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, please contact Research & Development Department
Email: research@hkihrm.org
Tel: (852) 2881 5113
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

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:

<table>
<thead>
<tr>
<th>Job Fields / Occupations</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>- Information Technology / Computer</td>
<td>- Assistant Merchandiser</td>
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<tr>
<td>- Engineering</td>
<td>- Senior Merchandiser</td>
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<tr>
<td>- Accounting</td>
<td>- Pool Car Driver</td>
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<td>- Finance</td>
<td>- Personal Driver</td>
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<tr>
<td>- Human Resources</td>
<td>- Security Guard</td>
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<tr>
<td>- Public Relations</td>
<td>- Receptionist / Telephonist</td>
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<td>- Sales</td>
<td>- Labourer</td>
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<td>- Marketing</td>
<td>- Office Assistant</td>
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<td>- Procurement</td>
<td>- Tradesman</td>
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<td>- Logistics</td>
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<tr>
<td>- Customer Service</td>
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<td>- Property Management / Development</td>
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<tr>
<td>- Facilities Maintenance / Building Service</td>
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<tr>
<td>- Clerk</td>
<td></td>
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<tr>
<td>- Senior Clerk</td>
<td></td>
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<tr>
<td>- Junior Secretary / Secretary</td>
<td></td>
</tr>
<tr>
<td>- Senior Secretary / Executive Secretary</td>
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</tr>
</tbody>
</table>

**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 2015
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Post: Please complete in full and send with cheque payment to:
Suite 1503, 15/F., 68 Yee Wo Street, Causeway Bay, Hong Kong

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<table>
<thead>
<tr>
<th>Price per copy</th>
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<tr>
<td>HKIHRM member</td>
<td>Non-member</td>
</tr>
<tr>
<td>HK$4,480</td>
<td>HK$5,330</td>
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☐ My crossed cheque (No.: ________________________________ ) made payabe to “Hong Kong Institute of Human Resource Management Ltd.” is enclosed.

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