

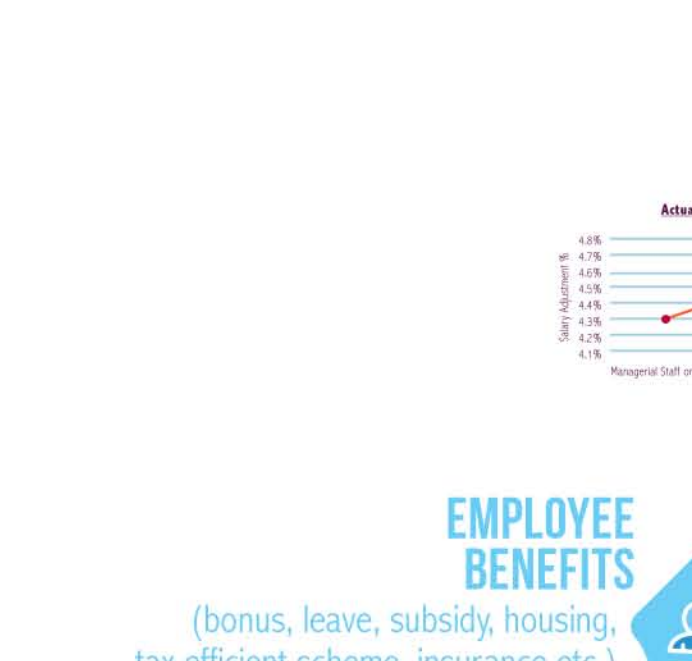
2016 HKSAR, PRC & MACAU SAR

PAY LEVEL SURVEY

ABOUT THE SURVEY

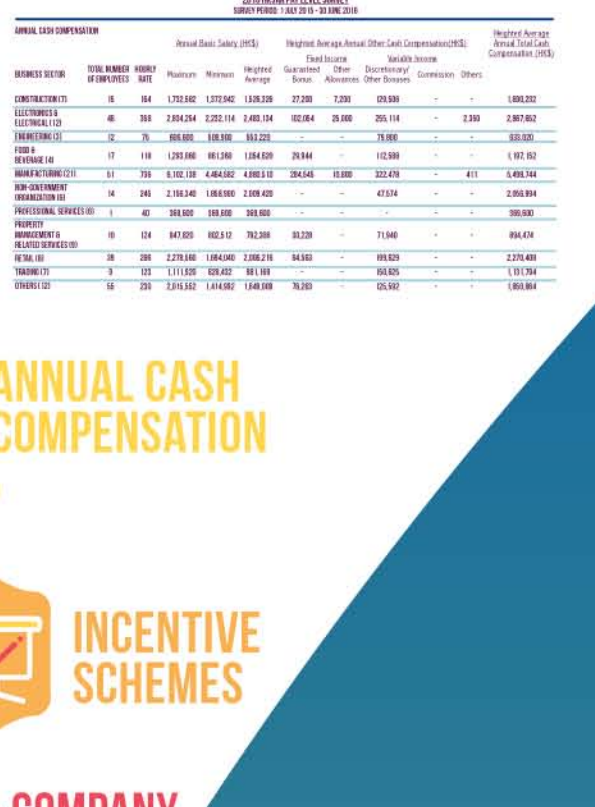
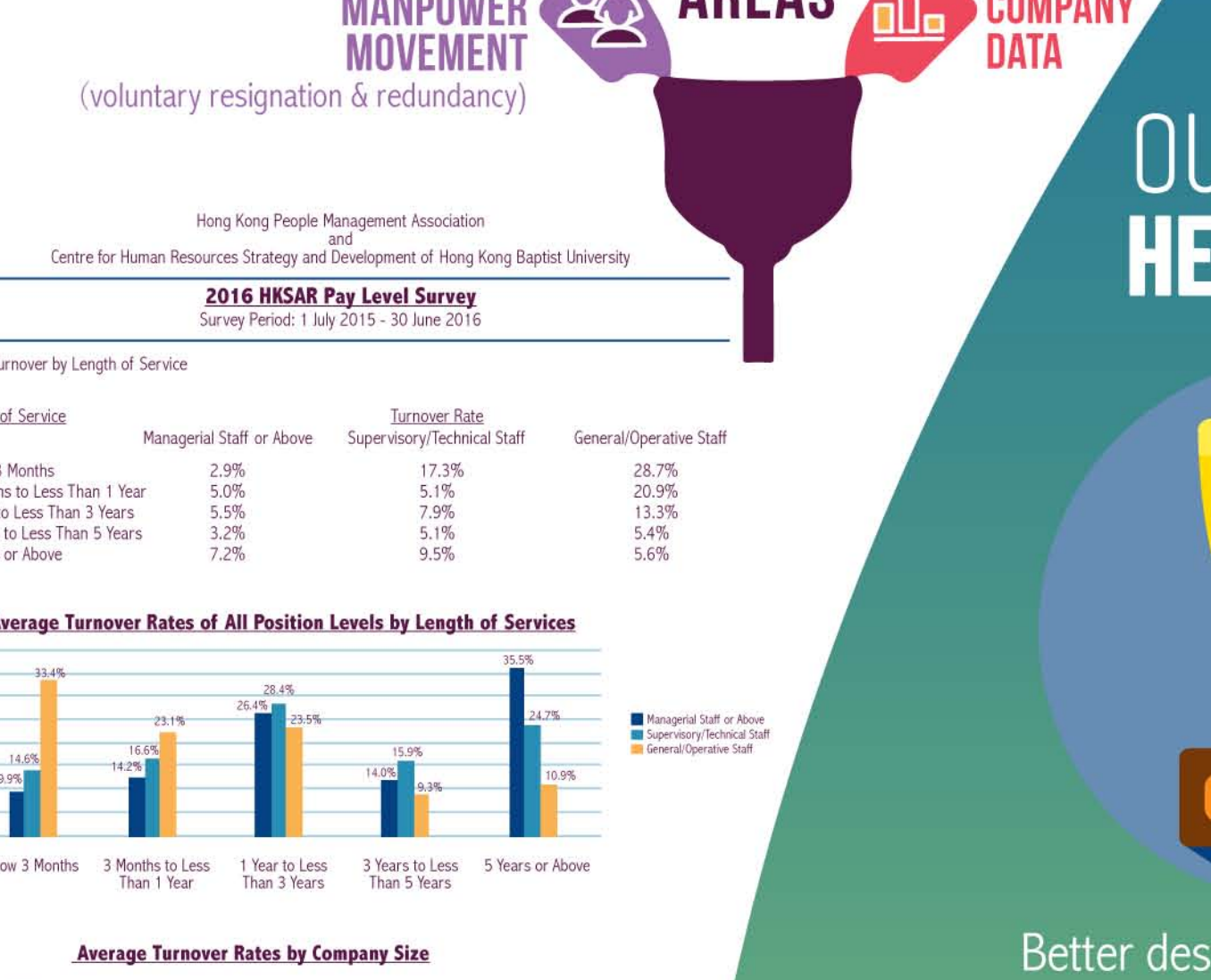
- Hong Kong People Management Association (HKPMA) and Centre for Human Resources Strategy and Development (CHRSD) of Hong Kong Baptist University have been jointly conducting this survey since 2009.
- The survey has a history of more than 20 years and it has been regarded as a vital and informative reference to corporates in making HR plans and decisions.

