



CHINA SALARY INCREASE REPORT 中国薪资增长报告

2017 版
2017 EDITION

MAKE TOMORROW, TODAY



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美世通过咨询建议和技术驱动的解决方案协助客户满足其不断变化的劳动力队伍的健康、财富和职业发展需求。美世在全球130多个国家和地区开展业务运营，拥有逾22,000名员工，分布于43个国家和地区。美世是威达信集团（Marsh & McLennan Companies，纽交所代码：MMC）的全资子公司。威达信集团是一家全球性的提供风险、战略与人力资本相关专业服务的国际集团公司，在全球拥有超过60,000名员工，年收入逾130亿美元。威达信集团同时也是达信（Marsh）、佳达（Guy Carpenter）、和奥纬（Oliver Wyman）的母公司。威达信协助客户应对日益变化和复杂的商业环境。

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For more information, visit www.mercer.com.

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如需了解更多信息，敬请访问www.cn.mercer.com，或关注美世中国官方微信“美世Mercer”（微信号：MercerChina）

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编者按

Mercer's 2017 China Salary Increase Report includes analyses of salary increase data by local Mercer consultants and experts. This report is the leading source of reliable information on salary increase trends. We thank the Mercer offices and consultants around the China who have contributed to this edition.

美世2017中国薪资增长报告涵盖了美世中国顾问和专家团队对薪资增长数据的分析。该报告是关于薪资增长趋势的可靠信息来源。感谢对本报告做出贡献的美世中国的全体顾问。

We take great care to ensure that the information provided is accurate, but we cannot take responsibility for errors or omissions.

我们用心确保数据的准确性，但不对误差和遗漏承担责任。

Salary figures and forecasts are based on Mercer's Total Remuneration Surveys (TRS). Because economic and political conditions can change rapidly, we recommend consulting your local Mercer office for your compensation planning strategy.

薪资数据和预测是基于美世整体薪酬调研（TRS）而得出。由于经济和政治环境变化迅速，建议您咨询当地美世办公室为您公司的薪酬计划战略提供帮助。

The economic recession that gripped most economies in the past years forced many companies to freeze salaries – and to plan budgets carefully in future. So, to give you a more nuanced view of planned salary increases, we have broken out data to show salary increases both with and without the “zeros” (companies freezing salaries) where a high enough percentage of companies are doing so to make a meaningful difference. We hope you find this report valuable as you adjust your salary strategy in the coming months.

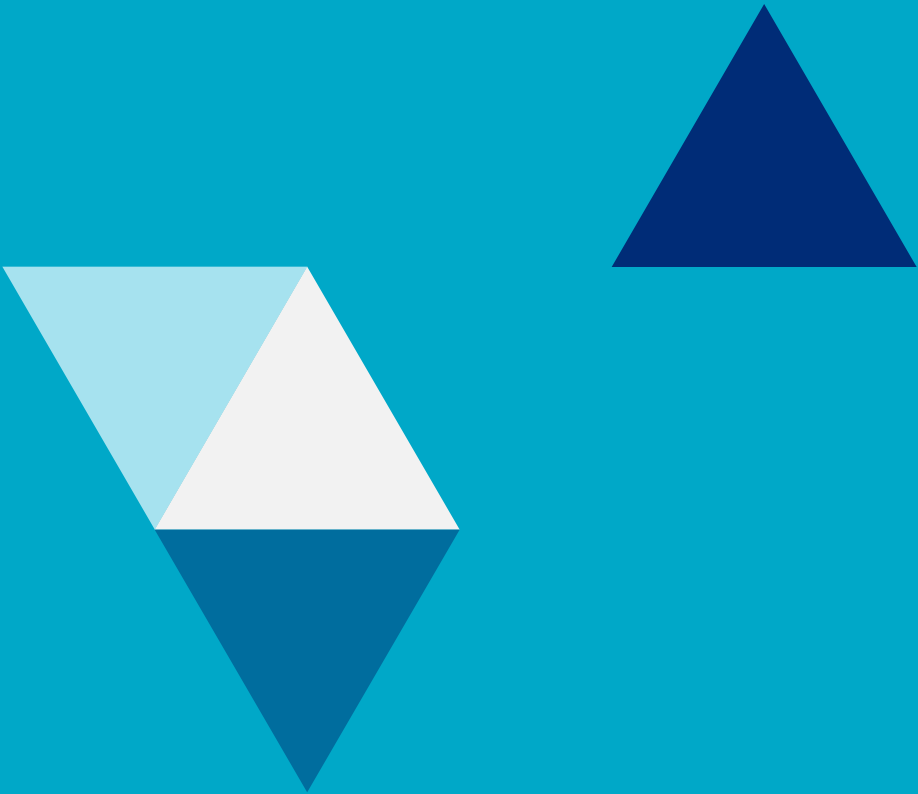
在过去几年中，多数经济体受制于经济不景气，迫使很多公司实行冻薪——并且小心地计划今后几年的预算。因此，为了给薪资计划提供一个更加细微的视角，当有足够高百分比的公司采取冻薪措施并产生一个有意义的差值时，我们划分数据来分别呈现包含冻薪和不包含冻薪的薪资增长情况。希望未来几个月中，当您在调整公司的薪酬战略时，这份报告能够提供有价值的帮助。

We welcome your questions and comments on this report.

欢迎您对这份报告提出问题和建议。

2 SALARY INCREASE BY INDUSTRY

行业薪资增长



Chemical Industry – 1st tier cities (Cont'd)

中国化工行业 – 一线城市

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.5%	7.0%	37
Executives 高管层	4.6%	5.8%	5.7%	7.0%	93
Management – Sales 管理层 – 销售	5.0%	6.3%	6.5%	7.6%	106
Management – Non-Sales 管理层 – 非销售	5.0%	6.4%	6.1%	7.6%	131
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.5%	7.5%	109
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.6%	6.5%	7.5%	132
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.3%	8.0%	125
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.2%	7.5%	87
Overall 总体	4.6%	5.7%	5.7%	6.9%	111

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.6%	5.8%	6.3%	7.0%	38
Executives 高管层	4.2%	5.5%	5.5%	7.0%	98
Management – Sales 管理层 – 销售	5.0%	6.2%	6.4%	7.6%	108
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.6%	133
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.5%	7.5%	112
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.5%	6.5%	7.5%	134
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.2%	8.0%	126
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.8%	6.3%	6.2%	7.3%	89
Overall 总体	4.4%	5.5%	5.7%	6.8%	114

Chemical Industry – 1st tier cities (Cont'd)

中国化工行业 – 一线城市

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.2%	5.4%	5.0%	6.8%	45
Executives 高管层	4.5%	5.5%	5.6%	6.5%	98
Management – Sales 管理层 – 销售	5.0%	5.6%	6.0%	6.7%	111
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	6.8%	134
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.1%	7.0%	118
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	6.9%	138
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	132
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	91
Overall 总体	5.0%	5.6%	6.0%	6.5%	115

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.1%	5.3%	5.0%	6.7%	46
Executives 高管层	4.4%	5.3%	5.4%	6.5%	102
Management – Sales 管理层 – 销售	5.0%	5.5%	5.8%	6.7%	113
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	6.8%	137
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.1%	7.0%	118
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	6.9%	139
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	132
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	91
Overall 总体	5.0%	5.6%	6.0%	6.5%	115

Chemical Industry – 1st tier cities

中国化工行业 – 一线城市

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.4%	5.9%	6.0%	7.0%	39
Executives 高管层	5.0%	5.8%	6.0%	6.8%	81
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	6.9%	91
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	112
Professional – Sales 专业岗位 – 销售	5.1%	6.1%	6.0%	7.0%	98
Professional – Non-Sales 专业岗位 – 非销售	5.1%	6.2%	6.0%	7.0%	114
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	108
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.5%	6.4%	6.0%	7.0%	73
Overall 总体	5.0%	5.9%	6.0%	6.8%	97

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.4%	5.9%	6.0%	7.0%	39
Executives 高管层	5.0%	5.7%	6.0%	6.8%	83
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.9%	92
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	113
Professional – Sales 专业岗位 – 销售	5.1%	6.1%	6.0%	7.0%	98
Professional – Non-Sales 专业岗位 – 非销售	5.1%	6.2%	6.0%	7.0%	114
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	108
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.5%	6.4%	6.0%	7.0%	73
Overall 总体	5.0%	5.9%	6.0%	6.8%	97

Chemical Industry – 2nd tier cities (Cont'd)

中国化工行业 – 二线城市

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.0%	5.7%	5.2%	6.7%	111
Management – Sales 管理层 – 销售	4.5%	5.7%	5.3%	7.0%	113
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.2%	161
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.3%	118
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.5%	7.5%	163
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.5%	8.0%	145
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.4%	8.0%	135
Overall 总体	4.5%	5.7%	5.8%	7.0%	144

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.0%	5.5%	5.0%	6.7%	115
Management – Sales 管理层 – 销售	4.2%	5.5%	5.0%	7.0%	118
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.2%	163
Professional – Sales 专业岗位 – 销售	4.8%	5.8%	6.0%	7.2%	123
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.5%	7.5%	166
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.5%	8.0%	148
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.3%	7.9%	137
Overall 总体	4.3%	5.7%	5.8%	7.0%	146

Chemical Industry – 2nd tier cities (Cont'd)

中国化工行业 – 二线城市

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.4%	5.3%	5.3%	6.3%	114
Management – Sales 管理层 – 销售	4.4%	5.4%	5.1%	6.4%	119
Management – Non-Sales 管理层 – 非销售	5.0%	5.6%	5.5%	6.5%	164
Professional – Sales 专业岗位 – 销售	5.0%	5.7%	5.6%	6.7%	126
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.8%	167
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	150
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	139
Overall 总体	5.0%	5.6%	6.0%	6.3%	145

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.1%	5.1%	5.2%	6.3%	118
Management – Sales 管理层 – 销售	4.0%	5.2%	5.0%	6.3%	123
Management – Non-Sales 管理层 – 非销售	5.0%	5.6%	5.5%	6.5%	166
Professional – Sales 专业岗位 – 销售	5.0%	5.5%	5.5%	6.6%	129
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.7%	5.9%	6.7%	170
Para-Professional – White Collar 辅助岗位 – 白领	4.9%	5.9%	6.0%	7.0%	154
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	141
Overall 总体	5.0%	5.6%	6.0%	6.3%	145

Chemical Industry – 2nd tier cities

中国化工行业 – 二线城市

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.6%	6.0%	6.5%	96
Management – Sales 管理层 – 销售	4.4%	5.4%	5.4%	6.1%	100
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	6.5%	136
Professional – Sales 专业岗位 – 销售	5.0%	5.7%	6.0%	6.7%	106
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.8%	139
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	125
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	112
Overall 总体	5.0%	5.8%	6.0%	6.5%	118

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.5%	6.0%	6.5%	98
Management – Sales 管理层 – 销售	4.1%	5.3%	5.1%	6.0%	102
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	6.5%	137
Professional – Sales 专业岗位 – 销售	4.8%	5.6%	6.0%	6.7%	107
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	6.8%	140
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	127
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	113
Overall 总体	5.0%	5.7%	6.0%	6.5%	120

China Auto Industry (Cont'd)

中国汽车行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.2%	137
Executives 高管层	5.0%	5.4%	6.0%	6.5%	250
Management – Sales 管理层 – 销售	4.6%	5.6%	6.0%	6.8%	204
Management – Non-Sales 管理层 – 非销售	4.8%	5.8%	6.0%	7.0%	330
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	216
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	352
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	326
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.5%	6.0%	8.0%	285
Overall 总体	5.0%	6.0%	6.0%	7.0%	265

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.4%	6.0%	6.2%	147
Executives 高管层	4.0%	5.1%	6.0%	6.2%	276
Management – Sales 管理层 – 销售	4.3%	5.2%	5.5%	6.5%	216
Management – Non-Sales 管理层 – 非销售	4.5%	5.7%	6.0%	7.0%	340
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	7.0%	226
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	361
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	335
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.9%	295
Overall 总体	5.0%	5.7%	6.0%	6.9%	277

China Auto Industry (Cont'd)

中国汽车行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.6%	6.0%	6.9%	134
Executives 高管层	5.0%	5.6%	5.0%	6.6%	266
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.9%	208
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	333
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	224
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	355
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	331
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.5%	6.0%	7.8%	291
Overall 总体	5.0%	5.9%	5.8%	6.5%	282

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.2%	5.0%	6.6%	143
Executives 高管层	5.0%	5.4%	5.0%	6.5%	278
Management – Sales 管理层 – 销售	5.0%	5.6%	6.0%	6.6%	215
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	340
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	228
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	359
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	335
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.0%	7.8%	295
Overall 总体	5.0%	5.7%	5.8%	6.5%	285

China Auto Industry

中国汽车行业

Salary increases, 2018

2018年预计薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.5%	5.7%	6.0%	7.0%	127
Executives 高管层	5.0%	5.6%	5.5%	6.5%	243
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	7.0%	192
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	292
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	199
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	317
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	299
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.0%	7.7%	263
Overall 总体	5.0%	6.0%	5.9%	6.5%	259

China Big Logistics – 1st tier cities (Cont'd)

中国大物流行业 – 一线城市

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.2%	5.9%	6.7%	27
Executives 高管层	4.0%	5.4%	5.0%	7.0%	59
Management – Sales 管理层 – 销售	4.1%	5.6%	5.4%	6.5%	50
Management – Non-Sales 管理层 – 非销售	4.1%	5.9%	5.6%	7.0%	70
Professional – Sales 专业岗位 – 销售	4.6%	5.9%	5.4%	6.7%	51
Professional – Non-Sales 专业岗位 – 非销售	4.5%	6.0%	6.0%	7.0%	68
Para-Professional – White Collar 辅助岗位 – 白领	4.3%	6.0%	5.6%	7.0%	65
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.5%	5.4%	7.0%	52
Overall 总体	4.5%	5.4%	5.2%	6.8%	72

