

# ROBERT WALTERS KOREA DIGITAL SALARY SURVEY 2021 & LABOUR MARKET TRENDS

AUSTRALIA • BELGIUM • BRAZIL • CANADA • CHILE • CZECH REPUBLIC • FRANCE • GERMANY • HONG KONG • INDIA • INDONESIA  
IRELAND • JAPAN • LUXEMBOURG • MAINLAND CHINA • MALAYSIA • MEXICO • NETHERLANDS • NEW ZEALAND • PHILIPPINES • PORTUGAL  
SINGAPORE • SOUTH AFRICA • SOUTH KOREA • SPAIN • SWITZERLAND • TAIWAN • THAILAND • UAE • UK • USA • VIETNAM

ROBERT WALTERS

## Digital Salary Survey Features

- Salary ranges by filters (e.g. specialisation)
- Videos of key trends by discipline
- Insightful infographics

For more information, visit <https://www.robertwalters.co.kr/en/salary-survey>

The screenshot shows a digital salary survey results page. At the top, there are buttons for 'Restart Salary Search' and 'Download Results'. The main heading is 'YOUR SALARY SURVEY RESULTS'. Below this, there is a video player titled 'SALARY SURVEY 2021 MANUFACTURING IN SOUTH KOREA' with a play button and a progress bar showing 07:51. To the right of the video, the 2021 salary range is displayed as ₩80m - 100m per annum, and the 2020 salary range is ₩70m - 100m per annum. Below the salary information, there are filters for LOCATION (Seoul, South Korea), SPECIALISATION (Manufacturing), AREA OF FOCUS (Semiconductor), ROLE TITLE (Principal IC Design Engineer), and ROLE TYPE (Permanent). A note at the bottom states: 'NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.'

### Key insights for Manufacturing in South Korea

#### What professionals value most in an employer in 2021



Inspiring colleagues and culture



Job security



Excellent compensation & benefits

**33%**

of businesses are giving pay rises in 2021

**70%**

of professionals are looking for a new job in 2021

**24%**

of professionals are confident about job opportunities in this sector

**50%**

of professionals are expecting a pay rise in 2021

#### Top three preferred work styles by employees in 2021



Flexible hours



Approx. 50% remote working



Enhanced use of technology, apps & tools

#### Top three most sought-after professionals in 2021

01

PLC Automation Engineer

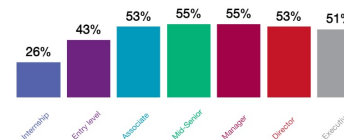
02

Field Service Engineer

03

AUTOSAR Software Engineer

#### How likely are employees to receive a bonus in 2021?



#### Demand for talent



High  
It is difficult to hire professionals in this sector

## What to cover

- Domestic Job Market Overview
- Industrial Trends
- Employee Insights Survey Results
- Recruiting & Retaining Top Talent

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# Job market in KOREA



## JOB MARKET IN KOREA

Continued shortage of highly skilled bilingual talent in some industries in Korea even amidst Covid-19

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Increased hiring in tech companies with adoption of telework & demand for online services / entertainment platform

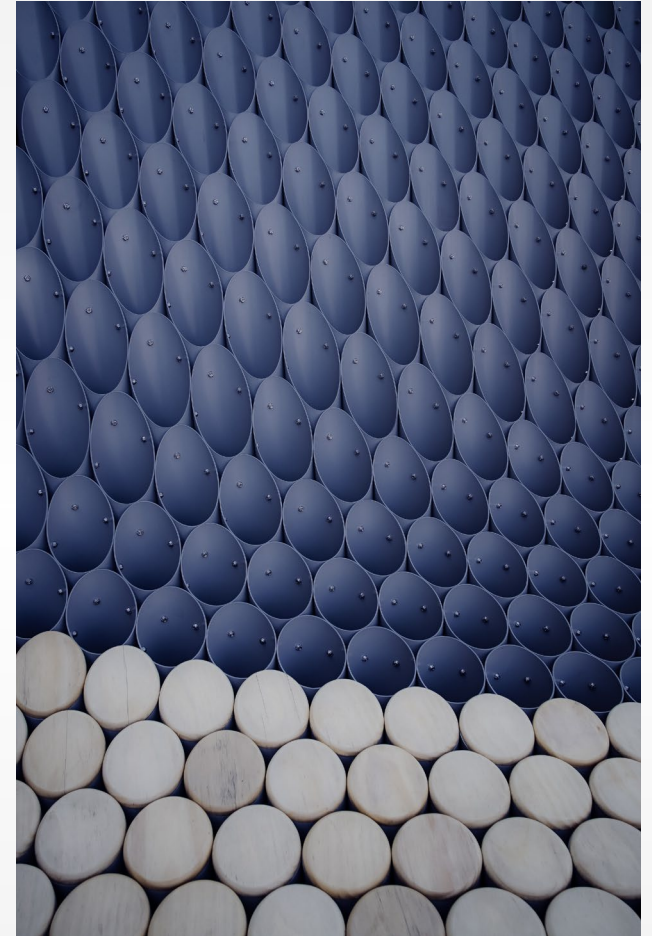
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Work style flexibility increasingly important in attracting/retaining talent