Number of Participating Companies by Business Sector (Sample)



- ▶ In 2015, **158** companies participated
- ▶ 2015 Survey covers **140,000** employees from different industries and positions

THE SURVEY REPORT COVERS 7 AREAS



FINANCIAL OFFICER/ACCOUNTANT

Year	2015	2014
2015	~\$4,500	~\$4,000
2014	~\$4,000	~\$3,500

OUR SURVEY HELPS YOU TO:

Better design and budget your remuneration packages & strategies

Understand individual benchmark position's number of working hours, fixed & variable pay etc.

Be more competitive when reviewing your pay and benefits policies

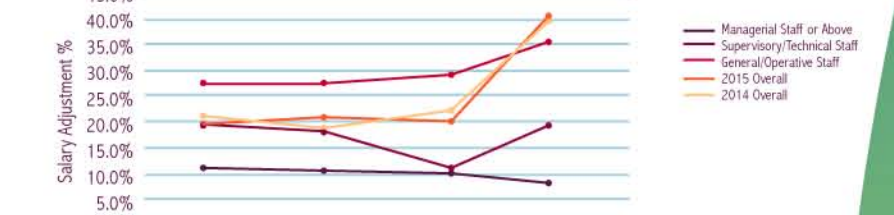
Hong Kong People Management Association and Centre for Human Resources Strategy and Development of Hong Kong Baptist University

2016 HKSAR Pay Level Survey

Survey Period: 1 July 2015 - 30 June 2016

7.1.3 Turnover by Length of Service

Length of Service	Turnover Rate		
	Managerial Staff or Above	Supervisory/Technical Staff	General/Operative Staff
Below 3 Months	2.9%	17.3%	28.7%
3 Months to Less Than 1 Year	5.0%	5.1%	20.9%
1 Year to Less Than 3 Years	5.5%	7.9%	13.3%
3 Years to Less Than 5 Years	3.2%	5.1%	5.4%
5 Years or Above	7.2%	9.5%	5.6%



WHY US?



INFORMATIVE

Covers 127 positions from 13 industries in HK and 83 positions from 11 industries in PRC



TIME-SAVING & FLEXIBLE

Immediate retrieval of questionnaires and reports anytime and anywhere



SAFE & PROFESSIONAL

All data are handled, analyzed and published confidentially and objectively by CHRSD



USER-FRIENDLY & ENVIRONMENTAL-FRIENDLY

New online system e-Survey & e-Report

MILESTONE

JULY 15

send out online questionnaire

JULY 27

briefing on how to fill in the online questionnaire

AUGUST 26

deadline for submission of questionnaire

OCTOBER 20

report presentation & seminar

PRICE

Original: **HK\$4,800**

Survey participants: **HK\$1,800**

CONTACT INFORMATION