



香港人才管理協會

HONG KONG PEOPLE MANAGEMENT ASSOCIATION

(Operated by Hong Kong People Management Association Limited)



**Hot topic**

**Joint Seminar with Personnel Management Club of HKMA on**  
**“Pay Trend in Hong Kong and Asia for 2010”**

In view of recovering economy, employees are expected to receive reasonable pay increases this year, however, employers may prefer to adopt a cautious approach on salary increases. It is therefore important to know the pay trend for the year 2010.

The Personnel Management Club has invited **Ms Tzeitel J. Fernandes** who leads **Hewitt’s Broad Based Rewards and Executive Compensation Consulting Practice in Hong Kong**. In addition, she is the **Regional Client Engagement Manager for key clients in Asia**. She will share with members and guests the following ideas:

- Key Pay and HR Trends in 2009 & Projections for 2010 – Hong Kong
- Prevalent cost control measures in 2009, with projections for 2010
- Trends in Executive Pay in Hong Kong
- Trends in Benefits in Hong Kong
- Key Pay and HR Trends in 2009 & Projections for 2010 - China
- Trends across different cities - Tier-wise
- Key Pay and HR Trends in 2009 & Projections for 2010 – Asia
- Key items on the HR agenda for 2010

Tzeitel’s key solution areas include Rewards Strategy, Structuring and Benchmarking, Job Evaluation & Broadbanding, Executive Compensation and Long Term Incentives Design. She has worked with publicly listed and privately held companies in the areas of Equity Long Term Incentive Design, cash based LTI, Total Rewards Strategy & Design, Variable pay and Short Term Incentive Design, Total Rewards Benchmarking, etc. At Hewitt, Tzeitel has partnered with clients across Asia including Hong Kong, India, China, Malaysia, Indonesia, Sri Lanka, Thailand, etc. In her previous role, Tzeitel managed the Rewards Consulting business for West India based out of Mumbai, India.

Tzeitel’s paper entitled “Organizational Citizenship Behaviour and Career Anchors: An Exploratory Study” was presented at the Business & Economics Society International Conference in Paris in 2001. She has represented Hewitt at various fora and has also been a Faculty Member at the BRIC Conference 2007 held by the International Foundation of Employee Benefit Plans in Chicago, USA. In Hong Kong, she has conducted a series of Professional Talks in partnership with the HKIoD on the impact of the 2008/09 financial crisis on incentives (both long term and short term), in addition to speaking at various conferences conducted by the PEO, Lexis Nexis, ACCA, AMCHAM etc.

Details of the Seminar are as follows:

Date	:	Monday, 15 March, 2010
Venue	:	The Hong Kong Management Association W Haking Management Development Centre 14/F Fairmont House, 8 Cotton Tree Drive, Central, Hong Kong
Time	:	6:30pm - Registration 6:45pm - Presentation 7:45pm - Q & A 8:00pm - End of Function
Fee	:	Member - \$100.00 Non-member - \$150.00

Language Medium : English



*ENROLLMENT FORM*

Please note that enrolment for the seminar will be on a first-come-first-served basis due to limited seating capacity at the venue. Interested parties are requested to send the Return Slip to **8343 1285** or e-mail to [info@hkpma.net](mailto:info@hkpma.net) with the exact fees as soon as possible or before Thursday, 11 March 2010. For further inquiries, please call Ms. Mency Yu at 2868 4507.

**Reply Slip**

**Theme :** Seminar on Pay Trend in Hong Kong and Asia for 2010

**Date :** 15 March, 2010 (Monday)

Name: \_\_\_\_\_ Job Title : \_\_\_\_\_  
 HKPMA Member       Non-Member      Email: \_\_\_\_\_

Name: \_\_\_\_\_ Job Title : \_\_\_\_\_  
 HKPMA Member       Non-Member      Email: \_\_\_\_\_

Name: \_\_\_\_\_ Job Title : \_\_\_\_\_  
 HKPMA Member       Non-Member      Email: \_\_\_\_\_

Company Name \_\_\_\_\_

Contact person \_\_\_\_\_ Telephone Number \_\_\_\_\_

Please complete and send this form together with payment by cross cheque (payable to “*Hong Kong People Management Association Limited*”) to the following address:  
 Hong Kong People Management Association  
 Room K 9/F Block 3 Camelpaint Building, 60 Hoi Yuen Road, Kwun Tong, Kowloon, Hong Kong.

Note: The event will be cancelled in case Storm Warning Signal No. 8 or above is hoisted or Black Rainstorm Warning is in force. But the event will proceed if Storm Warning Signal No. 8 or Black Rainstorm Warning is lowered 2 hours before the registration time of the function. However, this will be subjected to the final decision of the Association.