

# HKIHRM Hong Kong Pay Trend & Pay Level Survey 2014



## An Important Reference to Your Pay Decisions

### The survey:

- Covers some 152,000 staff from 17 business sectors
- Covers some 100 local and multinational companies participating on a continuous basis
- Consists of four reports, namely:
  - January Pay Trend Survey 2014 (Publishing date: March 2014)
  - Main Pay Trend Survey 2014 (Publishing date: November 2014)
  - Pay Level Survey 2014 (Publishing date: November 2014)
  - Topical Study 2014 (Publishing date: November 2014)

For more information,  
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Research  
Report

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# A Snapshot on Key Contents of the 2014 Reports

## January 2014 Pay Trend Survey

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

## 2014 Pay Trend Main Survey & Pay Level Survey

2015 Forecast Pay Adjustments (by industry)

2014 Data:

1. Pay & Bonus Adjustments in 2014 (by industry / size of company / company management)
  - Total Pay Adjustments
  - Distribution of Changes in Pay Adjustment (2014 vs. 2013)
  - 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. 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

## Trends of Pay and Bonus Adjustments Over the Last Five Years

1. Pay Adjustment analysed by:
  - Size of Company
  - Business Sector
  - Salary Level
  - Management of Company (Local vs. Multinational)
2. 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 the Bonus

**Charts and graphs selected from the Reports**

**Total Pay Adjustments: All Employees**

**Distribution of Total Pay Adjustments: By Employee**

**Non-Guaranteed Bonus: Employees Eligible for a Bonus - Bonus Size**

**The Proportion of Each Benefit to Total Remuneration (Top and Senior Levels)**



## Other Special Features:

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

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

### Business Sectors:

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

### Salary Levels:

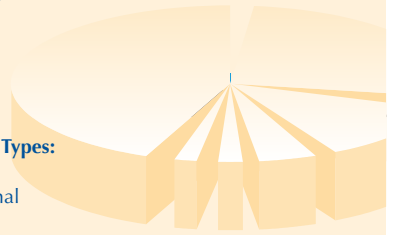
- General
- Middle
- Senior
- Top

### Management Types:

- Local
- Multinational

### Company Sizes:

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



## 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 2014 Order Form

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

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