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	2.5%	4.4%	5.3%	6.5%	32
Executives 高管层	3.4%	5.1%	5.0%	6.9%	63
Management – Sales 管理层 – 销售	4.0%	5.3%	5.3%	6.4%	52
Management – Non-Sales 管理层 – 非销售	4.1%	5.9%	5.6%	7.0%	71
Professional – Sales 专业岗位 – 销售	4.5%	5.7%	5.2%	6.6%	52
Professional – Non-Sales 专业岗位 – 非销售	4.5%	5.9%	6.0%	7.0%	69
Para-Professional – White Collar 辅助岗位 – 白领	4.1%	5.8%	5.5%	7.0%	67
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.2%	5.2%	5.0%	7.0%	55
Overall 总体	4.5%	5.3%	5.2%	6.8%	73

China Big Logistics – 1st tier cities (Cont'd)

中国大物流行业 – 一线城市

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	6.0%	6.7%	28
Executives 高管层	3.5%	5.0%	5.0%	6.5%	57
Management – Sales 管理层 – 销售	4.4%	5.3%	5.0%	6.5%	49
Management – Non-Sales 管理层 – 非销售	4.6%	5.6%	5.4%	6.5%	66
Professional – Sales 专业岗位 – 销售	4.9%	5.8%	5.4%	6.9%	50
Professional – Non-Sales 专业岗位 – 非销售	4.7%	5.8%	6.0%	7.0%	64
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	61
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.6%	5.5%	6.6%	48
Overall 总体	4.5%	5.4%	5.6%	6.5%	70

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.0%	4.6%	5.0%	6.5%	33
Executives 高管层	3.0%	4.8%	5.0%	6.5%	60
Management – Sales 管理层 – 销售	4.1%	5.1%	5.0%	6.3%	51
Management – Non-Sales 管理层 – 非销售	4.5%	5.5%	5.4%	6.5%	67
Professional – Sales 专业岗位 – 销售	4.7%	5.7%	5.2%	6.8%	51
Professional – Non-Sales 专业岗位 – 非销售	4.5%	5.7%	5.9%	7.0%	65
Para-Professional – White Collar 辅助岗位 – 白领	4.9%	5.9%	6.0%	7.0%	62
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.6%	5.5%	6.6%	48
Overall 总体	4.4%	5.3%	5.5%	6.5%	71

China Big Logistics – 1st tier cities

中国大物流行业 – 一线城市

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.8%	5.5%	6.0%	6.0%	19
Executives 高管层	4.0%	5.3%	5.5%	6.5%	37
Management – Sales 管理层 – 销售	4.4%	5.3%	5.5%	6.3%	31
Management – Non-Sales 管理层 – 非销售	4.9%	5.6%	6.0%	6.5%	44
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	6.6%	31
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	6.7%	42
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	42
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.9%	5.6%	6.0%	6.5%	32
Overall 总体	4.5%	5.4%	5.5%	6.5%	55

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.0%	5.5%	6.0%	21
Executives 高管层	3.3%	5.2%	5.5%	6.5%	38
Management – Sales 管理层 – 销售	4.4%	5.3%	5.5%	6.3%	31
Management – Non-Sales 管理层 – 非销售	4.9%	5.6%	6.0%	6.5%	44
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	6.6%	31
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	6.7%	42
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	42
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.4%	6.0%	6.5%	33
Overall 总体	4.5%	5.3%	5.5%	6.5%	56

China Big Logistics – 2nd tier cities (Cont'd)

中国大物流行业 – 二线城市

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	2.5%	5.8%	5.5%	6.6%	20
Executives 高管层	3.6%	5.5%	5.0%	7.1%	59
Management – Sales 管理层 – 销售	4.4%	5.6%	5.4%	7.0%	50
Management – Non-Sales 管理层 – 非销售	4.5%	5.9%	6.0%	7.2%	79
Professional – Sales 专业岗位 – 销售	4.5%	5.9%	6.0%	7.1%	49
Professional – Non-Sales 专业岗位 – 非销售	4.6%	6.2%	6.1%	7.4%	78
Para-Professional – White Collar 辅助岗位 – 白领	4.5%	6.2%	6.0%	7.2%	71
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.7%	6.0%	7.1%	59
Overall 总体	4.9%	5.5%	6.0%	6.8%	72

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	0.5%	4.5%	3.8%	6.4%	26
Executives 高管层	3.0%	4.9%	5.0%	7.0%	66
Management – Sales 管理层 – 销售	3.6%	5.1%	5.0%	6.7%	55
Management – Non-Sales 管理层 – 非销售	4.2%	5.5%	6.0%	7.0%	84
Professional – Sales 专业岗位 – 销售	4.1%	5.5%	6.0%	7.1%	53
Professional – Non-Sales 专业岗位 – 非销售	4.5%	5.8%	6.0%	7.2%	83
Para-Professional – White Collar 辅助岗位 – 白领	4.3%	5.7%	6.0%	7.1%	77
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.2%	5.1%	5.0%	7.0%	65
Overall 总体	4.1%	5.1%	5.9%	6.5%	79

China Big Logistics – 2nd tier cities (Cont'd)

中国大物流行业 – 二线城市

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	2.8%	5.0%	5.5%	6.6%	19
Executives 高管层	3.0%	5.4%	5.5%	6.7%	59
Management – Sales 管理层 – 销售	4.4%	5.6%	5.5%	6.7%	46
Management – Non-Sales 管理层 – 非销售	4.7%	6.0%	6.0%	7.0%	72
Professional – Sales 专业岗位 – 销售	4.8%	6.1%	5.9%	7.0%	46
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.2%	71
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.2%	67
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.8%	6.0%	7.0%	55
Overall 总体	4.6%	5.8%	5.9%	6.7%	70

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	1.8%	4.0%	3.7%	6.1%	24
Executives 高管层	3.0%	5.2%	5.5%	6.7%	61
Management – Sales 管理层 – 销售	3.9%	5.3%	5.3%	6.6%	48
Management – Non-Sales 管理层 – 非销售	4.5%	5.8%	5.8%	7.0%	74
Professional – Sales 专业岗位 – 销售	4.8%	6.1%	5.9%	7.0%	46
Professional – Non-Sales 专业岗位 – 非销售	4.7%	6.1%	6.0%	7.0%	73
Para-Professional – White Collar 辅助岗位 – 白领	4.5%	6.0%	6.0%	7.0%	69
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.4%	5.7%	6.0%	7.0%	56
Overall 总体	4.4%	5.5%	5.6%	6.5%	74

China Big Logistics – 2nd tier cities

中国大物流行业 – 二线城市

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.6%	5.5%	7.5%	13
Executives 高管层	3.0%	5.4%	5.3%	7.0%	44
Management – Sales 管理层 – 销售	4.2%	5.6%	5.3%	7.0%	32
Management – Non-Sales 管理层 – 非销售	4.5%	5.8%	6.0%	7.0%	55
Professional – Sales 专业岗位 – 销售	4.6%	5.9%	5.8%	7.8%	30
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	54
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.5%	7.0%	53
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.7%	5.8%	7.0%	45
Overall 总体	5.0%	5.7%	6.0%	6.7%	50

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.3%	5.2%	5.5%	7.3%	14
Executives 高管层	3.0%	5.4%	5.3%	7.0%	44
Management – Sales 管理层 – 销售	4.2%	5.6%	5.3%	7.0%	32
Management – Non-Sales 管理层 – 非销售	4.5%	5.8%	6.0%	7.0%	55
Professional – Sales 专业岗位 – 销售	4.6%	5.9%	5.8%	7.8%	30
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	54
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.5%	7.0%	53
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.7%	5.8%	7.0%	45
Overall 总体	5.0%	5.6%	5.9%	6.7%	51

China Internet Industry (Cont'd)

中国互联网行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	6.0%	9.8%	8.0%	10.5%	31
Executives 高管层	6.3%	9.7%	10.0%	11.8%	58
Management – Sales 管理层 – 销售	5.0%	10.4%	8.0%	12.3%	60
Management – Non-Sales 管理层 – 非销售	6.6%	10.7%	10.0%	14.8%	90
Professional – Sales 专业岗位 – 销售	5.1%	10.5%	9.5%	12.4%	60
Professional – Non-Sales 专业岗位 – 非销售	7.1%	11.0%	10.0%	13.8%	102
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	9.7%	9.0%	12.0%	74
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.3%	7.8%	7.0%	10.0%	23
Overall 总体	7.0%	9.0%	8.0%	10.0%	81

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	-	5.9%	5.0%	10.0%	52
Executives 高管层	1.7%	7.5%	8.0%	10.0%	75
Management – Sales 管理层 – 销售	5.0%	9.5%	8.0%	11.8%	66
Management – Non-Sales 管理层 – 非销售	5.5%	10.1%	9.0%	14.0%	95
Professional – Sales 专业岗位 – 销售	5.0%	9.6%	8.0%	12.0%	66
Professional – Non-Sales 专业岗位 – 非销售	7.0%	10.6%	10.0%	12.8%	106
Para-Professional – White Collar 辅助岗位 – 白领	5.3%	9.2%	8.2%	12.0%	78
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.6%	7.0%	10.0%	27
Overall 总体	7.0%	8.5%	8.0%	10.0%	84

China Internet Industry (Cont'd)

中国互联网行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	8.3%	7.0%	10.0%	32
Executives 高管层	5.0%	8.0%	7.8%	10.0%	60
Management – Sales 管理层 – 销售	6.0%	9.7%	8.0%	12.0%	58
Management – Non-Sales 管理层 – 非销售	6.0%	9.3%	8.0%	12.0%	97
Professional – Sales 专业岗位 – 销售	6.0%	9.9%	8.5%	13.0%	55
Professional – Non-Sales 专业岗位 – 非销售	7.0%	9.6%	8.1%	12.0%	99
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	8.5%	7.0%	10.0%	56
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.5%	8.5%	8.0%	11.0%	27
Overall 总体	6.0%	8.6%	8.0%	10.0%	130

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.5%	7.2%	6.0%	9.7%	37
Executives 高管层	5.0%	7.6%	7.5%	10.0%	63
Management – Sales 管理层 – 销售	5.8%	9.3%	8.0%	12.0%	60
Management – Non-Sales 管理层 – 非销售	6.0%	9.2%	8.0%	12.0%	98
Professional – Sales 专业岗位 – 销售	6.0%	9.5%	8.0%	13.0%	57
Professional – Non-Sales 专业岗位 – 非销售	7.0%	9.5%	8.0%	12.0%	100
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	8.5%	7.0%	10.0%	56
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	8.2%	7.8%	10.5%	28
Overall 总体	6.0%	8.5%	8.0%	10.0%	134

China Internet Industry

中国互联网行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.5%	8.2%	8.0%	9.9%	31
Executives 高管层	6.1%	8.6%	8.0%	10.0%	54
Management – Sales 管理层 – 销售	6.0%	9.7%	8.8%	13.3%	52
Management – Non-Sales 管理层 – 非销售	6.7%	9.2%	8.0%	12.0%	83
Professional – Sales 专业岗位 – 销售	7.0%	9.8%	8.8%	14.0%	48
Professional – Non-Sales 专业岗位 – 非销售	7.0%	9.5%	8.8%	12.0%	84
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	8.5%	8.0%	10.0%	50
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	8.2%	8.0%	10.0%	26
Overall 总体	6.5%	8.7%	8.5%	10.0%	105

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	7.2%	8.0%	9.4%	35
Executives 高管层	6.0%	8.1%	8.0%	10.0%	57
Management – Sales 管理层 – 销售	6.0%	9.5%	8.5%	13.0%	53
Management – Non-Sales 管理层 – 非销售	6.5%	9.1%	8.0%	12.0%	84
Professional – Sales 专业岗位 – 销售	7.0%	9.6%	8.5%	14.0%	49
Professional – Non-Sales 专业岗位 – 非销售	7.0%	9.4%	8.5%	12.0%	85
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	8.4%	8.0%	10.0%	51
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	7.9%	8.0%	10.0%	27
Overall 总体	6.0%	8.6%	8.5%	10.0%	107

China Life Sciences Industry – Foreign Company (Cont'd)

中国医药及医疗器械行业 – 外资企业版

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.5%	6.4%	6.7%	7.5%	49
Executives 高管层	5.5%	6.7%	6.7%	7.7%	74
Management – Sales 管理层 – 销售	6.0%	7.0%	7.0%	8.0%	70
Management – Non-Sales 管理层 – 非销售	6.0%	7.0%	7.0%	8.0%	92
Professional – Sales 专业岗位 – 销售	6.0%	6.8%	6.7%	7.4%	72
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.0%	7.0%	7.9%	93
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	6.9%	7.0%	7.8%	79
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.0%	6.7%	6.7%	7.5%	46
Overall 总体	5.9%	6.5%	6.6%	7.2%	105

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	7.0%	47
Executives 高管层	5.5%	6.6%	6.5%	7.2%	76
Management – Sales 管理层 – 销售	6.0%	6.7%	6.5%	7.1%	69
Management – Non-Sales 管理层 – 非销售	5.5%	6.4%	6.5%	7.0%	91
Professional – Sales 专业岗位 – 销售	5.5%	6.5%	6.5%	7.0%	70
Professional – Non-Sales 专业岗位 – 非销售	5.5%	6.5%	6.5%	7.3%	93
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.4%	6.5%	7.0%	80
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.3%	6.3%	6.0%	7.0%	46
Overall 总体	5.6%	6.3%	6.5%	7.0%	108

China Life Sciences Industry – Foreign Company

中国医药及医疗器械行业 – 外资企业版

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.5%	6.2%	6.0%	7.0%	39
Executives 高管层	6.0%	6.5%	6.5%	7.0%	58
Management – Sales 管理层 – 销售	6.0%	6.7%	7.0%	7.5%	55
Management – Non-Sales 管理层 – 非销售	6.0%	6.7%	7.0%	7.3%	71
Professional – Sales 专业岗位 – 销售	6.0%	6.7%	6.5%	7.0%	55
Professional – Non-Sales 专业岗位 – 非销售	6.0%	6.7%	7.0%	7.5%	71
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	6.7%	6.8%	7.0%	63
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.0%	6.7%	6.5%	7.0%	36
Overall 总体	6.0%	6.4%	6.5%	7.0%	79

