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
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

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: 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

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**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 Reports 2017

## Order Form

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- **HKIHRM Hong Kong Pay Trend & Pay Level Survey Reports 2017**
- **Price per copy**: HK$4,630 for HKIHRM member, HK$5,500 for non-member.

1. **For overseas delivery, postage / courier fee will be additionally charged.**
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- **Please issue me a receipt / invoice**: □ receipt / □ invoice
  
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### Hong Kong Institute of Human Resource Management

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