

2009 Hong Kong Pay Trend & Pay Level Survey 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

Special Offers	Price		QTY
	HKIHRM member	Non-member	
2009 Hong Kong Pay Trend & Pay Level Survey Reports	HK\$3,200	HK\$3,800	
<small>(A 70% discount offered for subsequent order of the same set of reports)</small>	HK\$3,200 + @ HK\$960	HK\$3,800 + @ HK\$1,140	

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

Please issue me a receipt / invoice
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Research Report



2009 Hong Kong Pay Trend & Pay Level Survey

An Important Reference to Your Pay Decisions

The survey:

- Covers some 120,000 staff from 17 business sectors
- Covers some 110 local and multinational companies participating on a continuous basis
- Consists of five reports, namely:
 - January 2009 Pay Trend Survey
 - April 2009 Pay Trend Survey
 - 2009 Main Pay Trend Survey
 - 2009 Pay Level Survey
 - 2009 Topical Study: The Future of Compensation

**And more special discounts and value-added services!
SEE INSIDE FOR MORE DETAILS**

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



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A Snapshot of Key Contents of the 2009 Reports

January 2009 Pay Trend Survey & April 2009 Pay Trend Survey

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

2009 Pay Trend Main Survey & Pay Level Survey

2010 Forecast Pay Adjustments (by industry)

2009 Data:

1. Pay & Bonus Adjustments in 2009 (by industry / size of company / company management)
 - Total Pay Adjustments
 - Distribution of Changes in Pay Adjustment (2009 vs. 2008)
 - Distribution of Pay Adjustments
 - Differential Pay Adjustments
 - Cumulative Total Pay Adjustments
 - Special Adjustments
 - Bonus Payments
 - Pay Practices & Structures
 - Guided Range of Adjustment of Individual Companies
 - Civil Service Pay Adjustments
2. Proportion of Benefits to Total Remuneration
3. Pay Levels (33 Job Fields / Occupations and 8 Categories of Fresh Graduates)
 - Actual Pay Levels
 - Changes in Targeted Entry Pay
 - Actual Entry Pay of New Recruits

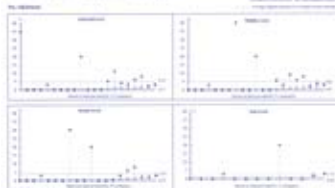
Trends of Pay and Bonus Adjustments Over the Last Five Years

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

Topical Study: The Future of Compensation

Charts and graphs selected from the Reports

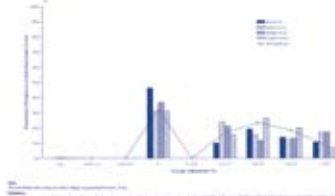
The Guided Ranges of Pay Adjustment: By Salary Level



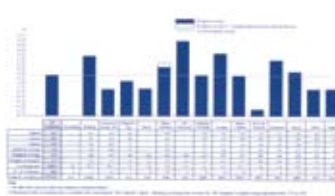
The Proportion of Each Benefit to Total Remuneration (Top and Senior Levels)



Distribution of Total Pay Adjustments: By Employee



Total Pay Adjustments: All Employees



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 Organization
- 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
- Computer Operator / Network Support Assistant
- Senior Computer Operator / Senior Network Support Assistant
- Accounting Clerk
- Senior Accounting Clerk
- Clerk
- Senior Clerk
- Junior Secretary / Secretary
- Senior Secretary / Executive Secretary
- Pantry Attendant
- Cleaner
- Office Assistant
- Pool Car Driver
- Personal Driver
- Security Guard
- Receptionist / Telephonist
- Labourer
- Tradesman
- Assistant Merchandiser
- Senior Merchandiser
- Property / Facilities Maintenance Assistant
- Property / Facilities Maintenance Officer
- Property / Facilities Maintenance Manager

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

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

Use-friendly: Reports in CD-ROMs containing user-friendly color charts