China Life Sciences Industry – Local Company (Cont'd)

中国医药及医疗器械行业 – 中资公司版

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	-	6.0%	6.0%	-	4
Executives 高管层	5.0%	7.0%	5.0%	8.0%	9
Management – Sales 管理层 – 销售	4.7%	6.0%	5.9%	7.3%	8
Management – Non-Sales 管理层 – 非销售	5.0%	7.0%	6.0%	8.8%	10
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.8%	6
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.7%	6.0%	8.8%	10
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.6%	6.4%	8.3%	12
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	7.1%	7.5%	9.0%	12
Overall 总体	3.5%	6.0%	7.0%	8.0%	15

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	-	7.3%	8.5%	-	4
Executives 高管层	5.0%	8.3%	9.0%	10.0%	9
Management – Sales 管理层 – 销售	5.3%	7.2%	7.6%	9.8%	6
Management – Non-Sales 管理层 – 非销售	7.0%	8.1%	9.0%	10.0%	9
Professional – Sales 专业岗位 – 销售	5.2%	7.6%	9.0%	9.5%	7
Professional – Non-Sales 专业岗位 – 非销售	6.5%	8.4%	9.0%	10.0%	11
Para-Professional – White Collar 辅助岗位 – 白领	7.0%	8.2%	9.0%	10.0%	9
Para-Professional – Blue Collar 辅助岗位 – 蓝领	7.4%	8.2%	8.5%	9.3%	8
Overall 总体	6.0%	6.8%	7.2%	8.0%	14

China Life Sciences Industry – Local Company

中国医药及医疗器械行业 – 中资公司版

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	-	6.0%	6.5%	-	4
Executives 高管层	4.5%	6.9%	5.0%	8.5%	7
Management – Sales 管理层 – 销售	5.0%	6.4%	7.0%	8.0%	5
Management – Non-Sales 管理层 – 非销售	6.0%	8.9%	7.0%	9.0%	9
Professional – Sales 专业岗位 – 销售	5.0%	6.4%	7.0%	8.0%	5
Professional – Non-Sales 专业岗位 – 非销售	5.0%	7.6%	7.0%	9.0%	9
Para-Professional – White Collar 辅助岗位 – 白领	7.0%	7.7%	7.0%	9.0%	9
Para-Professional – Blue Collar 辅助岗位 – 蓝领	7.0%	7.1%	8.0%	8.0%	7
Overall 总体	3.5%	6.0%	7.0%	8.0%	15

China Petroleum Industry (Cont'd)

中国石油行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	-	-	-	-	2
Executives 高管层	4.1%	5.6%	5.1%	7.2%	6
Management – Sales 管理层 – 销售	3.0%	4.8%	4.0%	7.0%	9
Management – Non-Sales 管理层 – 非销售	2.5%	4.3%	4.0%	4.9%	16
Professional – Sales 专业岗位 – 销售	3.0%	4.5%	4.0%	6.0%	9
Professional – Non-Sales 专业岗位 – 非销售	2.9%	4.2%	4.0%	4.9%	15
Para-Professional – White Collar 辅助岗位 – 白领	3.2%	4.2%	4.0%	4.5%	15
Para-Professional – Blue Collar 辅助岗位 – 蓝领	2.8%	3.5%	3.5%	4.4%	6
Overall 总体	3.0%	4.5%	4.0%	6.0%	21

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	-	1.8%	-	3.0%	5
Executives 高管层	-	2.8%	1.5%	4.7%	12
Management – Sales 管理层 – 销售	0.8%	3.6%	3.3%	6.3%	12
Management – Non-Sales 管理层 – 非销售	0.3%	3.1%	2.9%	4.0%	22
Professional – Sales 专业岗位 – 销售	0.8%	3.3%	3.1%	4.5%	12
Professional – Non-Sales 专业岗位 – 非销售	-	3.0%	3.0%	4.0%	21
Para-Professional – White Collar 辅助岗位 – 白领	1.5%	3.3%	3.5%	4.3%	19
Para-Professional – Blue Collar 辅助岗位 – 蓝领	-	2.4%	2.7%	4.0%	9
Overall 总体	-	3.0%	3.0%	4.0%	31

China Petroleum Industry (Cont'd)

中国石油行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.0%	4.2%	3.5%	5.1%	6
Executives 高管层	3.0%	4.3%	4.0%	5.9%	10
Management – Sales 管理层 – 销售	3.0%	4.3%	4.0%	6.4%	9
Management – Non-Sales 管理层 – 非销售	3.0%	3.4%	3.0%	4.0%	22
Professional – Sales 专业岗位 – 销售	3.0%	4.0%	3.8%	6.1%	10
Professional – Non-Sales 专业岗位 – 非销售	3.0%	3.4%	3.1%	4.0%	22
Para-Professional – White Collar 辅助岗位 – 白领	3.0%	3.5%	3.2%	4.0%	19
Para-Professional – Blue Collar 辅助岗位 – 蓝领	3.0%	4.0%	3.5%	4.2%	6
Overall 总体	3.0%	3.6%	3.0%	4.0%	25

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	2.3%	3.1%	3.0%	4.4%	8
Executives 高管层	0.5%	3.3%	3.0%	4.0%	13
Management – Sales 管理层 – 销售	0.0%	2.8%	2.9%	5.5%	14
Management – Non-Sales 管理层 – 非销售	2.0%	3.1%	3.0%	4.0%	24
Professional – Sales 专业岗位 – 销售	0.3%	2.9%	3.0%	4.8%	14
Professional – Non-Sales 专业岗位 – 非销售	2.5%	3.3%	3.0%	4.0%	23
Para-Professional – White Collar 辅助岗位 – 白领	2.0%	3.2%	3.0%	4.0%	21
Para-Professional – Blue Collar 辅助岗位 – 蓝领	0.0%	2.6%	3.0%	4.0%	9
Overall 总体	2.0%	3.1%	3.0%	4.0%	29

China Petroleum Industry

中国石油行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.1%	4.7%	4.0%	6.0%	5
Executives 高管层	4.0%	4.9%	4.1%	6.8%	9
Management – Sales 管理层 – 销售	3.1%	4.6%	4.0%	6.3%	11
Management – Non-Sales 管理层 – 非销售	3.0%	4.5%	4.0%	6.4%	22
Professional – Sales 专业岗位 – 销售	3.1%	4.4%	4.0%	6.3%	11
Professional – Non-Sales 专业岗位 – 非销售	3.0%	4.1%	4.0%	5.0%	21
Para-Professional – White Collar 辅助岗位 – 白领	3.0%	3.8%	3.5%	5.0%	17
Para-Professional – Blue Collar 辅助岗位 – 蓝领	2.5%	3.6%	3.5%	4.5%	7
Overall 总体	3.5%	4.7%	4.1%	6.4%	18

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.0%	3.2%	3.1%	4.0%	5
Executives 高管层	2.0%	3.9%	4.0%	6.0%	13
Management – Sales 管理层 – 销售	2.3%	3.6%	3.3%	5.5%	10
Management – Non-Sales 管理层 – 非销售	3.0%	4.5%	4.0%	6.4%	22
Professional – Sales 专业岗位 – 销售	2.8%	4.0%	3.8%	6.1%	12
Professional – Non-Sales 专业岗位 – 非销售	3.0%	4.1%	4.0%	5.0%	21
Para-Professional – White Collar 辅助岗位 – 白领	3.0%	3.8%	3.5%	5.0%	17
Para-Professional – Blue Collar 辅助岗位 – 蓝领	2.5%	3.6%	3.5%	4.5%	7
Overall 总体	-	3.4%	3.5%	5.0%	25

China Retail Industry (Cont'd)

中国零售行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	6.2%	6.5%	7.0%	77
Management – Sales 管理层 – 销售	4.7%	6.5%	6.4%	7.8%	69
Management – Non-Sales 管理层 – 非销售	5.0%	6.6%	6.5%	7.8%	101
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.3%	7.5%	67
Professional – Non-Sales 专业岗位 – 非销售	5.1%	6.5%	6.8%	7.8%	99
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.6%	7.9%	88
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	8.0%	39
Overall 总体	4.8%	6.1%	6.0%	7.5%	103

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.7%	6.0%	6.3%	7.0%	79
Management – Sales 管理层 – 销售	4.6%	6.4%	6.4%	7.8%	70
Management – Non-Sales 管理层 – 非销售	5.0%	6.6%	6.5%	7.8%	102
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.2%	7.4%	70
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.5%	6.7%	7.7%	100
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.6%	7.8%	90
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.9%	5.9%	6.0%	8.0%	42
Overall 总体	4.6%	5.9%	6.0%	7.5%	106

China Retail Industry (Cont'd)

中国零售行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	6.9%	6.0%	7.0%	82
Management – Sales 管理层 – 销售	5.0%	6.6%	6.1%	7.0%	75
Management – Non-Sales 管理层 – 非销售	5.3%	6.6%	6.5%	7.0%	106
Professional – Sales 专业岗位 – 销售	5.0%	6.7%	6.3%	7.0%	75
Professional – Non-Sales 专业岗位 – 非销售	5.6%	6.6%	6.5%	7.0%	105
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.5%	6.5%	7.5%	93
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.8%	42
Overall 总体	5.0%	6.0%	6.0%	7.0%	107

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.9%	6.0%	7.0%	76
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.0%	70
Management – Non-Sales 管理层 – 非销售	5.2%	6.2%	6.0%	7.0%	99
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.0%	71
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.1%	7.0%	97
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.2%	7.0%	86
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	5.9%	7.0%	40
Overall 总体	5.0%	5.9%	6.0%	7.0%	110

China Retail Industry

中国零售行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.2%	6.3%	6.5%	7.0%	62
Management – Sales 管理层 – 销售	5.0%	6.3%	6.5%	7.0%	53
Management – Non-Sales 管理层 – 非销售	6.0%	6.4%	6.5%	7.0%	76
Professional – Sales 专业岗位 – 销售	6.0%	6.3%	6.5%	7.0%	54
Professional – Non-Sales 专业岗位 – 非销售	6.0%	6.6%	6.5%	7.0%	75
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	6.5%	6.8%	7.0%	73
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	34
Overall 总体	5.0%	6.2%	6.0%	7.0%	74

Consumer Industry (Cont'd)

中国消费品行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.9%	6.0%	7.0%	143
Management – Sales 管理层 – 销售	5.0%	6.5%	6.1%	7.7%	129
Management – Non-Sales 管理层 – 非销售	5.0%	6.5%	6.3%	7.5%	197
Professional – Sales 专业岗位 – 销售	5.0%	6.5%	6.0%	7.5%	129
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.3%	7.5%	201
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.1%	7.7%	168
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.5%	7.9%	105
Overall 总体	5.0%	6.0%	6.0%	7.1%	208

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.5%	5.6%	5.8%	7.0%	151
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.5%	133
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.3%	7.5%	201
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.5%	133
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.2%	7.5%	205
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.7%	172
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.8%	6.1%	6.3%	7.9%	109
Overall 总体	5.0%	6.0%	6.0%	7.0%	210

Consumer Industry (Cont'd)

中国消费品行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.8%	5.8%	6.0%	7.0%	159
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.0%	142
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	209
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.0%	144
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	213
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	182
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	104
Overall 总体	4.9%	5.9%	6.0%	7.0%	211

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.7%	5.7%	5.9%	7.0%	163
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.0%	145
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.0%	212
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	148
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	216
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	184
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	106
Overall 总体	4.9%	5.8%	6.0%	7.0%	212

Consumer Industry

中国消费品行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.8%	6.0%	7.0%	117
Management – Sales 管理层 – 销售	5.0%	6.2%	6.5%	7.0%	99
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	145
Professional – Sales 专业岗位 – 销售	5.5%	6.5%	6.5%	7.0%	106
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	154
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	140
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	86
Overall 总体	5.0%	6.0%	6.0%	7.0%	157

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.6%	6.0%	7.0%	122
Management – Sales 管理层 – 销售	5.0%	6.1%	6.5%	7.0%	102
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	148
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.5%	7.0%	109
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	157
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	143
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	88
Overall 总体	5.0%	6.0%	6.0%	7.0%	158

High Tech 1st tier cities (Cont'd)

中国高科技行业一线城市

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.5%	7.0%	7.9%	17
Executives 高管层	4.5%	6.8%	6.0%	8.0%	29
Management – Sales 管理层 – 销售	5.7%	6.8%	7.0%	8.0%	25
Management – Non-Sales 管理层 – 非销售	5.3%	6.6%	7.0%	8.0%	39
Professional – Sales 专业岗位 – 销售	5.5%	7.0%	7.0%	8.0%	29
Professional – Non-Sales 专业岗位 – 非销售	5.8%	7.2%	7.1%	8.1%	40
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	7.0%	6.7%	8.0%	29
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.9%	7.5%	7.3%	9.2%	6
Overall 总体	5.2%	6.6%	6.4%	7.8%	52

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.6%	6.1%	6.5%	7.8%	18
Executives 高管层	4.4%	6.6%	5.9%	7.9%	30
Management – Sales 管理层 – 销售	5.6%	6.5%	7.0%	8.0%	26
Management – Non-Sales 管理层 – 非销售	5.2%	6.4%	6.7%	8.0%	40
Professional – Sales 专业岗位 – 销售	5.5%	7.0%	7.0%	8.0%	29
Professional – Non-Sales 专业岗位 – 非销售	5.8%	7.2%	7.1%	8.1%	40
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	7.0%	6.7%	8.0%	29
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.9%	7.5%	7.3%	9.2%	6
Overall 总体	5.2%	6.6%	6.4%	7.8%	52

High Tech 1st tier cities (Cont'd)

