



**Smart Salary**  
HRIS & Payroll, Designed for Clarity

**HR Smart  
Connect**

# Should I Stay, Leave or Just Survive?

Ricky Halim | Brand & Communication | Smart Salary

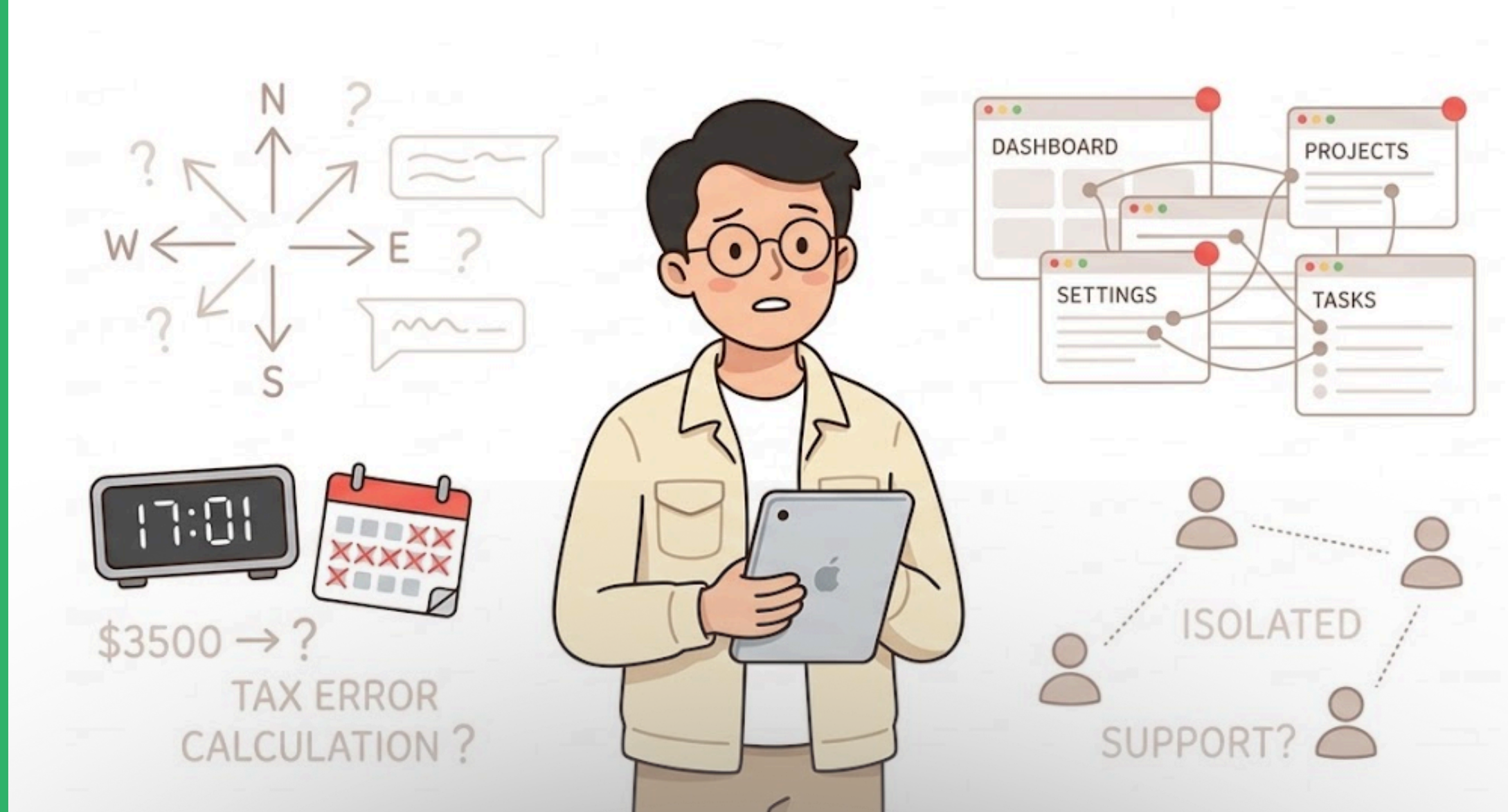
THE REALITY OF  
A HEALTHY WORKPLACE TODAY



I show up. I do my job. But **something** still feels off.

