IT行业薪酬数据分析

**马铁林**1

1 大连理工大学 辽宁省 大连市 116024

**摘 要** 随着科技进步、IT行业发展、用户的需求的不断增加，催生出更多功能各异，使用简单的IT产品。IT行业对于人才的需求不断提高，行业内的竞争也在加剧，很大程度上影响了IT行业的薪酬。薪酬福利是IT行业吸引和留住人才的重要手段，也是IT行业人才竞争的重要力量。同时人民收入普遍提高，用户消费需求、消费意愿和消费水平的不断变化也对IT产业的收入和IT行业的薪酬产生了影响。通过对国家统计局的信息产业劳动者报酬数据、各行业薪酬对比等数据进行分析，可以得到IT行业的人才需求情况、IT行业人才受重视程度、社会对于IT产业的需求等数据，进而得出IT行业的发展现状和发展前景。

**关键词：** IT行业；薪酬福利；薪酬发展；数据分析；

１　引言

IT，即信息技术，是近些年来我国的一门新兴行业。信息技术行业发展迅速，同时IT产品功能多样，使用便捷，很快便抢占了消费市场。不断产生的各种IT产品很大程度上刺激了消费市场，市场需求的不断增加和变化又反馈给IT行业，IT行业需要不断创新和发展以迎合市场需求，IT行业对于高级人才的需求量不断增加。IT作为一门需要专业知识和经验的行业，高级人才的数量是十分有限的，因此IT产业需要一个竞争人才的有力手段。

薪酬福利是IT行业最直接和最有效的竞争力。随着IT行业的发展，作为人才竞争手段的薪酬福利必然也会随之变化。同时，人民的收入和消费水平的普遍提高也促使行业同时提高薪酬。

通过对2006年至2018年信息产业劳动者薪酬数据进行分析[1]，可以了解到IT行业的人才需求、IT行业的社会需求，进而对IT行业的发展现状进行分析并对IT行业的发展前景进行预测。

2　 软件行业总薪酬变化分析

提到IT行业，人们最熟知的就是软件和硬件。软件行业是IT行业最重要的部分之一，是对于高级人才需求最高的部分之一，也是最能反映出IT行业薪酬变化的一部分。

打开手机、电脑，到处都是软件。从精密的数据计算、分析、构造，到学习、工作、创作，再到购物、聊天、游戏，随处可见都是软件的身影。软件已经渗透到了我们生活和工作的每个角落。

各类软件的不断产生，首先最直观影响便是劳动者总报酬的迅速提高。对比2020年人均收入32189元，可见IT行业薪酬之高。同时，IT行业工作人数稳步增长，也反映出IT行业对于人才的需求也在逐渐提高。由此分析，可以得知，未来IT行业对于高级人才的需求仍将稳步增长，但很显然，IT行业薪酬的迅速增长必然会吸引更多人就业，行业竞争必然会加剧，因此就业需要拥有更强大的知识技术和经验。

