

HKIHRM Hong Kong Pay Trend & Pay Level Survey 2017



**An Important Reference to
Your Pay Decisions**

The survey:

- Consists of four reports, namely:
 - January Pay Trend Survey 2017 (Publishing date: May 2017)
 - Main Pay Trend Survey 2017 (Publishing date: December 2017)
 - Pay Level Survey 2017 (Publishing date: December 2017)
 - Topical Study 2017 (Publishing date: December 2017)

**For more information,
please contact Research & Development Department
Email: research@hkihrm.org
Tel: (852) 2881 5113**



**Research
Report**

Hong Kong
Institute of
Human Resource
Management
香港人力資源管理學會
www.hkihrm.org

A Snapshot on Key Contents of the 2017 Reports

January 2017 Pay Trend Survey

- Total Base Pay Adjustments
- Bonus Payments
- Distribution of Pay Adjustments

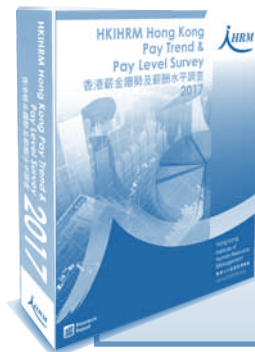
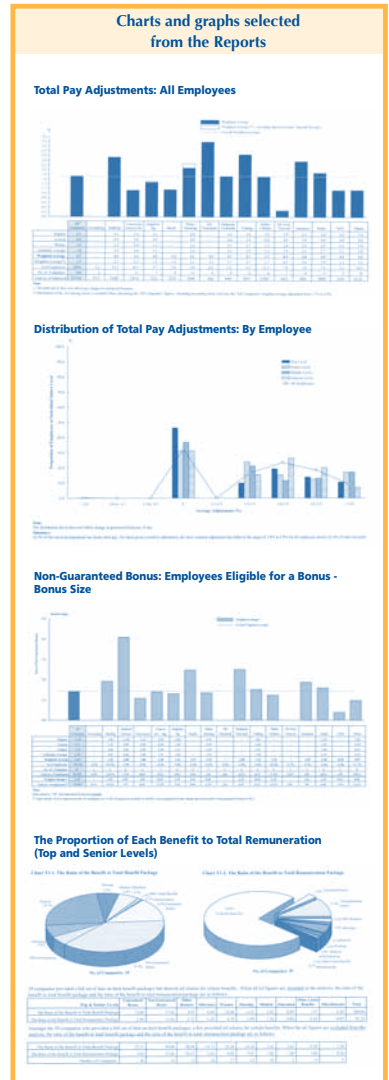
2017 Pay Trend Main Survey

1. Pay Adjustments and Bonus Payments in 2017
 - Total Pay Adjustments
 - Distribution of Changes in Pay Adjustments (2017 vs 2016)
 - Distribution of Pay Adjustments
 - Differential Pay Adjustments
 - Cumulative Total Pay Adjustments
 - Special Adjustments
 - Promotional Adjustments
 - Bonus Payments
 - Pay Practices
 - Civil Service Pay Adjustments
2. Proportion of Benefits to Total Remuneration
3. 2018 Overall Market Forecast Pay Adjustments
4. Trends of Pay and Bonus Adjustments Over the Last Five Years
 - Pay Adjustments analysed by:
 - Size of Company
 - Salary Level
 - Management of Company (Local vs. Multinational)
 - Bonus Payments
 - Trend of Change in Guaranteed Bonus Policy
 - Trend of Change in Non-guaranteed Bonus Policy
 - Employees Eligible for a Bonus and Size of Bonus

2017 Pay Level Survey

Pay Levels (26 Job Fields / Occupations and 8 Categories of Fresh Graduates)

- Actual Pay Levels
- Changes in Targeted Entry Pay
- Actual Entry Pay of New Recruits



Other Special Features:

- Easy-to-use:** A loose-leaf binder for easy browsing and retrieval of information
- Informative:** Year-over-year comparison charts, executive summary
- User-friendly:** Soft copy of report also included
- More benefits:** Special offer for enrolling in HKIHRM Pay Trend Seminar

Statistics of Pay Trend Survey are mainly analysed by the following dimensions*:

Business Sectors:

- Banking
- Construction
- Engineering
- Financial Services
- Hi-Tech / Telecommunication
- Hotel
- Insurance
- Manufacturing
- Non-governmental Organisation
- Property Development / Management
- Public Utility
- Retail
- Shipping / Terminal
- Trading
- Others

Salary Levels:

- General
- Middle
- Senior
- Top

Management Types:

- Local
- Multinational

Company Sizes:

- Small (100 to 499 employees)
- Medium (500 to 999 employees)
- Large (more than 1,000 employees)

* Subject to availability of sufficient data points

Occupations and types of fresh graduates covered in Pay Level Survey:

Job Fields / Occupations

- Information Technology / Computer
- Engineering
- Accounting
- Finance
- Human Resources
- Public Relations
- Sales
- Marketing
- Procurement
- Logistics
- Customer Service
- Property Management / Development
- Facilities Maintenance / Building Service
- Clerk
- Senior Clerk
- Junior Secretary / Secretary
- Senior Secretary / Executive Secretary
- Assistant Merchandiser
- Senior Merchandiser
- Pool Car Driver
- Personal Driver
- Security Guard
- Receptionist / Telephonist
- Labourer
- Office Assistant
- Tradesman

Fresh Graduates

- Master Degree Holder (Business)
- Master Degree Holder (Engineering)
- Bachelor Degree Holder (Business)
- Bachelor Degree Holder (Engineering)
- Higher Diploma Holder
- Associate Degree Holder
- Diploma Holder
- Certificate Holder

HKIHRM Hong Kong Pay Trend & Pay Level Survey 2017 Order Form

Post: Please complete in full and send with cheque payment to:
Suite 1503, 15/F., 68 Yee Wo Street, Causeway Bay, Hong Kong

Fax: (852) 2881 6062

	Price per copy#		QTY
	HKIHRM member	Non-member	
HKIHRM Hong Kong Pay Trend & Pay Level Survey Reports 2017	HK\$4,630	HK\$5,500	

My crossed cheque (No.: _____) made payable to "Hong Kong Institute of Human Resource Management Ltd." is enclosed.

Please issue me a receipt / invoice

(For environmental protection purpose, receipt / invoice will only be issued upon request)

Name: Dr / Mr / Ms / Mrs (surname) _____ (given name) _____

Position: _____

Company: _____

Address: _____

[] HKIHRM Member No.: _____ [] Non-member

Tel: _____ Fax: _____

E-mail:* _____

For overseas delivery, postage / courier fee will be additionally charged.

* For delivery of softcopy reports



香港人力資源管理學會

Hong Kong Institute of Human Resource Management

Suite 1503, 15/F, 68 Yee Wo Street, Causeway Bay, Hong Kong

Tel: (852) 2881 5113 Fax: (852) 2881 6062

Website: www.hkihrm.org Email: info@hkihrm.org