# Something that always happens...

Things are not fully clear  
processes take a bit longer  
systems feel a little messy



and I started asking myself... if i stay

Will there be more  
**clarity?**



Is there real  
**growth** here?



Do I feel genuinely  
**supported?**



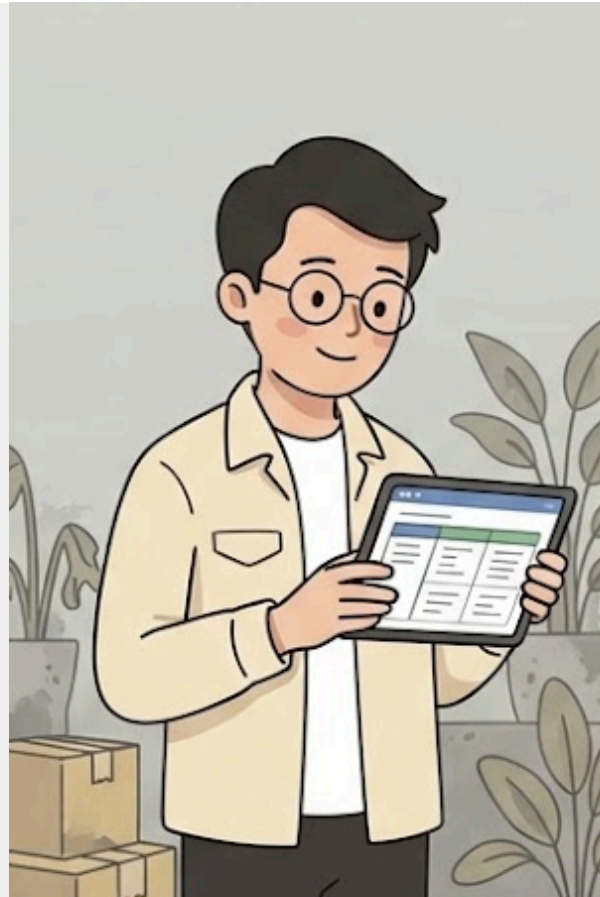


**68%** of employees in Southeast Asia are disengaged (quiet quitting), doing just enough to get by without real emotional connection to their work.

Source: Gallup

I'm not disengaged, I'm just trying to survive.

I still love my work



I still believe in my team



I stay because I have to



but not the environment.

but not the system.

not for my growth.

And this doesn't happen **because** people don't care.  
It happens because the **system** doesn't support them.



Employees stay not because of jargon, but because things actually work.

The screenshot displays the 'Assessment Management' interface for 'Ratna - KPI PT MANIS SEJAHTERA (25112025~06122025)'. The assessment cycle is from 20/11/2025 to 20/02/2026, with an assessment date from 25/11/2025 00:00 to 06/12/2025 00:00. The progress bar shows the following steps: Indicator Setting (completed), Employee Self-Assessment (completed), Superior's Evaluation (current step, deadline 28/11/2025 23:00), Performance Calibration, and Finish. The overall score is 0. The assessment details are categorized into Sales (70% weightage) and Non Sales (30% weightage). The Sales section includes two indicators: Revenue (Monthly Revenue, target 100, weight 50%, self-assessment score 100) and Number of Meeting (Monthly Meeting, target 100, weight 50%, self-assessment score 90). The Non Sales section is currently empty.