中国高科技行业一线城市

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.3%	7.8%	7.0%	8.6%	14
Executives 高管层	4.7%	6.9%	6.9%	7.5%	24
Management – Sales 管理层 – 销售	7.0%	8.6%	7.5%	8.0%	25
Management – Non-Sales 管理层 – 非销售	5.7%	7.0%	7.0%	7.6%	34
Professional – Sales 专业岗位 – 销售	6.0%	7.7%	7.0%	7.6%	26
Professional – Non-Sales 专业岗位 – 非销售	5.8%	7.0%	7.0%	8.0%	34
Para-Professional – White Collar 辅助岗位 – 白领	5.9%	7.2%	7.0%	7.8%	26
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.3%	7.5%	7.3%	9.0%	6
Overall 总体	5.7%	6.8%	7.0%	7.9%	48

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.8%	7.3%	7.0%	8.3%	15
Executives 高管层	3.9%	6.7%	6.8%	7.5%	25
Management – Sales 管理层 – 销售	7.0%	8.6%	7.5%	8.0%	25
Management – Non-Sales 管理层 – 非销售	5.7%	7.0%	7.0%	7.6%	34
Professional – Sales 专业岗位 – 销售	6.0%	7.7%	7.0%	7.6%	26
Professional – Non-Sales 专业岗位 – 非销售	5.8%	7.0%	7.0%	8.0%	34
Para-Professional – White Collar 辅助岗位 – 白领	5.8%	7.0%	7.0%	7.7%	27
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.3%	7.5%	7.3%	9.0%	6
Overall 总体	5.7%	6.8%	7.0%	7.9%	48

High Tech 1st tier cities

中国高科技行业一线城市

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.8%	6.5%	8.0%	12
Executives 高管层	6.0%	6.8%	7.0%	7.9%	18
Management – Sales 管理层 – 销售	6.5%	7.3%	7.5%	8.0%	17
Management – Non-Sales 管理层 – 非销售	6.0%	7.2%	7.0%	8.0%	23
Professional – Sales 专业岗位 – 销售	6.2%	7.0%	7.3%	8.0%	20
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.1%	7.0%	8.0%	23
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	7.0%	7.0%	8.0%	21
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.6%	5.0%	9.0%	5
Overall 总体	5.6%	6.4%	6.3%	7.6%	30

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.8%	6.5%	8.0%	12
Executives 高管层	6.0%	6.8%	7.0%	7.9%	18
Management – Sales 管理层 – 销售	6.5%	7.3%	7.5%	8.0%	17
Management – Non-Sales 管理层 – 非销售	6.0%	7.2%	7.0%	8.0%	23
Professional – Sales 专业岗位 – 销售	6.2%	7.0%	7.3%	8.0%	20
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.1%	7.0%	8.0%	23
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	7.0%	7.0%	8.0%	21
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.6%	5.0%	9.0%	5
Overall 总体	5.6%	6.4%	6.3%	7.6%	30

High Tech 2nd tier cities (Cont'd)

中国高科技行业二线城市

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.3%	7.0%	7.3%	8.0%	10
Executives 高管层	4.6%	6.8%	6.4%	7.9%	26
Management – Sales 管理层 – 销售	5.4%	6.5%	6.7%	7.6%	20
Management – Non-Sales 管理层 – 非销售	5.3%	6.7%	6.5%	8.0%	34
Professional – Sales 专业岗位 – 销售	5.5%	6.6%	7.0%	7.8%	23
Professional – Non-Sales 专业岗位 – 非销售	5.6%	7.2%	7.0%	8.8%	34
Para-Professional – White Collar 辅助岗位 – 白领	5.8%	6.6%	6.3%	7.8%	26
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.8%	7.5%	8.0%	8.9%	7
Overall 总体	5.1%	6.2%	6.1%	7.8%	42

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.8%	6.4%	7.0%	8.0%	11
Executives 高管层	4.6%	6.8%	6.4%	7.9%	26
Management – Sales 管理层 – 销售	5.4%	6.5%	6.7%	7.6%	20
Management – Non-Sales 管理层 – 非销售	5.3%	6.7%	6.5%	8.0%	34
Professional – Sales 专业岗位 – 销售	5.5%	6.6%	7.0%	7.8%	23
Professional – Non-Sales 专业岗位 – 非销售	5.6%	7.2%	7.0%	8.8%	34
Para-Professional – White Collar 辅助岗位 – 白领	5.8%	6.6%	6.3%	7.8%	26
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.8%	7.5%	8.0%	8.9%	7
Overall 总体	5.1%	6.2%	6.1%	7.8%	42

High Tech 2nd tier cities (Cont'd)

中国高科技行业二线城市

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	6.0%	7.1%	7.0%	7.5%	9
Executives 高管层	5.0%	6.0%	6.0%	7.4%	22
Management – Sales 管理层 – 销售	5.9%	6.8%	7.0%	7.5%	20
Management – Non-Sales 管理层 – 非销售	5.2%	6.5%	6.2%	7.6%	31
Professional – Sales 专业岗位 – 销售	6.0%	8.0%	7.0%	7.6%	21
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.1%	7.0%	8.0%	31
Para-Professional – White Collar 辅助岗位 – 白领	5.9%	7.0%	7.0%	7.6%	25
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.6%	7.5%	7.8%	8.8%	8
Overall 总体	6.0%	6.6%	7.0%	8.0%	42

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	6.0%	7.1%	7.0%	7.5%	9
Executives 高管层	5.0%	5.7%	6.0%	7.3%	23
Management – Sales 管理层 – 销售	5.9%	6.8%	7.0%	7.5%	20
Management – Non-Sales 管理层 – 非销售	5.2%	6.5%	6.2%	7.6%	31
Professional – Sales 专业岗位 – 销售	6.0%	6.9%	7.0%	7.5%	21
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.1%	7.0%	8.0%	31
Para-Professional – White Collar 辅助岗位 – 白领	5.8%	6.7%	7.0%	7.6%	26
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.6%	7.5%	7.8%	8.8%	8
Overall 总体	6.0%	6.6%	7.0%	8.0%	42

High Tech 2nd tier cities

中国高科技行业二线城市

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	6.0%	7.1%	6.5%	8.0%	8
Executives 高管层	6.0%	6.8%	6.8%	7.9%	18
Management – Sales 管理层 – 销售	6.0%	6.7%	7.0%	7.9%	14
Management – Non-Sales 管理层 – 非销售	6.0%	7.0%	6.4%	8.0%	24
Professional – Sales 专业岗位 – 销售	6.0%	7.2%	7.0%	8.0%	16
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.3%	7.0%	8.0%	24
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	7.0%	7.0%	7.6%	21
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.8%	7.9%	8.0%	9.5%	7
Overall 总体	6.0%	6.6%	7.0%	8.0%	30

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	6.0%	7.1%	6.5%	8.0%	8
Executives 高管层	6.0%	6.8%	6.8%	7.9%	18
Management – Sales 管理层 – 销售	6.0%	6.7%	7.0%	7.9%	14
Management – Non-Sales 管理层 – 非销售	6.0%	7.0%	6.4%	8.0%	24
Professional – Sales 专业岗位 – 销售	6.0%	7.2%	7.0%	8.0%	16
Professional – Non-Sales 专业岗位 – 非销售	6.0%	7.3%	7.0%	8.0%	24
Para-Professional – White Collar 辅助岗位 – 白领	6.0%	7.0%	7.0%	7.6%	21
Para-Professional – Blue Collar 辅助岗位 – 蓝领	6.8%	7.9%	8.0%	9.5%	7
Overall 总体	6.0%	6.6%	7.0%	8.0%	30

China Real Estate Industry – 1st tier cities

中国房地产业 – 一线城市

Salary increases, 2016

2016年薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Overall – excluding salary freeze 总体 – 不包含冻薪	5.0%	7.3%	5.2%	6.4%	46
Overall – including salary freeze 总体 – 包含冻薪	4.9%	6.2%	5.0%	6.9%	49

Salary increases, 2017

2017年计划薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Overall – excluding salary freeze 总体 – 不包含冻薪	5.0%	6.5%	5.9%	6.5%	53
Overall – including salary freeze 总体 – 包含冻薪	4.0%	5.5%	5.5%	6.5%	53

Salary increases, 2018

2018年预计薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Overall – excluding salary freeze 总体 – 不包含冻薪	6.0%	7.2%	6.7%	8.0%	29
Overall – including salary freeze 总体 – 包含冻薪	5.0%	6.2%	5.7%	7.0%	29

China Real Estate Industry – 2nd tier cities

中国房地产业 – 二线城市

Salary increases, 2016

2016年薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Overall – excluding salary freeze 总体 – 不包含冻薪	5.0%	6.2%	5.0%	8.0%	56
Overall – including salary freeze 总体 – 包含冻薪	5.0%	5.5%	5.0%	8.0%	63

Salary increases, 2017

2017年计划薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Overall – excluding salary freeze 总体 – 不包含冻薪	5.0%	7.0%	6.0%	8.0%	38
Overall – including salary freeze 总体 – 包含冻薪	4.7%	6.5%	5.8%	7.8%	39

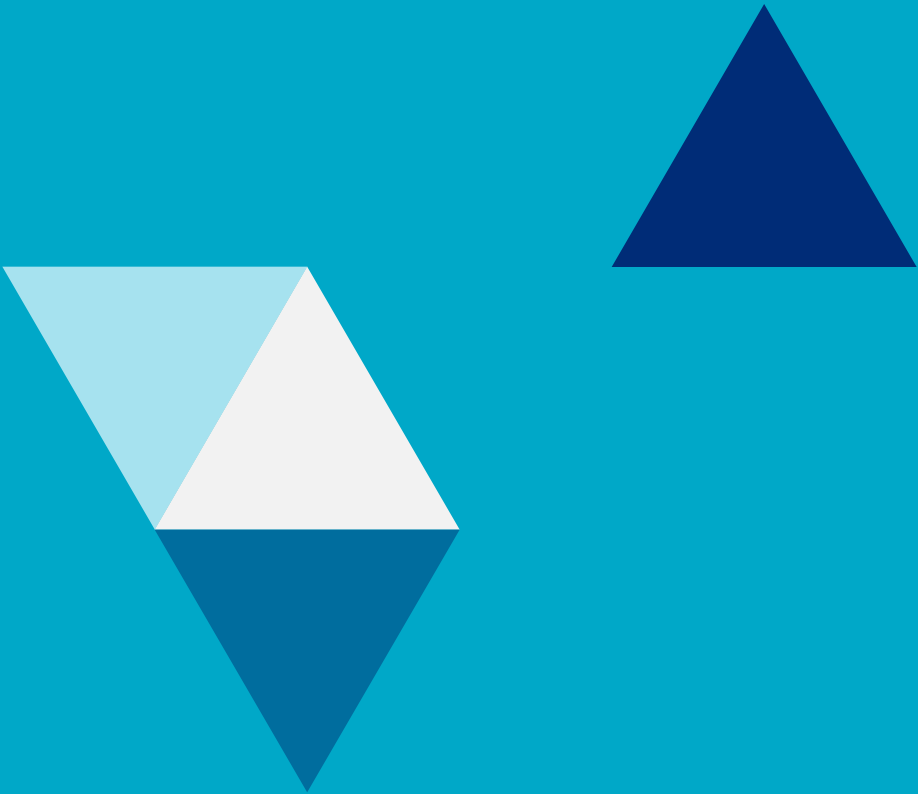
Salary increases, 2018

2018年预计薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Overall – excluding salary freeze 总体 – 不包含冻薪	5.0%	6.7%	6.1%	10.0%	34
Overall – including salary freeze 总体 – 包含冻薪	5.0%	6.5%	5.7%	10.0%	35

3

SALARY INCREASE BY CITIES
城市薪资增长



Beijing All Industries (Cont'd)

北京全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	7.0%	235
Executives 高管层	4.5%	5.9%	6.0%	7.0%	410
Management – Sales 管理层 – 销售	4.7%	6.0%	6.0%	7.3%	422
Management – Non-Sales 管理层 – 非销售	4.9%	5.9%	6.0%	7.1%	468
Professional – Sales 专业岗位 – 销售	4.9%	6.1%	6.0%	7.3%	424
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.2%	460
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.5%	449
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	6.0%	7.0%	269
Overall 总体	5.0%	5.9%	6.0%	7.0%	476

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	6.0%	7.0%	260
Executives 高管层	4.1%	5.5%	5.7%	7.0%	436
Management – Sales 管理层 – 销售	4.5%	5.9%	6.0%	7.2%	432
Management – Non-Sales 管理层 – 非销售	4.7%	5.8%	6.0%	7.0%	479
Professional – Sales 专业岗位 – 销售	4.8%	6.0%	6.0%	7.3%	431
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.2%	471
Para-Professional – White Collar 辅助岗位 – 白领	4.7%	6.0%	6.0%	7.5%	459
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.8%	5.8%	6.0%	7.0%	276
Overall 总体	4.7%	5.7%	6.0%	7.0%	490

Beijing All Industries (Cont'd)

北京全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.3%	6.0%	6.9%	244
Executives 高管层	4.6%	5.8%	5.9%	7.0%	434
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	437
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	488
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	439
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	487
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	463
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	6.0%	7.0%	270
Overall 总体	4.8%	5.6%	6.0%	6.8%	496

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.8%	5.7%	6.6%	266
Executives 高管层	4.5%	5.7%	5.8%	6.9%	448
Management – Sales 管理层 – 销售	4.9%	5.9%	6.0%	7.0%	445
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	491
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	444
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	490
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	470
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	7.0%	275
Overall 总体	4.6%	5.6%	5.9%	6.8%	501

Beijing All Industries

北京全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.0%	7.0%	209
Executives 高管层	5.0%	5.9%	6.0%	7.0%	343
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	338
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	390
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	337
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	372
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	368
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	224
Overall 总体	5.0%	5.9%	6.0%	7.0%	391

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	7.0%	217
Executives 高管层	5.0%	5.7%	6.0%	7.0%	352
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	342
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	395
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	340
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	374
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	371
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	225
Overall 总体	5.0%	5.8%	6.0%	7.0%	397