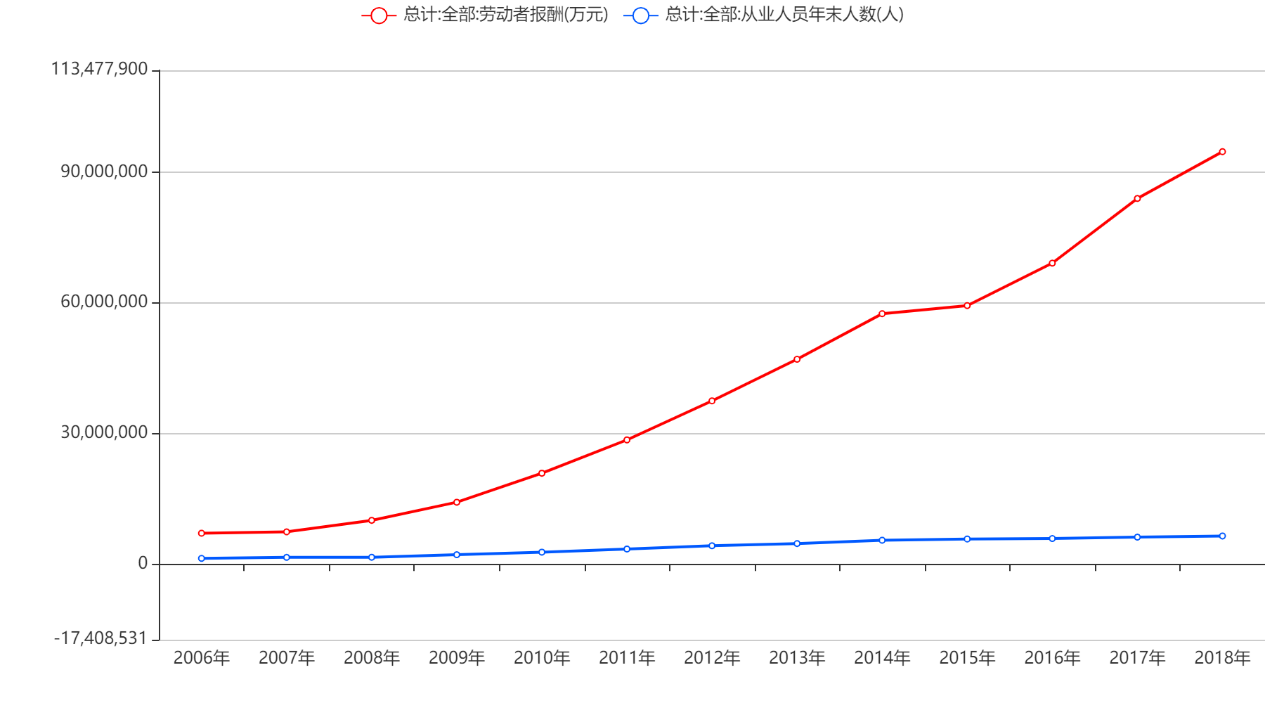


图1 2006-2018年软件产业劳动者报酬（万元）

3 市场占比分析

根据来自搜狐网[2]的数据，可以直观地看到IT行业的市场现状。

现代信息行业发展迅速，凭借其技术优势、市场优势、薪酬优势吸引了大量人才，很快便超过了大部分行业占据了市场。IT行业的人才需求约占据了总人才需求的三分之一，因此IT行业的薪酬和就业前景仍然是非常可观的。

同时，结合劳动者总报酬迅速增长的状况，可以分析得出IT行业庞大的人才需求一定程度上促进了IT行业薪酬增长。

![图表, 旭日形

描述已自动生成](data:image/jpeg;base64,/9j/4AAQSkZJRgABAQEAYABgAAD/4SzORXhpZgAATU0AKgAAAAgABgALAAIAAAAmAAAIYgESAAMAAAABAAEAAAExAAIAAAAmAAAIiAEyAAIAAAAUAAAIrodpAAQAAAABAAAIwuocAAcAAAgMAAAAVgAAEUYc6gAAAAgAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAFdpbmRvd3MgUGhvdG8gRWRpdG9yIDEwLjAuMTAwMTEuMTYzODQAV2luZG93cyBQaG90byBFZGl0b3IgMTAuMC4xMDAxMS4xNjM4NAAyMDIxOjA0OjA4IDEwOjQ5OjI4AAAGkAMAAgAAABQAABEckAQAAgAAABQAABEwkpEAAgAAAAMwMAAAkpIAAgAAAAMwMAAAoAEAAwAAAAEAAQAA6hwABwAACAwAAAkQAAAAABzqAAAACAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAA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图2 2019年各行业人才需求分析图

4 IT行业与其他行业平均薪酬对比

根据中国产业网关于2019年各岗位就业人员年平均工资（元）[3]的数据进行分析。作为新兴产业的IT行业凭借其优势和应用广泛很快占据了市场。对比其他行业薪酬数据，IT行业总薪酬占据首位，其中中层及以上管理人员薪酬最高，专业技术人员其次，相比之下都高于其他行业，这也是IT行业生命力和发展潜力的表现。

产业内部，IT行业的管理以及专业技术人员很明显具有更高的薪酬。同时，规模以上企业就业人员相较于其他行业也有明显更高的薪酬。但生产制造及有关人员和社会生产服务和生活服务人员的薪酬和其他行业接近。由此分析，IT行业专业和管理人员具有非常可观的就业前景，而非专业岗位相比之下薪酬略低，但仍和其他行业同样具有一定前景。