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Streamlined remote interviews/onboarding speeds up hiring process to secure talent

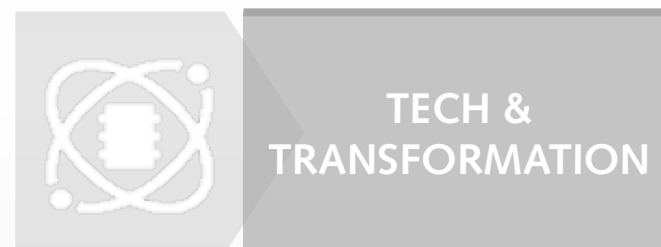
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# Trends by sector

## Trends by sector



CPA-certified accountants, FP&A specialists to help companies navigate through changing times in high demands

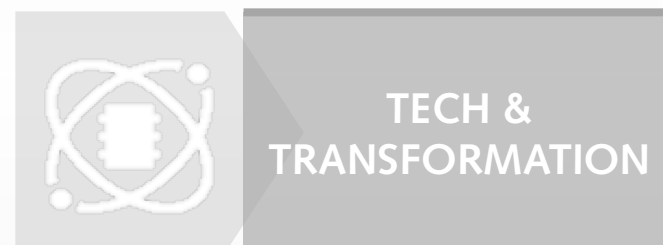
M&A and IPO positions : expectation for higher pay

Decreased hiring for general accounting administrative roles with accelerated digital transformation





## Trends by sector



Growing need for Software Engineers in connected and autonomous driving technology

Technical sales & application developers for advanced materials and batteries in high demand

SoC Design Researchers for core technologies such as ADAS, IoT, Big Data and Smart Factory are sought after

Logistics & shipping: quickest to come out of the pandemic-induced downturn & resume hiring



## Trends by sector



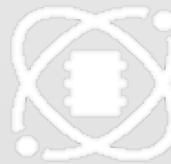
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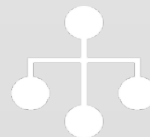
CONSUMER &  
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TECH &  
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HEALTHCARE



HR & LEGAL

Retail and consumer companies are hiring for digital positions as they expand their digital/e-commerce presence

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Growth of the contents industry, including streaming and social network services, entertainment, gaming and OTT video platforms

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## Trends by sector



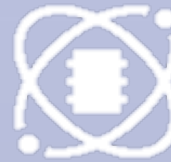
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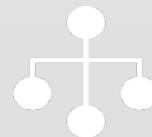
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HEALTHCARE



HR & LEGAL

Covid-19 has accelerated digital transformation, and will continue into 2021

Increased hiring in tech companies supporting remote work as well as e-commerce and gaming companies

Vying for Specialists in Developers: Mobile & Web developers with 5~12 years in high demand but short supply

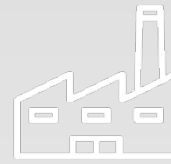
Competitive salaries & flexibility needed to attract talent when candidates are more cautious



## Trends by sector



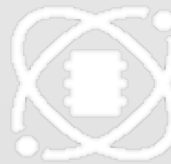
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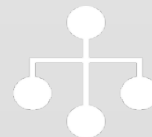
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HEALTHCARE



HR & LEGAL

Technical hiring in bio-ventures and health tech companies to remain strong in 2021

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Rise in dietary supplement and functional food with growing awareness of health

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Growth in biotechnology industry for analytical devices, remote diagnostics and facility development for rare diseases treatment

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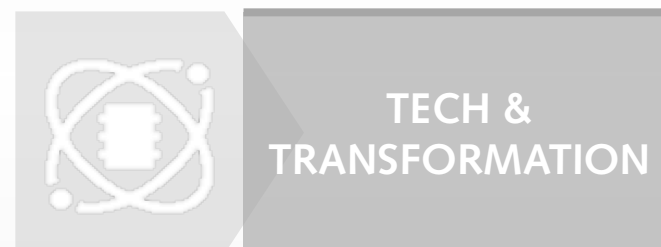
Pharmaceutical companies sought to follow government regulations by hiring experienced RAQA & GA specialists

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## Trends by sector



Robust talent demand among technology and healthcare related businesses

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Strong demand for inhouse payroll, compensation & benefits experts & HRBP

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Business-critical, in-house legal recruitment less impacted by pandemic

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# Hiring and Retention Tips

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## HIRING & RETENTION TIPS

1 Provide more flexible work arrangements for employees

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2 Be mindful of increasing workloads which could lead to burnout

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3 Highlight opportunities for development & career progression

4 Invest in remote interview & onboarding technology

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5 Be agile and streamline interview processes

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THANK YOU

Thank you for joining our  
webinar today.