Beijing-Tianjin-Hebei – Manufacturing (Cont'd)

京津冀 – 制造业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.3%	6.0%	7.0%	64
Executives 高管层	4.5%	5.7%	6.0%	6.6%	108
Management – Sales 管理层 – 销售	4.5%	5.9%	6.0%	7.3%	104
Management – Non-Sales 管理层 – 非销售	4.9%	6.0%	6.0%	7.3%	151
Professional – Sales 专业岗位 – 销售	4.5%	5.9%	6.0%	7.1%	107
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.2%	157
Para-Professional – White Collar 辅助岗位 – 白领	4.9%	6.0%	6.0%	7.1%	143
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	149
Overall 总体	4.0%	5.3%	5.2%	6.5%	123

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.6%	6.0%	6.5%	73
Executives 高管层	4.0%	5.3%	5.3%	6.5%	117
Management – Sales 管理层 – 销售	4.0%	5.7%	6.0%	7.2%	109
Management – Non-Sales 管理层 – 非销售	4.2%	5.8%	6.0%	7.2%	156
Professional – Sales 专业岗位 – 销售	4.3%	5.8%	6.0%	7.1%	109
Professional – Non-Sales 专业岗位 – 非销售	4.8%	5.8%	6.0%	7.1%	161
Para-Professional – White Collar 辅助岗位 – 白领	4.6%	5.9%	6.0%	7.0%	147
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.8%	5.9%	6.0%	7.0%	153
Overall 总体	4.0%	5.2%	5.0%	6.5%	127

Beijing-Tianjin-Hebei – Manufacturing (Cont'd)

京津冀 – 制造业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	5.8%	6.8%	64
Executives 高管层	4.6%	5.9%	5.1%	6.5%	110
Management – Sales 管理层 – 销售	4.5%	5.7%	5.5%	6.6%	97
Management – Non-Sales 管理层 – 非销售	4.5%	6.0%	6.0%	7.0%	147
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	5.9%	6.7%	102
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	6.9%	153
Para-Professional – White Collar 辅助岗位 – 白领	4.6%	5.9%	5.5%	6.9%	139
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	5.9%	6.9%	143
Overall 总体	4.0%	5.2%	5.1%	6.5%	125

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	5.0%	6.7%	70
Executives 高管层	4.0%	5.7%	5.0%	6.5%	114
Management – Sales 管理层 – 销售	4.0%	5.4%	5.4%	6.5%	103
Management – Non-Sales 管理层 – 非销售	4.5%	5.9%	6.0%	7.0%	148
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	5.7%	6.6%	105
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	5.9%	6.8%	154
Para-Professional – White Collar 辅助岗位 – 白领	4.4%	5.8%	5.5%	6.8%	140
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	5.7%	6.9%	145
Overall 总体	4.0%	5.1%	5.0%	6.5%	127

Beijing-Tianjin-Hebei – Manufacturing

京津冀 – 制造业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	6.7%	63
Executives 高管层	5.0%	5.7%	6.0%	6.5%	101
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	92
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	128
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.0%	95
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	133
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	124
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	129
Overall 总体	4.3%	5.5%	5.5%	6.7%	106

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.6%	66
Executives 高管层	5.0%	5.5%	5.5%	6.5%	104
Management – Sales 管理层 – 销售	4.2%	5.8%	6.0%	7.0%	96
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	130
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	97
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	135
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	126
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	130
Overall 总体	4.2%	5.4%	5.5%	6.6%	108

Changsha All Industries (Cont'd)

长沙全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.0%	7.0%	45
Executives 高管层	4.8%	6.0%	6.0%	7.0%	85
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.1%	91
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	102
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	90
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.0%	7.0%	102
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.0%	7.5%	96
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	68
Overall 总体	5.0%	6.0%	6.0%	7.0%	117

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	6.5%	47
Executives 高管层	4.6%	5.8%	5.9%	7.0%	91
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	96
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	104
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	5.8%	6.8%	96
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	106
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.0%	96
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	6.8%	68
Overall 总体	5.0%	5.8%	6.0%	6.7%	118

Changsha All Industries

长沙全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.2%	6.0%	6.6%	40
Executives 高管层	5.0%	6.2%	6.0%	7.0%	69
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	71
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	78
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.0%	71
Professional – Non-Sales 专业岗位 – 非销售	5.2%	6.4%	6.0%	7.0%	80
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.5%	6.0%	7.0%	76
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.5%	6.5%	6.0%	7.0%	57
Overall 总体	5.0%	6.0%	6.0%	6.6%	92

Changzhou All Industries (Cont'd)

常州全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.9%	5.8%	5.1%	6.6%	56
Executives 高管层	5.0%	6.0%	5.7%	7.0%	71
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	6.8%	63
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	90
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.6%	64
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	93
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	84
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	82
Overall 总体	5.0%	5.8%	5.6%	7.0%	68

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.3%	5.6%	5.0%	6.5%	58
Executives 高管层	5.0%	5.9%	5.6%	6.9%	72
Management – Sales 管理层 – 销售	5.0%	5.6%	6.0%	6.5%	65
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	91
Professional – Sales 专业岗位 – 销售	5.0%	5.6%	5.9%	6.5%	67
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	93
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.8%	6.0%	7.0%	85
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	82
Overall 总体	5.0%	5.7%	5.5%	7.0%	69

Changzhou All Industries (Cont'd)

常州全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.8%	5.8%	5.0%	6.6%	64
Executives 高管层	5.0%	5.8%	5.6%	6.6%	80
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	6.5%	71
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	6.8%	96
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.5%	72
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.7%	98
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	6.7%	87
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	84
Overall 总体	5.0%	5.8%	5.9%	6.7%	70

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.5%	5.7%	5.0%	6.6%	65
Executives 高管层	5.0%	5.8%	5.6%	6.6%	80
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	6.5%	71
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	6.8%	96
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	6.5%	73
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.7%	98
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.8%	6.0%	6.7%	88
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	84
Overall 总体	5.0%	5.8%	5.9%	6.7%	70

Changzhou All Industries

常州全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.2%	6.0%	6.8%	52
Executives 高管层	5.0%	6.2%	6.0%	7.0%	62
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	55
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	77
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	56
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	79
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	71
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.6%	6.0%	8.0%	73
Overall 总体	5.3%	6.2%	6.0%	7.0%	55

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.2%	6.0%	6.8%	52
Executives 高管层	5.0%	6.2%	6.0%	7.0%	62
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	55
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	77
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	57
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	79
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	71
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.6%	6.0%	8.0%	73
Overall 总体	5.3%	6.2%	6.0%	7.0%	55

Chengdu All Industries (Cont'd)

成都全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.9%	6.0%	6.5%	45
Executives 高管层	5.0%	5.7%	6.0%	6.5%	78
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.0%	82
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	6.9%	94
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	6.9%	84
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	96
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	96
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	66
Overall 总体	5.0%	6.0%	6.0%	6.7%	104

Salary increases, 2016 including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.6%	5.2%	6.0%	6.5%	51
Executives 高管层	4.6%	5.3%	5.7%	6.2%	84
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	6.9%	84
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	6.8%	97
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.9%	86
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	7.0%	99
Para-Professional – White Collar 辅助岗位 – 白领	4.8%	5.9%	6.0%	7.0%	98
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.9%	5.8%	6.0%	7.0%	70
Overall 总体	5.0%	5.7%	6.0%	6.7%	108

Chengdu All Industries (Cont'd)

成都全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.5%	6.3%	6.0%	6.5%	53
Executives 高管层	4.1%	5.4%	5.0%	6.1%	84
Management – Sales 管理层 – 销售	4.6%	5.7%	5.6%	6.5%	87
Management – Non-Sales 管理层 – 非销售	4.6%	5.7%	5.6%	6.5%	100
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	5.9%	6.5%	89
Professional – Non-Sales 专业岗位 – 非销售	4.9%	5.9%	6.0%	6.6%	103
Para-Professional – White Collar 辅助岗位 – 白领	4.6%	5.8%	5.9%	6.7%	100
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	6.5%	68
Overall 总体	5.0%	5.9%	6.0%	6.5%	97

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.9%	5.9%	6.5%	56
Executives 高管层	4.0%	5.1%	5.0%	6.1%	88
Management – Sales 管理层 – 销售	4.6%	5.7%	5.5%	6.5%	88
Management – Non-Sales 管理层 – 非销售	4.5%	5.6%	5.5%	6.5%	101
Professional – Sales 专业岗位 – 销售	5.0%	5.7%	5.9%	6.5%	90
Professional – Non-Sales 专业岗位 – 非销售	4.9%	5.9%	6.0%	6.6%	103
Para-Professional – White Collar 辅助岗位 – 白领	4.5%	5.8%	5.9%	6.7%	101
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.6%	5.6%	5.9%	6.5%	70
Overall 总体	5.0%	5.8%	6.0%	6.5%	98

Chengdu All Industries

成都全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.9%	6.0%	6.0%	42
Executives 高管层	5.0%	5.8%	6.0%	6.0%	59
Management – Sales 管理层 – 销售	5.0%	5.6%	6.0%	6.1%	63
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	6.5%	71
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.5%	65
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	73
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	72
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.5%	6.2%	6.0%	7.0%	53
Overall 总体	5.5%	6.1%	6.0%	6.5%	72

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.6%	6.0%	6.0%	44
Executives 高管层	5.0%	5.6%	6.0%	6.0%	61
Management – Sales 管理层 – 销售	5.0%	5.5%	6.0%	6.1%	64
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	6.5%	73
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	6.5%	66
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.9%	75
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	74
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.5%	6.1%	6.0%	7.0%	54
Overall 总体	5.5%	5.8%	6.0%	6.5%	75

Chongqing All Industries (Cont'd)

重庆全行业

Salary increases, 2016

2016年薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.4%	6.0%	7.0%	34
Executives 高管层	4.8%	5.7%	6.0%	6.6%	67
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	68
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	76
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	69
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	80
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.0%	74
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	50
Overall 总体	5.0%	6.1%	5.8%	7.0%	98

Salary increases, 2017

2017年计划薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.2%	6.0%	6.6%	38
Executives 高管层	4.6%	5.4%	5.0%	6.1%	72
Management – Sales 管理层 – 销售	5.0%	5.7%	5.5%	6.5%	72
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	5.9%	6.5%	80
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.9%	73
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	83
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	77
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	6.0%	6.8%	53
Overall 总体	5.0%	5.9%	6.0%	6.5%	104

Chongqing All Industries

重庆全行业

Salary increases, 2018

2018年预计薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.9%	6.0%	6.1%	32
Executives 高管层	5.0%	5.9%	6.0%	6.3%	51
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.5%	50
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.0%	57
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	52
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	61
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.3%	6.0%	7.0%	58
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	41
Overall 总体	5.0%	5.9%	6.0%	6.9%	79

Dalian All Industries (Cont'd)

大连全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.5%	6.0%	6.5%	54
Executives 高管层	4.5%	5.6%	6.0%	6.9%	99
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	107
Management – Non-Sales 管理层 – 非销售	4.9%	5.8%	6.0%	7.0%	121
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	112
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	120
Para-Professional – White Collar 辅助岗位 – 白领	4.8%	5.9%	6.0%	7.1%	106
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	6.8%	84
Overall 总体	5.0%	5.9%	6.0%	6.8%	142

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.8%	4.8%	5.4%	6.4%	62
Executives 高管层	4.4%	5.1%	5.6%	6.9%	108
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	7.0%	108
Management – Non-Sales 管理层 – 非销售	4.8%	5.8%	6.0%	7.0%	122
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	113
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	121
Para-Professional – White Collar 辅助岗位 – 白领	4.8%	5.8%	6.0%	7.1%	107
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	6.8%	84
Overall 总体	5.0%	5.9%	6.0%	6.8%	143

Dalian All Industries (Cont'd)

大连全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.7%	5.6%	6.0%	6.5%	63
Executives 高管层	4.2%	5.7%	5.3%	7.0%	107
Management – Sales 管理层 – 销售	4.8%	5.8%	6.0%	6.5%	113
Management – Non-Sales 管理层 – 非销售	4.7%	5.9%	6.0%	7.0%	130
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	117
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	130
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	118
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.6%	5.5%	6.5%	87
Overall 总体	5.0%	5.9%	6.0%	6.7%	135

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.1%	5.4%	5.8%	6.5%	66
Executives 高管层	4.0%	5.5%	5.0%	7.0%	110
Management – Sales 管理层 – 销售	4.9%	5.8%	6.0%	6.5%	113
Management – Non-Sales 管理层 – 非销售	4.7%	5.9%	6.0%	7.0%	130
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	117
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	130
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	118
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.6%	5.5%	6.5%	87
Overall 总体	5.0%	5.8%	6.0%	6.7%	136

Dalian All Industries

大连全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.3%	52
Executives 高管层	5.0%	5.9%	6.0%	7.0%	80
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	78
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	88
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	76
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	92
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	83
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	6.6%	64
Overall 总体	5.0%	6.2%	6.0%	7.0%	101

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.7%	6.0%	6.2%	53
Executives 高管层	5.0%	5.7%	6.0%	7.0%	83
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	79
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	89
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	77
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	93
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	84
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	6.6%	64
Overall 总体	5.0%	6.1%	6.0%	7.0%	102

Guangdong All Industries – Manufacturing (Cont'd)

广东全行业 – 制造业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.7%	5.3%	5.5%	6.5%	79
Executives 高管层	4.0%	5.7%	5.5%	7.0%	148
Management – Sales 管理层 – 销售	4.3%	6.0%	5.7%	7.0%	134
Management – Non-Sales 管理层 – 非销售	4.5%	5.9%	5.8%	7.0%	209
Professional – Sales 专业岗位 – 销售	4.6%	5.9%	5.8%	6.9%	140
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	214
Para-Professional – White Collar 辅助岗位 – 白领	4.5%	5.9%	5.8%	7.0%	202
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.8%	5.7%	7.0%	169
Overall 总体	4.6%	5.6%	5.6%	6.8%	189