Indicator Name	Indicator Explanation	Target Value	Attachment	Weight	Self-Assessment Score	Superior's Score
Revenue	Monthly Revenue	100	+ Upload	50%	100	Enter
Number of Meeting	Monthly Meeting	100	+ Upload	50%	90	Enter

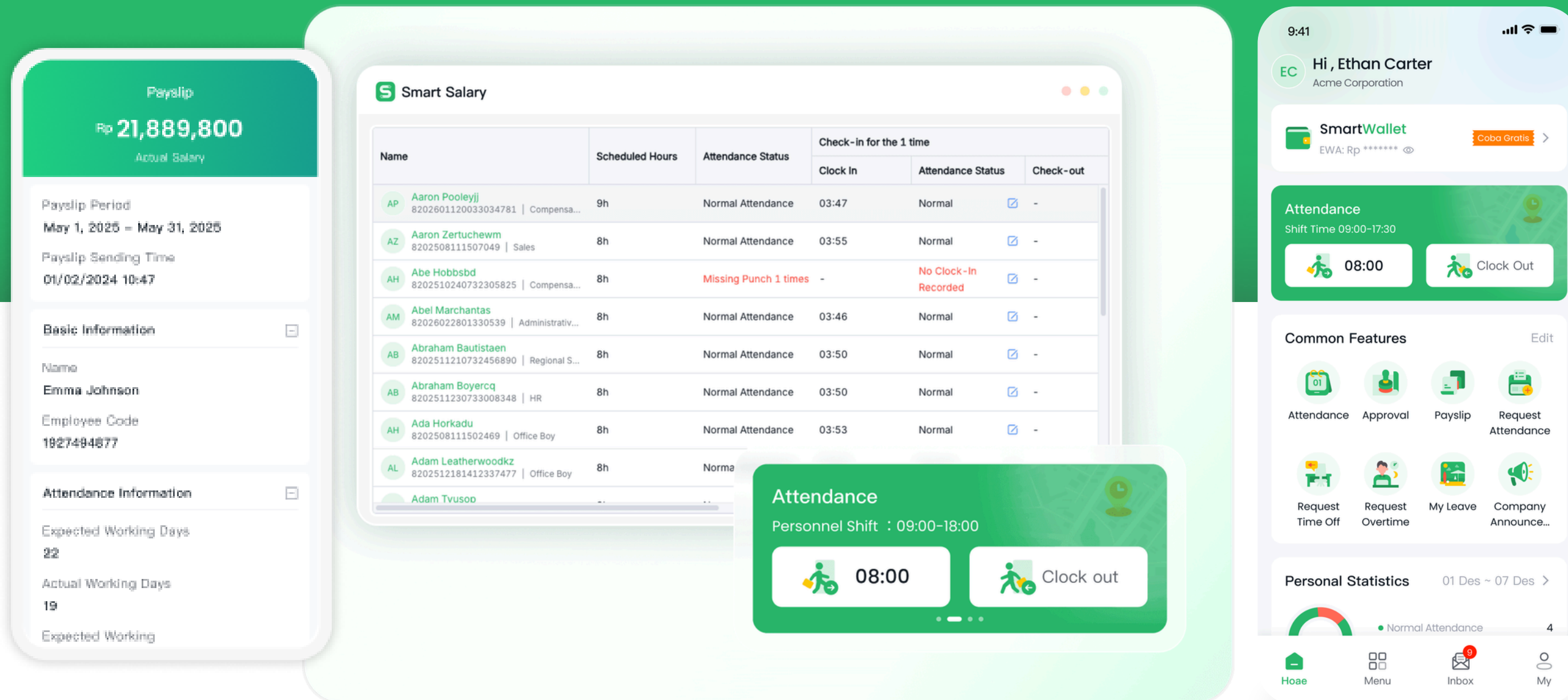
Clear direction

Defined KPI's

Transparent processes



# Clarity should apply to everything, not just work or performance.



It should extend to payroll.

To attendance.

To everyday employee experience.



# A system should do more than just manage HR It should make everythings **clear**

So employees don't have to depend on HR for everything.

They can check, access, and understand things on their own.



Simple

Transparent

Supportive



And when employees feel supported



**They don't just survive.**



**They start to perform.**



In today's workplace...

Employees don't just choose to **stay or leave**,  
many are simply trying to **survive**.

**And that's the reality we need to fix.**



**Smart Salary**

HRIS & Payroll, Designed for Clarity

**Thank You**

**Let's Discuss**

**[smartsalarypro.com](https://smartsalarypro.com)**