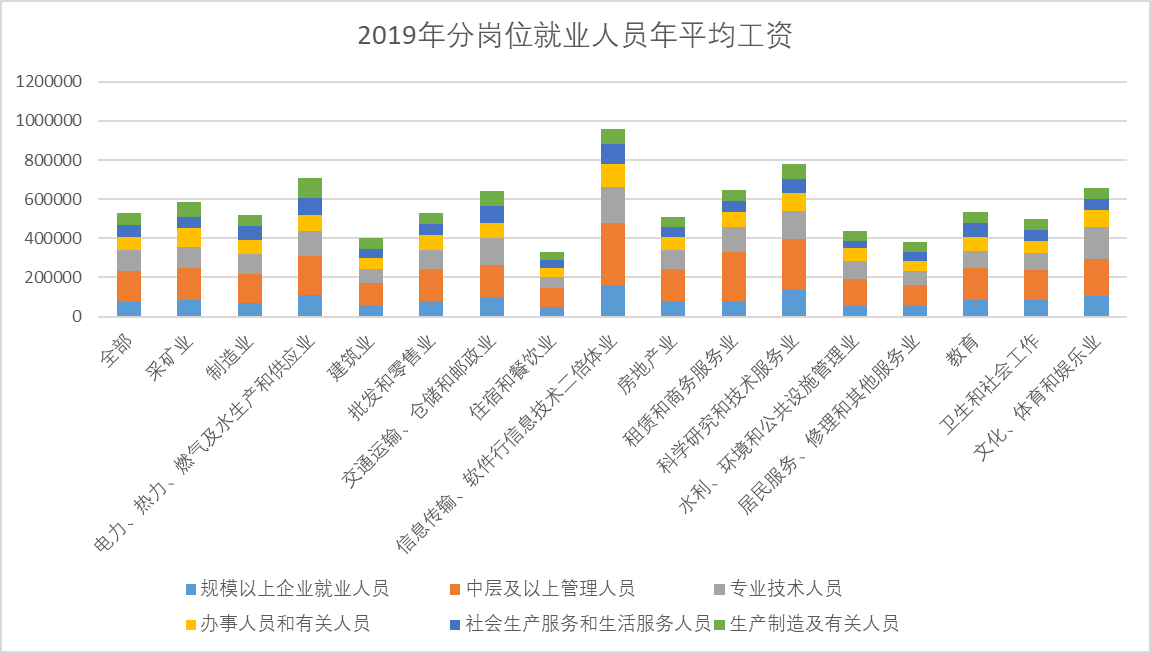


图3 2019年份岗位就业人员年平均工资

5 结论

首先，在我国，IT行业作为一门新兴产业，其迅速发展直接超过了许多老牌产业，这直接造成了IT行业庞大的人才需求和人才涌入、人才竞争的状况。IT行业涉及广泛，在生活工作乃至国防军事上都有所应用，IT行业的广阔市场促使IT行业不断产生出新的产品，增加了IT行业的活跃性同时也不断扩大了人才需求。就目前状况来看，IT行业仍将迅速发展，同时，不断扩大的人才需求也会反映为薪酬的不断提高。仍需要注意的是，IT行业短时间内的迅速发展和市场扩张一定程度上影响了其他行业的市场地位。对于消费者，即用户而言，IT产品已经融入了生活中，需求也在不断增加，不断变化，IT行业需要继续增长以适应和满足用户需要。

从薪酬数据分析，IT行业对于人才的需求量巨大，IT行业已经占据了人才市场和消费市场的很大一部分，IT行业的薪酬已经基本超过其他行业，同时其巨大的市场需求也为其提供了更多的选择，持续变化增加的市场需求和庞大人才需求也为其不断注入新鲜血液，其迅猛发展的势头仍将持续很长一段时间。IT行业仍然需要一段时间来平稳其发展速度和市场，因此IT行业在很长一段时间内都具有非常可观的前景，IT行业就职也将成为一个备受瞩目的方向。

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