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	2.7%	4.5%	5.0%	6.0%	92
Executives 高管层	3.4%	5.1%	5.2%	6.7%	163
Management – Sales 管理层 – 销售	4.0%	5.7%	5.6%	6.9%	140
Management – Non-Sales 管理层 – 非销售	4.2%	5.7%	5.7%	7.0%	214
Professional – Sales 专业岗位 – 销售	4.4%	5.7%	5.7%	6.9%	144
Professional – Non-Sales 专业岗位 – 非销售	4.8%	5.9%	6.0%	7.0%	219
Para-Professional – White Collar 辅助岗位 – 白领	4.1%	5.7%	5.7%	7.0%	207
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.0%	5.5%	5.5%	7.0%	181
Overall 总体	4.2%	5.5%	5.5%	6.7%	193

Guangdong All Industries - Manufacturing

(Cont'd) 广东全行业 - 制造业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	6.2%	5.0%	6.5%	85
Executives 高管层	4.0%	5.4%	5.0%	6.5%	152
Management – Sales 管理层 – 销售	4.6%	5.6%	5.8%	6.5%	134
Management – Non-Sales 管理层 – 非销售	4.8%	5.7%	5.7%	6.6%	204
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	6.6%	139
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	211
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.8%	5.9%	6.9%	199
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.7%	5.8%	5.8%	6.9%	172
Overall 总体	4.5%	5.5%	5.5%	6.5%	183

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.0%	5.7%	5.0%	6.4%	92
Executives 高管层	4.0%	5.1%	5.0%	6.4%	161
Management – Sales 管理层 – 销售	4.5%	5.5%	5.7%	6.5%	138
Management – Non-Sales 管理层 – 非销售	4.7%	5.6%	5.7%	6.6%	205
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	6.6%	141
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	211
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.7%	5.9%	6.8%	200
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.6%	5.6%	5.8%	6.8%	176
Overall 总体	4.5%	5.5%	5.5%	6.5%	183

Guangdong All Industries – Manufacturing

广东全行业 – 制造业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	6.0%	7.0%	66
Executives 高管层	4.4%	5.6%	6.0%	7.0%	115
Management – Sales 管理层 – 销售	4.4%	5.7%	6.0%	7.0%	103
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	154
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	107
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	160
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	152
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	131
Overall 总体	5.0%	5.7%	6.0%	6.9%	153

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.6%	5.2%	6.0%	6.8%	70
Executives 高管层	4.0%	5.4%	6.0%	7.0%	121
Management – Sales 管理层 – 销售	4.0%	5.6%	6.0%	7.0%	105
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	155
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	7.0%	108
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	161
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	153
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	133
Overall 总体	5.0%	5.7%	6.0%	6.9%	153

Guangdong All Industries – Office (Cont'd)

广东全行业 – 办公室

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	7.0%	161
Executives 高管层	5.0%	6.3%	6.0%	7.3%	277
Management – Sales 管理层 – 销售	5.0%	6.6%	6.1%	7.3%	267
Management – Non-Sales 管理层 – 非销售	5.2%	6.7%	6.4%	7.5%	329
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.2%	301
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.4%	6.2%	7.5%	371
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.5%	6.0%	7.5%	321
Overall 总体	5.0%	5.7%	5.8%	6.6%	337

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	6.0%	7.0%	178
Executives 高管层	4.8%	5.9%	6.0%	7.0%	295
Management – Sales 管理层 – 销售	5.0%	6.5%	6.0%	7.3%	274
Management – Non-Sales 管理层 – 非销售	5.0%	6.5%	6.3%	7.5%	337
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.1%	306
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.5%	378
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.5%	327
Overall 总体	4.7%	5.6%	5.8%	6.6%	345

Guangdong All Industries – Office (Cont'd)

广东全行业 – 办公室

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.6%	6.0%	6.5%	167
Executives 高管层	4.6%	6.1%	6.0%	7.0%	284
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	294
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	356
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	293
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.2%	7.0%	362
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.1%	7.0%	322
Overall 总体	4.8%	5.6%	5.8%	6.5%	342

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.1%	5.8%	6.5%	182
Executives 高管层	4.3%	5.8%	6.0%	7.0%	295
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	301
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	360
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	299
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.2%	7.0%	365
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	326
Overall 总体	4.8%	5.6%	5.8%	6.5%	345

Guangdong All Industries – Office

广东全行业 – 办公室

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	7.0%	133
Executives 高管层	5.0%	6.0%	6.0%	7.0%	222
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	228
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	273
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	228
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	278
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.0%	254
Overall 总体	5.0%	5.8%	6.0%	6.8%	272

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.2%	5.5%	6.0%	7.0%	140
Executives 高管层	5.0%	5.8%	6.0%	7.0%	230
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	233
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	276
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	232
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	281
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	257
Overall 总体	5.0%	5.8%	6.0%	6.8%	277

Hangzhou/Ningbo All Industries (Cont'd)

杭州/宁波全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.6%	6.0%	7.0%	46
Executives 高管层	4.8%	5.9%	5.6%	6.9%	77
Management – Sales 管理层 – 销售	4.6%	5.7%	5.7%	6.9%	78
Management – Non-Sales 管理层 – 非销售	4.4%	5.9%	5.8%	7.0%	99
Professional – Sales 专业岗位 – 销售	4.8%	5.8%	5.9%	7.0%	80
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	101
Para-Professional – White Collar 辅助岗位 – 白领	4.3%	5.8%	6.0%	6.9%	95
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.9%	6.1%	6.0%	7.1%	78
Overall 总体	5.0%	6.1%	6.0%	7.0%	99

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.7%	6.2%	5.8%	7.0%	44
Executives 高管层	4.5%	5.9%	5.5%	6.5%	80
Management – Sales 管理层 – 销售	4.7%	5.7%	5.9%	6.6%	77
Management – Non-Sales 管理层 – 非销售	4.9%	6.2%	6.0%	6.8%	95
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	5.9%	6.9%	78
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	95
Para-Professional – White Collar 辅助岗位 – 白领	4.8%	5.8%	6.0%	6.7%	91
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	74
Overall 总体	5.0%	6.0%	6.0%	6.7%	110

Hangzhou/Ningbo All Industries

杭州/宁波全行业

Salary increases, 2018, excluding salary freeze

2018年预计年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.0%	6.7%	41
Executives 高管层	5.0%	6.2%	6.0%	7.0%	60
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	55
Management – Non-Sales 管理层 – 非销售	5.0%	6.4%	6.0%	7.0%	72
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	57
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.4%	6.0%	7.0%	74
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.0%	70
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.5%	6.0%	7.5%	60
Overall 总体	5.0%	6.0%	6.0%	7.0%	89

Hefei/Wuhu All Industries (Cont'd)

合肥/芜湖全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	6.1%	6.0%	7.0%	71
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.0%	71
Management – Non-Sales 管理层 – 非销售	5.0%	6.4%	6.0%	7.0%	82
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	73
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.4%	6.0%	7.0%	84
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.0%	7.1%	78
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.0%	7.0%	50
Overall 总体	5.0%	5.9%	6.0%	7.0%	99

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.6%	5.7%	6.0%	7.0%	77
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.0%	72
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	83
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	74
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.0%	7.0%	85
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.1%	79
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	52
Overall 总体	5.0%	5.8%	5.7%	7.0%	101

Hefei/Wuhu All Industries (Cont'd)

合肥/芜湖全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.5%	5.8%	6.0%	6.5%	76
Management – Sales 管理层 – 销售	4.8%	5.8%	5.6%	6.4%	74
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	6.5%	83
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	5.5%	6.5%	76
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	85
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	6.8%	79
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	6.0%	6.1%	49
Overall 总体	4.7%	5.6%	5.6%	6.5%	101

Salary increases, 2017, including salary freeze

2017年预计年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	4.1%	5.6%	5.5%	6.5%	79
Management – Sales 管理层 – 销售	4.8%	5.8%	5.6%	6.4%	74
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	6.5%	83
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	5.5%	6.5%	76
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	85
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	6.7%	80
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	6.1%	50
Overall 总体	4.6%	5.5%	5.6%	6.5%	102

Hefei/Wuhu All Industries

合肥/芜湖全行业

Salary increases, 2018, excluding salary freeze

2018年预计年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	6.1%	6.0%	6.8%	51
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	51
Management – Non-Sales 管理层 – 非销售	5.5%	6.4%	6.0%	7.0%	56
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	52
Professional – Non-Sales 专业岗位 – 非销售	5.5%	6.4%	6.0%	7.0%	58
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.6%	6.0%	7.0%	56
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.1%	6.2%	6.0%	6.8%	35
Overall 总体	5.0%	6.0%	6.0%	7.0%	78

Salary increases, 2018, including salary freeze

2018年预计年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Executives 高管层	5.0%	5.8%	6.0%	6.5%	53
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	52
Management – Non-Sales 管理层 – 非销售	5.5%	6.2%	6.0%	7.0%	57
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	53
Professional – Non-Sales 专业岗位 – 非销售	5.3%	6.3%	6.0%	7.0%	59
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.4%	6.0%	7.0%	57
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.1%	6.2%	6.0%	6.8%	35
Overall 总体	5.0%	5.9%	6.0%	7.0%	79

Nanjing All Industries (Cont'd)

南京全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	7.0%	55
Executives 高管层	4.3%	5.5%	5.9%	7.0%	100
Management – Sales 管理层 – 销售	5.0%	5.8%	5.9%	7.0%	89
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	127
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	91
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.1%	132
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.2%	123
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.1%	7.9%	105
Overall 总体	5.0%	5.9%	6.0%	7.0%	138

Salary increases, 2016, including salary freeze

2016年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.7%	6.0%	7.0%	59
Executives 高管层	3.9%	5.1%	5.5%	6.8%	107
Management – Sales 管理层 – 销售	4.6%	5.6%	5.7%	7.0%	92
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	7.0%	132
Professional – Sales 专业岗位 – 销售	4.6%	5.8%	6.0%	7.0%	94
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.1%	135
Para-Professional – White Collar 辅助岗位 – 白领	4.8%	5.9%	6.0%	7.2%	127
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.7%	109
Overall 总体	5.0%	5.7%	6.0%	7.0%	141

Nanjing All Industries (Cont'd)

南京全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.2%	5.9%	6.0%	6.6%	57
Executives 高管层	4.0%	5.3%	5.1%	6.6%	107
Management – Sales 管理层 – 销售	4.5%	5.8%	5.5%	6.8%	92
Management – Non-Sales 管理层 – 非销售	4.8%	5.8%	6.0%	7.0%	132
Professional – Sales 专业岗位 – 销售	4.4%	5.6%	5.5%	6.6%	96
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	136
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	128
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.5%	109
Overall 总体	5.0%	5.8%	6.0%	6.5%	141

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.6%	5.5%	6.5%	60
Executives 高管层	3.8%	5.1%	5.0%	6.5%	111
Management – Sales 管理层 – 销售	4.4%	5.6%	5.5%	6.6%	95
Management – Non-Sales 管理层 – 非销售	4.7%	5.7%	6.0%	7.0%	134
Professional – Sales 专业岗位 – 销售	4.4%	5.6%	5.5%	6.6%	97
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	136
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	128
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.5%	109
Overall 总体	5.0%	5.8%	6.0%	6.5%	142

Nanjing All Industries

南京全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.0%	6.0%	49
Executives 高管层	5.0%	5.7%	6.0%	6.6%	84
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.6%	71
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	102
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	74
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	107
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.2%	6.0%	7.0%	101
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.4%	86
Overall 总体	5.0%	6.0%	6.0%	7.0%	114

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.0%	51
Executives 高管层	5.0%	5.6%	6.0%	6.5%	86
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	6.5%	73
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	103
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	75
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	107
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.2%	6.0%	7.0%	101
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.4%	86
Overall 总体	5.0%	5.9%	6.0%	7.0%	115

Qingdao All Industries (Cont'd)

青岛全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.2%	6.3%	6.0%	7.0%	52
Executives 高管层	4.5%	6.0%	5.7%	7.0%	95
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.0%	89
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	6.9%	101
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	91
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	101
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.2%	99
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.8%	6.0%	6.0%	7.0%	82
Overall 总体	4.9%	5.6%	5.5%	6.5%	105

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	3.4%	5.2%	6.0%	7.0%	63
Executives 高管层	4.3%	5.6%	5.5%	7.0%	102
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	92
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	6.0%	6.9%	103
Professional – Sales 专业岗位 – 销售	4.9%	5.9%	6.0%	7.0%	93
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	103
Para-Professional – White Collar 辅助岗位 – 白领	4.9%	6.0%	6.0%	7.2%	101
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.8%	5.9%	6.0%	7.0%	84
Overall 总体	4.6%	5.5%	5.4%	6.5%	107

Qingdao All Industries (Cont'd)

青岛全行业

Salary increases, 2017, excluding salary freeze

2017年计划年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.3%	6.0%	6.9%	59
Executives 高管层	4.3%	5.4%	5.9%	6.5%	97
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	6.6%	92
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	6.5%	107
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	5.9%	6.6%	95
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.5%	108
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.8%	6.0%	6.6%	99
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	5.6%	6.5%	82
Overall 总体	4.8%	5.5%	5.7%	6.5%	110

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.7%	6.0%	6.8%	65
Executives 高管层	4.0%	5.0%	5.5%	6.5%	105
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	6.5%	96
Management – Non-Sales 管理层 – 非销售	5.0%	5.6%	6.0%	6.5%	109
Professional – Sales 专业岗位 – 销售	5.0%	5.7%	5.9%	6.5%	98
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	6.5%	109
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.7%	5.9%	6.5%	101
Para-Professional – Blue Collar 辅助岗位 – 蓝领	4.5%	5.6%	5.4%	6.5%	85
Overall 总体	4.7%	5.4%	5.6%	6.5%	112

