

Sheet2

All Increment will take place till September 2017 as per current policy								
New increment will take place again in October 2017. It will be the base increment for the adjustment of salary increment								
Base Increment = Will be fixed newly for each employee in October 2017 for adjusting the increment.								
From october 2018 increment of all employee will be taken place al together. For upcoming years it will be continued like this way.								
#	Current increment mont	Increment factor	Explanation	Salary from Octobe	Comments			
1	Oct-17	12/12 = 1	Base increment x Increment factor C		Increment ontime. Get full increment full year.			
2	Nov-17	11/12 = 0.92	Incr 1 month early. 11 month increment will be divided in 12 month.					
3	Dec-17	10/12 = 0.83	Incr 2 month early. 10 month increment will be divided in 12 month.					
4	Jan-18	9 / 12 = 0.75	Incr 3 month early. 9 month increment will be divided in 12 month.					
5	Feb-18	8 / 12 = 0.67	Incr 4 month early. 8 month increment will be divided in 12 month.					
6	Mar-18	7 / 12 = 0.58	Incr 5 month early. 7 month increment will be divided in 12 month.					
7	Apr-18	6 / 12 = 0.50	Incr 6 month early. 6 month increment will be divided in 12 month.					
8	May-18	5 / 12 = 0.42	Incr 7 month early. 5 month increment will be divided in 12 month.					
9	Jun-18	4 / 12 = 0.33	Incr 8 month early. 4 month increment will be divided in 12 month.					
10	Jul-18	3 / 12 = 0.25	Incr 9 month early. 3 month increment will be divided in 12 month.					
11	Aug-18	2 / 12 = 0.17	Incr 10 month early. 2 month increment will be divided in 12 month.					
12	Sep-18	1 / 12 = 0.083	Incr 11 month early. 1 month increment will be divided in 12 month.					

SD1: Increment Rules		
4C	A	35 % ~ 40 %
	B	26 % ~ 34 %
	C	15 % ~ 25%
	D	0.00%
	E	
4B	A	26 % ~ 33%
	B	19 % ~ 25%
	C	12 % ~ 18 %
	D	0.00%
	E	
4A	A	22 % ~ 29%
	B	16 % ~ 21%
	C	7 % ~ 15 %
	D	0.00%
	E	
5C	A	16 % ~ 21%
	B	12 % ~ 17%
	C	7 % ~ 14 %
	D	0.00%
	E	
5B	A	17 % ~ 20%
	B	11 % ~ 16%
	C	7 % ~ 14 %
	D	0.00%
	E	
5A	A	14 % ~ 17%
	B	11 % ~ 15%
	C	6 % ~ 10 %
	D	0.00%
	E	
6	A	6 % ~ 13%
	B	6 % ~ 10%
	C	5 % ~ 8%
	D	0.00%
	E	
RANK & SALARY Balance		0~6%

SD2: Increment Rules				
4C	A	30 % ~ 40 %		
	B	20 % ~ 34 %		
	C	15 % ~ 25%		
	D	0.00%		
	E			
4B	A	28 % ~ 35%		
	B	21 % ~ 27%		
	C	10 % ~ 20 %		
	D	0.00%		
	E			
4A	A	25 % ~ 32%		
	B	17 % ~ 24%		
	C	7 % ~ 16 %		
	D	0.00%		
	E			
SD2: Rank & Salary Range				
5C	A	15 % ~ 20%	8	110k+
	B	12 % ~ 16%	7	100k~120k
	C	9 % ~ 15 %	6A	95k~105k
	D	0.00%	6B	85k~95k
	E		6C	80k~90k
5B	A	12 % ~ 16%	5A	70k~79k
	B	10 % ~ 13%	5B	60k~70k
	C	7 % ~ 10 %	5C	50k~60k
	D	0.00%	4A	40k~50k
	E		4B	30k~40k
5A	A	12 % ~ 15%	4C	20k~30k
	B	9 % ~ 13%		
	C	6 % ~ 10 %		
	D	0.00%		
	E			
6	A	5 % ~ 13%		
	B	5 % ~ 10%		
	C	5 % ~ 8 %		
	D	0.00%		
	E			
RANK & SALARY Balance		0~6%		

Sheet2

Festival Bonus 1	50% of Basic
Festival Bonus 2	50% of Basic

Performance Bonus 1	Performance A:	100% of Basic (next 12 months)	7~12%
	Performance B:	60% of Basic (next 12 months)	25~30%
	Performance C:	30% of Basic (next 12 months)	40~50%
	Performance D:	No Performance Bonus	~ 5%
	Define Category	No Performance Bonus	Salary & Rank matching

	Gross Salary	A Performance	B Performance	C Performance	
Example:	60000	3000	1800	900	Monthly
		36000	21600	10800	Yearly
FB1	18000				
FB2	18000				

Rank Bonus	(If salary is under range)
10	20000
9	15000
8	10000
7	5000

Note: Management, BPO, Part time etc is not consider with this salary chart