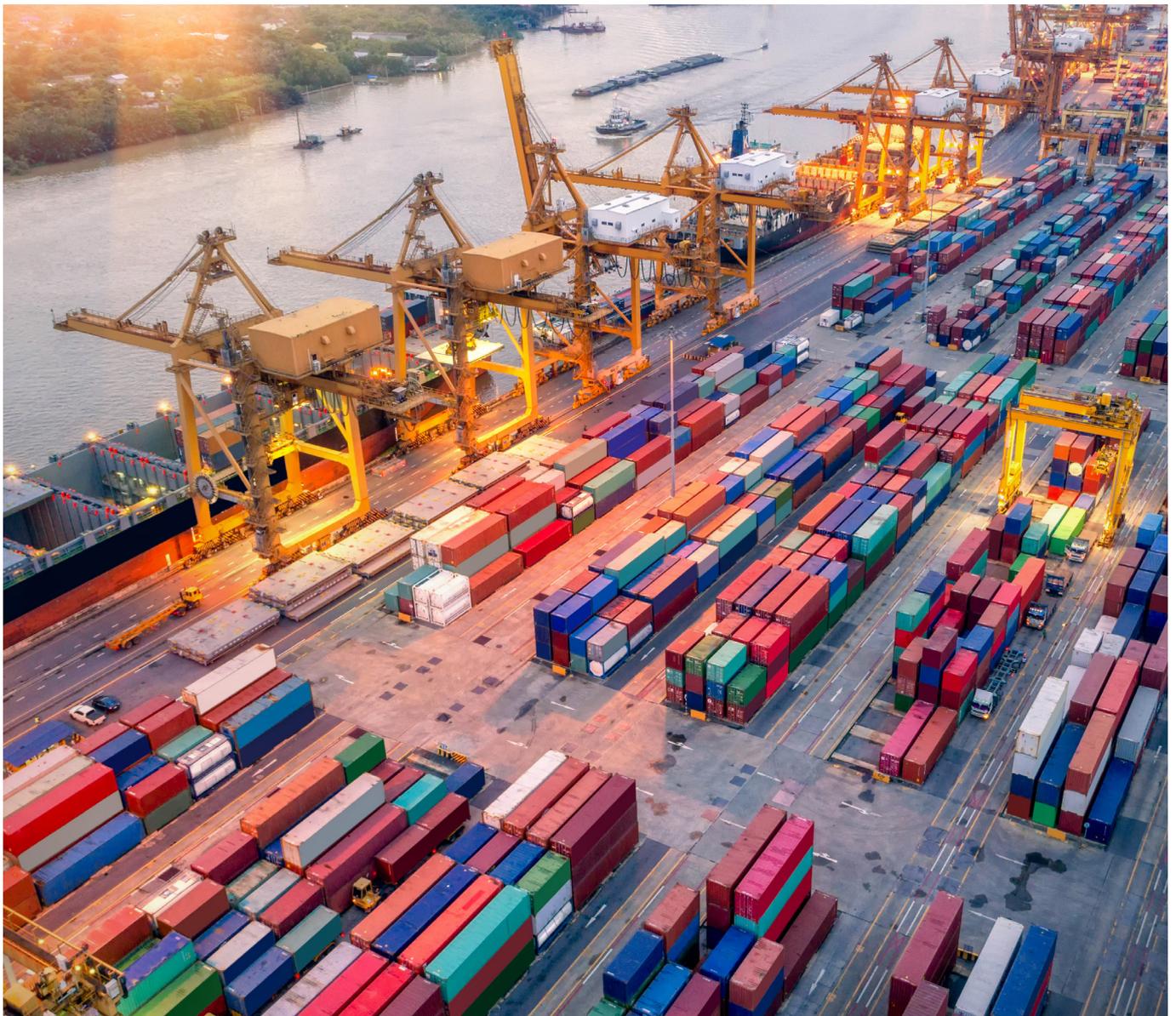
As the supply chain industry rapidly evolves to become more digital, localised, and sustainable, organisations are facing the challenge of sourcing in-demand, business-critical professionals to manage these ever-increasing, complex structures.

From increasing transparency to encourage greener practices, to implementing secure technology to protect supply chains from cyber threats, organizations are enacting transformational change and need high-calibre talent to be able to future-proof their operations and remain resilient.

We support businesses with the very best talent that will shape the supply chain industry of tomorrow, ensuring the world's goods keep moving efficiently along the way.

OUR SPECIALISMS

- Engineering
- Logistics
- Planning
- Procurement
- Supply Chain Leadership
- Technical Operations



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Contact DSJ Global

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*Our Respondents

721 end-to-end supply chain professionals took part in this survey, consisting of respondents based in the following locations:

- **Australia:** 296
- **Mainland China:** 89
- **Hong Kong:** 90
- **Singapore:** 150
- **South Korea:** 96

161 of these respondents were in Director-level roles.

Please Note: Survey numbers throughout the report are rounded to the nearest 1%.