Qingdao All Industries

青岛全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.8%	50
Executives 高管层	5.0%	5.6%	6.0%	6.8%	75
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.7%	69
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	89
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	70
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	90
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	83
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	66
Overall 总体	5.0%	5.9%	6.0%	7.0%	90

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.6%	6.0%	6.7%	52
Executives 高管层	5.0%	5.6%	6.0%	6.7%	76
Management – Sales 管理层 – 销售	5.0%	5.7%	6.0%	6.7%	70
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	90
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	71
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	91
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	84
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	66
Overall 总体	5.0%	5.8%	6.0%	7.0%	92

Shanghai All Industries – Manufacturing (Cont'd)

上海全行业 – 制造业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.2%	5.4%	5.7%	6.1%	111
Executives 高管层	4.3%	5.5%	5.5%	6.5%	203
Management – Sales 管理层 – 销售	4.5%	5.8%	5.8%	6.6%	207
Management – Non-Sales 管理层 – 非销售	4.7%	5.7%	5.9%	7.0%	268
Professional – Sales 专业岗位 – 销售	4.9%	6.0%	6.0%	7.0%	216
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	275
Para-Professional – White Collar 辅助岗位 – 白领	4.9%	5.9%	6.0%	7.0%	249
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.5%	6.1%	7.6%	224
Overall 总体	5.0%	5.8%	5.9%	6.5%	216

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	4.8%	5.0%	6.0%	124
Executives 高管层	4.0%	5.2%	5.2%	6.3%	216
Management – Sales 管理层 – 销售	4.3%	5.5%	5.6%	6.5%	216
Management – Non-Sales 管理层 – 非销售	4.5%	5.6%	5.7%	6.9%	272
Professional – Sales 专业岗位 – 销售	4.6%	5.8%	6.0%	7.0%	223
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	278
Para-Professional – White Collar 辅助岗位 – 白领	4.8%	5.8%	6.0%	7.0%	253
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.0%	7.5%	228
Overall 总体	5.0%	5.8%	5.9%	6.5%	217

Shanghai All Industries – Manufacturing (Cont'd)

上海全行业 – 制造业

Salary increases, 2017, excluding salary freeze

2017年计划年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.9%	5.9%	6.6%	114
Executives 高管层	4.0%	5.4%	5.1%	6.5%	204
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.6%	204
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	6.6%	263
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	216
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.9%	269
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	248
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	214
Overall 总体	4.9%	5.6%	5.7%	6.5%	242

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.3%	5.5%	6.5%	125
Executives 高管层	3.9%	5.1%	5.0%	6.5%	215
Management – Sales 管理层 – 销售	4.9%	5.6%	5.9%	6.6%	212
Management – Non-Sales 管理层 – 非销售	5.0%	5.7%	5.8%	6.6%	268
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	6.0%	7.0%	221
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.8%	6.0%	6.9%	272
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	250
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	218
Overall 总体	4.9%	5.6%	5.7%	6.5%	242

Shanghai All Industries - Manufacturing

上海全行业 - 制造业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.7%	6.0%	6.9%	91
Executives 高管层	4.5%	5.5%	6.0%	6.9%	166
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	171
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	214
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	177
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	218
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	205
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	178
Overall 总体	5.0%	5.7%	6.0%	6.5%	189

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.5%	6.0%	6.7%	94
Executives 高管层	4.5%	5.4%	5.9%	6.7%	169
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	171
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	7.0%	215
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	177
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	218
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	7.0%	205
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	178
Overall 总体	5.0%	5.7%	6.0%	6.5%	189

Shanghai All Industries – Office (Cont'd)

上海全行业 – 办公室

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.0%	7.0%	321
Executives 高管层	4.5%	5.8%	6.0%	7.0%	573
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.3%	593
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.2%	737
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.4%	600
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.1%	7.5%	736
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.0%	7.5%	654
Overall 总体	5.0%	5.9%	6.0%	7.0%	700

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.1%	5.6%	6.0%	7.0%	348
Executives 高管层	4.2%	5.5%	5.8%	7.0%	601
Management – Sales 管理层 – 销售	4.7%	6.0%	6.0%	7.2%	614
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.1%	747
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.3%	614
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.4%	745
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.5%	664
Overall 总体	5.0%	5.9%	6.0%	7.0%	703

Shanghai All Industries – Office (Cont'd)

上海全行业 – 办公室

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.7%	326
Executives 高管层	4.7%	5.7%	6.0%	6.9%	594
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.0%	618
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	746
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	624
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	747
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	670
Overall 总体	5.0%	5.9%	6.0%	6.8%	690

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.4%	6.0%	6.6%	352
Executives 高管层	4.5%	5.5%	5.9%	6.8%	615
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	634
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	756
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	635
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	754
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	677
Overall 总体	5.0%	5.8%	6.0%	6.8%	692

Shanghai All Industries – Office

上海全行业 – 办公室

Salary increases, 2018

2018年预计薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	7.0%	277
Executives 高管层	5.0%	5.8%	6.0%	7.0%	475
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	493
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	582
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	497
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	582
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	546
Overall 总体	5.0%	6.0%	6.0%	7.0%	544

Shenyang/Changchun All Industries (Cont'd)

沈阳/长春全行业

Salary increases, 2016

2016年薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.4%	6.0%	6.0%	7.0%	55
Executives 高管层	4.6%	5.5%	6.0%	6.5%	98
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	93
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	6.9%	118
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	95
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	119
Para-Professional – White Collar 辅助岗位 – 白领	4.9%	6.1%	6.0%	7.0%	105
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	7.0%	87
Overall 总体	5.0%	5.8%	6.0%	6.6%	122

Salary increases, 2017

2017年计划薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.5%	59
Executives 高管层	4.5%	5.4%	6.0%	6.5%	98
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.5%	92
Management – Non-Sales 管理层 – 非销售	4.8%	5.7%	6.0%	6.5%	119
Professional – Sales 专业岗位 – 销售	5.0%	5.7%	5.9%	6.5%	96
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	6.7%	122
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	5.9%	6.0%	6.7%	103
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	6.9%	88
Overall 总体	5.0%	5.7%	6.0%	6.5%	127

Shenyang/Changchun All Industries

沈阳/长春全行业

Salary increases, 2018

2018年预计薪资增长

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.5%	53
Executives 高管层	5.0%	5.8%	6.0%	6.5%	77
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.5%	72
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	92
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	6.9%	74
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	94
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	85
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.2%	6.3%	6.0%	7.0%	72
Overall 总体	5.0%	5.9%	6.0%	6.7%	102

Suzhou/Kunshan All Industries (Cont'd)

苏州/昆山全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.0%	6.0%	7.1%	75
Executives 高管层	5.0%	5.9%	6.0%	7.2%	145
Management – Sales 管理层 – 销售	5.0%	6.4%	6.0%	7.0%	120
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.3%	191
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.1%	127
Professional – Non-Sales 专业岗位 – 非销售	5.1%	6.7%	6.3%	7.5%	193
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.6%	6.5%	7.7%	183
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.2%	6.6%	6.5%	7.8%	168
Overall 总体	5.0%	5.9%	6.0%	7.0%	172

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.3%	6.0%	7.0%	84
Executives 高管层	4.3%	5.6%	5.7%	7.1%	153
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	126
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.3%	194
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	131
Professional – Non-Sales 专业岗位 – 非销售	5.1%	6.6%	6.2%	7.5%	196
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.5%	7.6%	188
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.4%	6.3%	7.8%	173
Overall 总体	5.0%	5.9%	6.0%	7.0%	173

Suzhou/Kunshan All Industries (Cont'd)

苏州/昆山全行业

Salary increases, 2017, excluding salary freeze

2017年计划年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.8%	5.9%	6.0%	6.8%	77
Executives 高管层	4.9%	5.7%	5.9%	6.5%	154
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	6.9%	124
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	195
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	130
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.2%	7.0%	197
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.3%	7.0%	186
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.1%	6.2%	6.1%	7.0%	171
Overall 总体	5.0%	6.0%	6.0%	6.8%	157

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.3%	6.0%	6.7%	85
Executives 高管层	4.5%	5.5%	5.8%	6.5%	158
Management – Sales 管理层 – 销售	4.3%	5.5%	6.0%	6.7%	132
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	199
Professional – Sales 专业岗位 – 销售	5.0%	5.7%	6.0%	7.0%	136
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.2%	7.0%	199
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.2%	7.0%	189
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.1%	6.2%	6.0%	7.0%	173
Overall 总体	5.0%	5.9%	6.0%	6.8%	159

Suzhou/Kunshan All Industries

苏州/昆山全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.7%	66
Executives 高管层	5.0%	5.9%	6.0%	7.0%	124
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	99
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	156
Professional – Sales 专业岗位 – 销售	5.5%	6.1%	6.0%	7.0%	104
Professional – Non-Sales 专业岗位 – 非销售	5.5%	6.3%	6.0%	7.0%	157
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.4%	6.5%	7.0%	153
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.6%	6.5%	6.6%	7.0%	138
Overall 总体	5.5%	6.2%	6.0%	7.0%	124

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.9%	5.5%	6.0%	6.7%	70
Executives 高管层	5.0%	5.8%	6.0%	7.0%	127
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	103
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	157
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	107
Professional – Non-Sales 专业岗位 – 非销售	5.5%	6.3%	6.0%	7.0%	158
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.4%	6.5%	7.0%	154
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.6%	6.5%	6.6%	7.0%	138
Overall 总体	5.5%	6.2%	6.0%	7.0%	124

Tianjin All Industries (Cont'd)

天津全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.2%	6.3%	7.3%	52
Executives 高管层	4.5%	5.6%	5.4%	7.0%	98
Management – Sales 管理层 – 销售	5.0%	5.7%	5.7%	7.0%	100
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.2%	140
Professional – Sales 专业岗位 – 销售	4.8%	5.7%	6.0%	7.0%	101
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.2%	140
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.3%	129
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.3%	117
Overall 总体	4.6%	5.7%	6.0%	7.0%	135

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.2%	6.0%	6.0%	7.0%	55
Executives 高管层	4.1%	5.5%	5.2%	6.4%	99
Management – Sales 管理层 – 销售	4.7%	5.6%	5.5%	6.5%	97
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	6.6%	141
Professional – Sales 专业岗位 – 销售	5.0%	5.8%	5.6%	6.6%	99
Professional – Non-Sales 专业岗位 – 非销售	5.0%	5.9%	6.0%	7.0%	141
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	128
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	110
Overall 总体	4.8%	5.6%	6.0%	6.5%	134

Tianjin All Industries

天津全行业

Salary increases, 2018, excluding salary freeze

2018年预计年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.1%	6.0%	7.0%	49
Executives 高管层	5.0%	5.6%	6.0%	6.5%	77
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	7.0%	77
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	110
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	78
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	109
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	105
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	94
Overall 总体	5.0%	5.8%	6.0%	7.0%	104

Wuhan All Industries (Cont'd)

武汉全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.6%	6.0%	6.1%	69
Executives 高管层	4.8%	5.8%	6.0%	6.5%	131
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	133
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	6.9%	153
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	137
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	157
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.1%	149
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	108
Overall 总体	5.0%	6.0%	6.0%	7.0%	159

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.1%	6.0%	6.0%	76
Executives 高管层	4.4%	5.4%	6.0%	6.5%	141
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	136
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	6.9%	155
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	139
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	159
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.1%	151
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	111
Overall 总体	5.0%	5.9%	6.0%	7.0%	160

Wuhan All Industries (Cont'd)

武汉全行业

Salary increases, 2017, excluding salary freeze

2017年计划年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	5.5%	6.5%	74
Executives 高管层	4.5%	5.6%	5.5%	6.5%	135
Management – Sales 管理层 – 销售	5.0%	5.7%	5.9%	6.5%	135
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	6.5%	153
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.5%	138
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	6.6%	159
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	6.9%	148
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	6.0%	6.7%	109
Overall 总体	5.0%	5.8%	6.0%	6.5%	164

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.2%	5.0%	6.5%	78
Executives 高管层	4.1%	5.4%	5.1%	6.5%	140
Management – Sales 管理层 – 销售	5.0%	5.7%	5.9%	6.5%	136
Management – Non-Sales 管理层 – 非销售	5.0%	5.8%	6.0%	6.5%	154
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	5.9%	6.5%	139
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	6.6%	159
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	6.8%	150
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	6.0%	6.7%	110
Overall 总体	5.0%	5.8%	6.0%	6.5%	165

Wuhan All Industries

武汉全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.5%	6.0%	6.4%	62
Executives 高管层	5.0%	5.8%	6.0%	6.5%	105
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	105
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	7.0%	117
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	107
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	122
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.3%	6.0%	7.0%	114
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	85
Overall 总体	5.0%	6.0%	6.0%	7.0%	134

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.3%	6.0%	6.1%	64
Executives 高管层	5.0%	5.7%	6.0%	6.5%	107
Management – Sales 管理层 – 销售	5.0%	5.8%	6.0%	6.9%	106
Management – Non-Sales 管理层 – 非销售	5.0%	5.9%	6.0%	6.9%	118
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	108
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	123
Para-Professional – White Collar 辅助岗位 – 白领	5.3%	6.2%	6.0%	7.0%	115
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	85
Overall 总体	5.0%	6.0%	6.0%	7.0%	135

Wuxi All Industries (Cont'd)

无锡全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.6%	6.0%	7.0%	44
Executives 高管层	4.9%	6.1%	5.7%	6.9%	84
Management – Sales 管理层 – 销售	5.0%	6.0%	5.7%	7.0%	73
Management – Non-Sales 管理层 – 非销售	4.8%	6.0%	6.0%	7.0%	107
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	7.0%	78
Professional – Non-Sales 专业岗位 – 非销售	4.9%	6.0%	6.0%	7.0%	108
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.1%	105
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	82
Overall 总体	5.0%	6.1%	6.0%	7.0%	89

