

HKIHRM Hong Kong Pay Trend & Pay Level Survey 2016

The survey:

- Covers 100,000+ staffs from 17 business sectors
- Covers some 100 local and multinational companies
- Consists of three reports, namely:
 - Pay Trend Main Survey 2016
 - Pay Level Survey 2016
 - Topical Study 2016

Key contents of 2016 Reports:

2016 Pay Trend Main Survey

1. Pay & Bonus Adjustments in 2016

- Total Pay Adjustments
- Distribution of Changes in Pay Adjustment (2016 vs 2015)
- 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. Trends of Pay and Bonus Adjustments Over the Last Five Years

4. 2017 Forecast Pay Adjustment

2016 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

Publishing date : December 2016

Statistics of Pay Trend Survey analysed by the following dimensions if feasible:

Business Sectors:

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

Salary Levels:

- General / Middle / Senior / Top

Management Types:

- Local / Multinational

Company Sizes:

- Small (100 – 499 employees)
- Medium (500 – 999 employees)
- Large (1,000+ employees)

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

Job fields / Occupations

- Banking
- 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 has taken necessary measures in survey data collection and publication to ensure compliance with Competition Ordinance (Cap 619).

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HKIHRM Hong Kong Pay Trend & Pay Level Survey Reports 2016 <i>(Language: English)</i>	HK \$4,480	HK\$5,330	

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