HKIHRM Hong Kong Pay Trend & Pay Level Survey Reports 2019

An Important Reference to Your Pay Decisions

- Your subscription consists of four reports
  - 2019 January Pay Trend Survey (Publishing date: May 2019)
  - 2019 Main Pay Trend Survey (Publishing date: December 2019)
  - 2019 Pay Level Survey (Publishing date: December 2019)
  - 2019 Topical Study (Publishing date: December 2019)

For more information, please contact Research & Development Department
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Tel: (852) 2881 5113
2019 January Pay Trend Survey
- Total Base Pay Adjustments
- Bonus Payments
- Distribution of Pay Adjustments

2019 Pay Trend Main Survey
1. Pay Adjustments and Bonus Payments in 2019
   - Total Pay Adjustments
   - Distribution of Changes in Pay Adjustments (2019 vs 2018)
   - 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. 2020 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

2019 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

Other Special Features:
Easy-to-use: A loose-leaf binder for easy browsing and retrieval of information
Informative: Year-over-year comparison charts
User-friendly: Soft copy of report also included
More benefits: Special offer for enrolling 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 (under 500 employees)
- Medium (500 to 999 employees)
- Large (1,000 employees or more)

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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

**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

* Subject to availability of sufficient data points
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