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.3%	6.0%	6.5%	50
Executives 高管层	4.0%	5.5%	5.3%	6.6%	92
Management – Sales 管理层 – 销售	4.9%	6.1%	6.0%	7.0%	77
Management – Non-Sales 管理层 – 非销售	5.0%	6.0%	6.0%	7.0%	111
Professional – Sales 专业岗位 – 销售	4.9%	6.0%	6.0%	7.0%	82
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.0%	6.0%	7.0%	112
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	106
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	86
Overall 总体	5.0%	5.9%	6.0%	7.0%	92

Wuxi All Industries

无锡全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.9%	6.0%	7.0%	45
Executives 高管层	5.0%	5.8%	6.0%	7.0%	70
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	56
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	82
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	60
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	83
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	81
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	67
Overall 总体	5.1%	6.2%	6.0%	7.0%	70

Xi'an All Industries (Cont'd)

西安全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.9%	6.0%	7.0%	96
Executives 高管层	5.0%	6.1%	6.0%	7.0%	168
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.3%	193
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.3%	208
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.3%	193
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.4%	6.0%	7.3%	208
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.5%	196
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.1%	6.0%	7.0%	123
Overall 总体	5.0%	5.9%	6.0%	7.0%	214

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.2%	5.3%	6.0%	6.9%	107
Executives 高管层	4.6%	5.7%	6.0%	7.0%	179
Management – Sales 管理层 – 销售	5.0%	6.2%	6.0%	7.2%	195
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.3%	210
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.3%	195
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.0%	7.3%	210
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.4%	198
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	125
Overall 总体	5.0%	5.8%	6.0%	7.0%	217

Xi'an All Industries (Cont'd)

西安全行业

Salary increases, 2017, excluding salary freeze

2017年计划薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.5%	98
Executives 高管层	4.6%	6.0%	6.0%	7.0%	173
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	193
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.0%	206
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	193
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	208
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	190
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.9%	6.0%	6.7%	119
Overall 总体	5.0%	5.8%	6.0%	7.0%	217

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.3%	5.8%	6.5%	107
Executives 高管层	4.5%	5.8%	5.8%	7.0%	179
Management – Sales 管理层 – 销售	5.0%	5.9%	6.0%	7.0%	195
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	207
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	5.9%	7.0%	195
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	209
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.0%	6.0%	7.0%	195
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	5.8%	5.8%	6.7%	122
Overall 总体	5.0%	5.7%	6.0%	7.0%	220

Xi'an All Industries

西安全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	6.5%	83
Executives 高管层	5.0%	6.0%	6.0%	7.0%	128
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	144
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	154
Professional – Sales 专业岗位 – 销售	5.0%	6.2%	6.0%	7.0%	144
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	155
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.0%	147
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	94
Overall 总体	5.0%	6.0%	6.0%	7.0%	166

Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.5%	6.0%	6.5%	87
Executives 高管层	5.0%	5.8%	6.0%	7.0%	131
Management – Sales 管理层 – 销售	5.0%	6.0%	6.0%	7.0%	145
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	7.0%	155
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	145
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.2%	6.0%	7.0%	156
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	149
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.2%	6.0%	7.0%	94
Overall 总体	5.0%	6.0%	6.0%	7.0%	168

Xiamen/Fuzhou All Industries (Cont'd)

厦门/福州全行业

Salary increases, 2016, excluding salary freeze

2016年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.1%	6.4%	6.0%	7.1%	43
Executives 高管层	5.0%	6.4%	6.0%	7.0%	64
Management – Sales 管理层 – 销售	5.0%	6.3%	6.0%	7.1%	66
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.0%	82
Professional – Sales 专业岗位 – 销售	5.0%	6.1%	6.0%	7.0%	69
Professional – Non-Sales 专业岗位 – 非销售	5.2%	6.3%	6.0%	7.1%	83
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.4%	6.0%	7.1%	81
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.3%	6.0%	7.0%	55
Overall 总体	5.0%	5.9%	6.0%	6.8%	96

Salary increases, 2016, including salary freeze

2016年薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	5.8%	6.0%	7.0%	47
Executives 高管层	5.0%	5.9%	6.0%	7.0%	69
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	68
Management – Non-Sales 管理层 – 非销售	5.0%	6.2%	6.0%	7.0%	83
Professional – Sales 专业岗位 – 销售	5.0%	6.0%	6.0%	7.0%	70
Professional – Non-Sales 专业岗位 – 非销售	5.1%	6.3%	6.0%	7.0%	84
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.3%	6.0%	7.1%	82
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.0%	6.0%	7.0%	58
Overall 总体	5.0%	5.9%	6.0%	6.8%	96

Xiamen/Fuzhou All Industries (Cont'd)

厦门/福州全行业

Salary increases, 2017, excluding salary freeze

2017年计划年薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.7%	6.1%	6.0%	7.0%	43
Executives 高管层	4.3%	5.9%	6.0%	7.0%	67
Management – Sales 管理层 – 销售	4.8%	6.0%	6.0%	6.5%	69
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	6.9%	81
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.5%	70
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	83
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.2%	6.0%	7.0%	78
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.6%	6.0%	8.0%	55
Overall 总体	5.0%	5.9%	6.0%	6.7%	96

Salary increases, 2017, including salary freeze

2017年计划薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	4.0%	5.5%	5.8%	6.8%	48
Executives 高管层	4.0%	5.8%	5.5%	7.0%	69
Management – Sales 管理层 – 销售	4.8%	6.0%	6.0%	6.5%	69
Management – Non-Sales 管理层 – 非销售	5.0%	6.1%	6.0%	6.9%	81
Professional – Sales 专业岗位 – 销售	5.0%	5.9%	6.0%	6.5%	70
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.1%	6.0%	7.0%	83
Para-Professional – White Collar 辅助岗位 – 白领	5.0%	6.1%	6.0%	7.0%	79
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.0%	6.5%	6.0%	8.0%	56
Overall 总体	5.0%	5.9%	6.0%	6.7%	96

Xiamen/Fuzhou All Industries

厦门/福州全行业

Salary increases, 2018, excluding salary freeze

2018年预计薪资增长 – 不包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.3%	6.0%	7.0%	37
Executives 高管层	5.0%	6.3%	6.0%	7.0%	49
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	48
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	59
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.0%	50
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.0%	7.0%	62
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.5%	6.0%	7.0%	61
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.2%	6.5%	6.0%	8.0%	44
Overall 总体	5.0%	6.0%	6.0%	6.9%	78

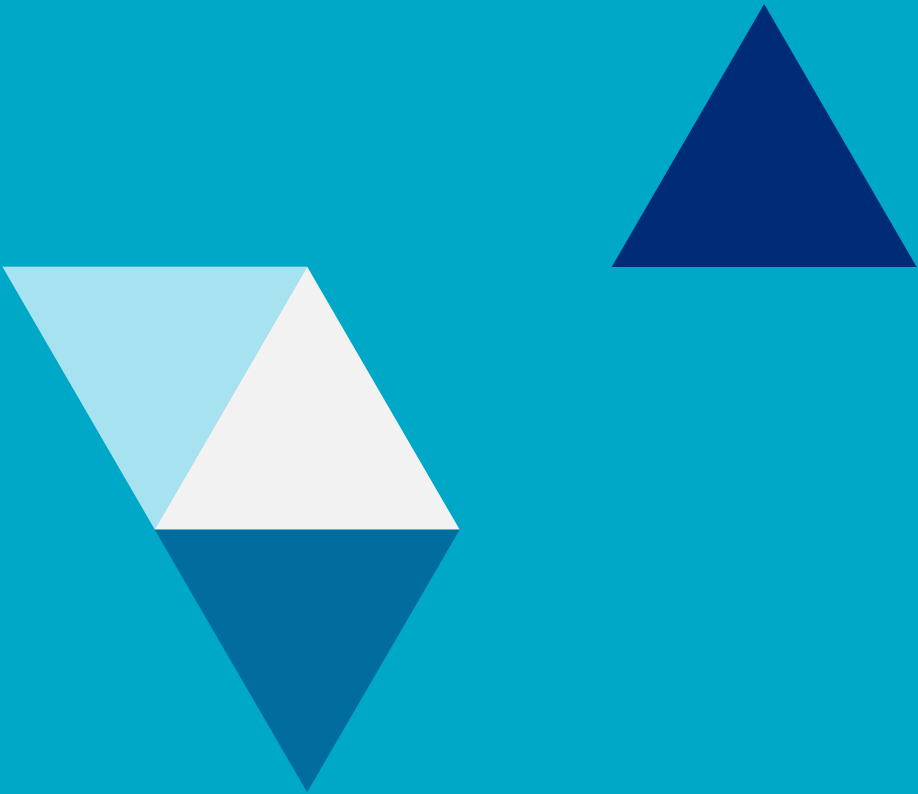
Salary increases, 2018, including salary freeze

2018年预计薪资增长 – 包含冻薪

	25 th Percentile 25分位值	Average 平均值	Median 中位值	75 th Percentile 75分位值	No. of Responses 公司数
Head of Organization 公司总经理	5.0%	6.3%	6.0%	7.0%	37
Executives 高管层	5.0%	6.3%	6.0%	7.0%	49
Management – Sales 管理层 – 销售	5.0%	6.1%	6.0%	7.0%	48
Management – Non-Sales 管理层 – 非销售	5.0%	6.3%	6.0%	7.0%	59
Professional – Sales 专业岗位 – 销售	5.0%	6.3%	6.0%	7.0%	50
Professional – Non-Sales 专业岗位 – 非销售	5.0%	6.3%	6.0%	7.0%	62
Para-Professional – White Collar 辅助岗位 – 白领	5.5%	6.5%	6.0%	7.0%	61
Para-Professional – Blue Collar 辅助岗位 – 蓝领	5.2%	6.5%	6.0%	8.0%	44
Overall 总体	5.0%	6.0%	6.0%	6.9%	78

4

GLOSSARY OF TERMS
术语表



Glossary of terms

术语表

- **Executives 高管层**

Executives are the senior-most employees in the organization. These generally include top executives and directors within the organization. Executives are focused on defining strategic objectives for the organization. They determine policy and direction of the organization or a functional area and direct its activities, usually through other managers. They control the selection of senior employees and allocation of resources.

高管层是公司中员工的最高级别，通常包括总经理和总监。高管层确定公司政策和战略目标，制定公司或某个职能领域的政策和方向，并通过管理层来开展，在高级员工的选拔和资源的分配上有决定权。

- **Management 管理层**

Management refers to employees focused on managing people and implementing policies and strategies to meet the organization's objectives. Team leaders who supervise Professional and/or Para-Professional will also be classified under this category. They establish operational and administrative procedures; formulate policy relevant to their areas; and organize, lead, and direct others to achieve their goals.

管理层重点关注管理员工、实施政策和战略以达到公司目标。管理专业岗位和/或辅助岗位的团队领导也属于此类别。他们设立操作或执行的流程，建立相关领域的政策，并组织、领导和指导其他员工以完成目标。

- **Professional sales 专业岗位—销售**

Professionals with no management responsibility with sales responsibilities, they may provide mentoring, coaching, or supervision to less-experienced staff. Senior positions may take team leader roles designed around profound specialist expertise rather than people management. They report to a manager. Most occupations are responsible for professional and technical day-to-day activities of the division/company. In some instances, relevant experience is required in addition to the formal qualification.

没有管理职责，只有销售职责的专业岗位。可能负责教导、指导或监管经验较少的员工。高级职位可能担任团队领导角色，主要关注专业技能而非人员管理。他们的汇报对象为经理。大多数岗位职责是部门或公司专业性或技术性的日常工作。某些岗位除要求正式资格证书外，对相关的工作经验也会有要求。

- **Professional non-sales 专业岗位—非销售**

Professionals with no management responsibility, they may provide mentoring, coaching or supervision to less-experienced staff. Senior positions may take team leader roles designed around profound specialist expertise rather than people management. They report to a manager. Most occupations are responsible for professional and technical day-to-day activities of the division/company. In some instances, relevant experience is required in addition to the formal qualification; postgraduate qualification in a specialty, for example, accountancy.

Glossary of terms

- **Professional non-sales 专业岗位-非销售**

没有管理职责的专业岗位。可能负责教导、指导或监管经验较少的员工。高级职位可能担任团队领导角色，主要关注专业技能而非人员管理。汇报对象为经理。大多数岗位职责是部门或公司专业性或技术性的日常工作。某些岗位除要求正式资格证书外，对相关的工作经验也会有要求。某些岗位要求相关专业的硕士学历，例如会计。

- **Para-professional white collar 辅助岗位 – 白领**

Roles are semi-skilled or unskilled with no supervisory or management responsibility, reporting to a manager/supervisor and carrying out administrative/technical tasks. They include office clerical, operational support, and technicians - excluding blue collar employees. They include employees who perform operational tasks according to specific standards and guidelines. Most occupations only require limited job knowledge or relevant experience.

辅助岗位为技术不成熟或刚入门的岗位，没有监督或者管理的职能，汇报对象为经理/主管，承担行政/技术工作。包括办公室文员、运营支持和技术人员，不包括蓝领员工。他们根据具体的标准或者指南完成操作任务。大多数岗位只要求有限的工作知识或者相关经验。

- **Para-professional blue collar 辅助岗位 – 蓝领**

Formerly “Operations” employees. Para-professional blue collar refers to production workers generally in the manufacturing sector. Para-professionals are employees in skilled, semi-skilled or unskilled roles without supervisory responsibility. This employee level does not require a university degree but may require formal professional training and certification, and may be paid on an hourly or a salaried basis. They include production and/or operations workers.

原先的“操作类”员工。辅助蓝领通常指的是制造业的生产工人。辅助岗位的员工从事技术熟练的/半熟练的/不熟练的职位，无监督责任。该类层级的员工不要求具备大学本科学历，但可能需要经过正规专业培训或者持有相关证书，并且可能以小时或基本工资的形式来支付工资。包括生产和/或操作工人。

- **Overall Salary Increase 总体薪资增长**

Overall Salary Increase is based on companies that provided information on overall salary increases and is not based on the computation from the different employee categories.

总体薪资增长是基于公司提供的总体薪资增长信息得出的数据，而非基于员工类别信息的计算。

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