

HKIHRM Hong Kong Pay Trend & Pay Level Survey 2015



**An Important Reference to
Your Pay Decisions**

The survey:

- Covers some 137,000 staff from 17 business sectors
- Covers some 100 local and multinational companies
- Consists of four reports, namely:
 - January Pay Trend Survey 2015 (Publishing date: April 2015)
 - Main Pay Trend Survey 2015 (Publishing date: December 2015)
 - Pay Level Survey 2015 (Publishing date: December 2015)
 - Topical Study 2015 (Publishing date: December 2015)

**For more information,
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**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 2015 Reports

January 2015 Pay Trend Survey

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

2015 Pay Trend Main Survey & Pay Level Survey

2016 Forecast Pay Adjustments (by industry)

2015 Data:

1. Pay & Bonus Adjustments in 2015 (by industry / size of company / company management)
 - Total Pay Adjustments
 - Distribution of Changes in Pay Adjustment (2015 vs. 2014)
 - 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

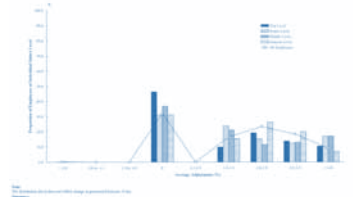
1. Pay Adjustment analysed by:
 - Size of Company
 - Business Sector
 - Salary Level
 - Management of Company (Local vs. Multinational)
2. Bonus Payments:
 - Trend of Change in Guaranteed Bonus Policy
 - Trend of Change in Non-guaranteed Bonus Policy
 - Employees Eligible for a Bonus and Size of the Bonus

Charts and graphs selected from the Reports

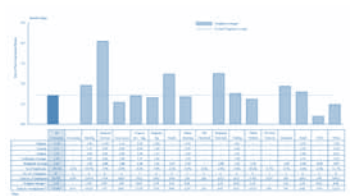
Total Pay Adjustments: All Employees



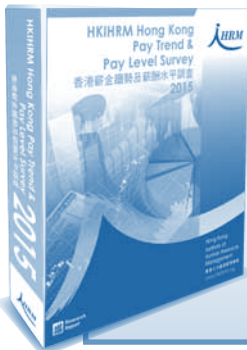
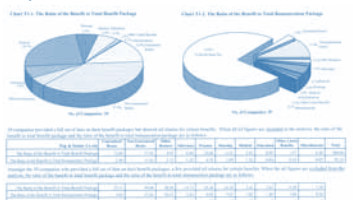
Distribution of Total Pay Adjustments: By Employee



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

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)

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

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