

# 108Jobs Hiring plan & Compensation Report 2019



# INTRODUCTION



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To provide various Companies, Organizations and individual with annual salary and benefit information for each job and position in Laos, 108-1009 Group., Ltd had conducted a hiring plan, compensation and benefit survey in 2019. There are 100 Companies in different business sectors joining the survey. The result of this survey will show the insights of monthly salaries, compensation and benefit based on many factors for instance positions, work experiences and industry sectors.

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# SCOPE AND METHODOLOGY



## Objective

The objective of this survey is to collect the information about Hiring plan, Compensation and Benefit for various positions in various industry sectors in Laos. These findings will help not only Companies and Organizations in hiring decision making but also individual or job seekers who do not know the amount of salary and compensation they should propose in job application and interview.

## Survey Coverage

The survey covered 100 Companies from different industry sectors in Laos. Only the private sectors and the full-time employed were surveyed.

# SCOPE AND METHODOLOGY



## Data Collection Method

The survey was conducted through an online platform. The respondents were asked to fill the questionnaire through Google Form from 15 to 30 May 2019.

## Data Analysis

The respondents were asked to fill out the forms with basic monthly salary of each job position, hiring plan and skillset they want from employee.

The collected data has been analyzed in form of “average” starting from new graduate, 1 to 3 years experience, 4 to 6 and 7 more years experience.

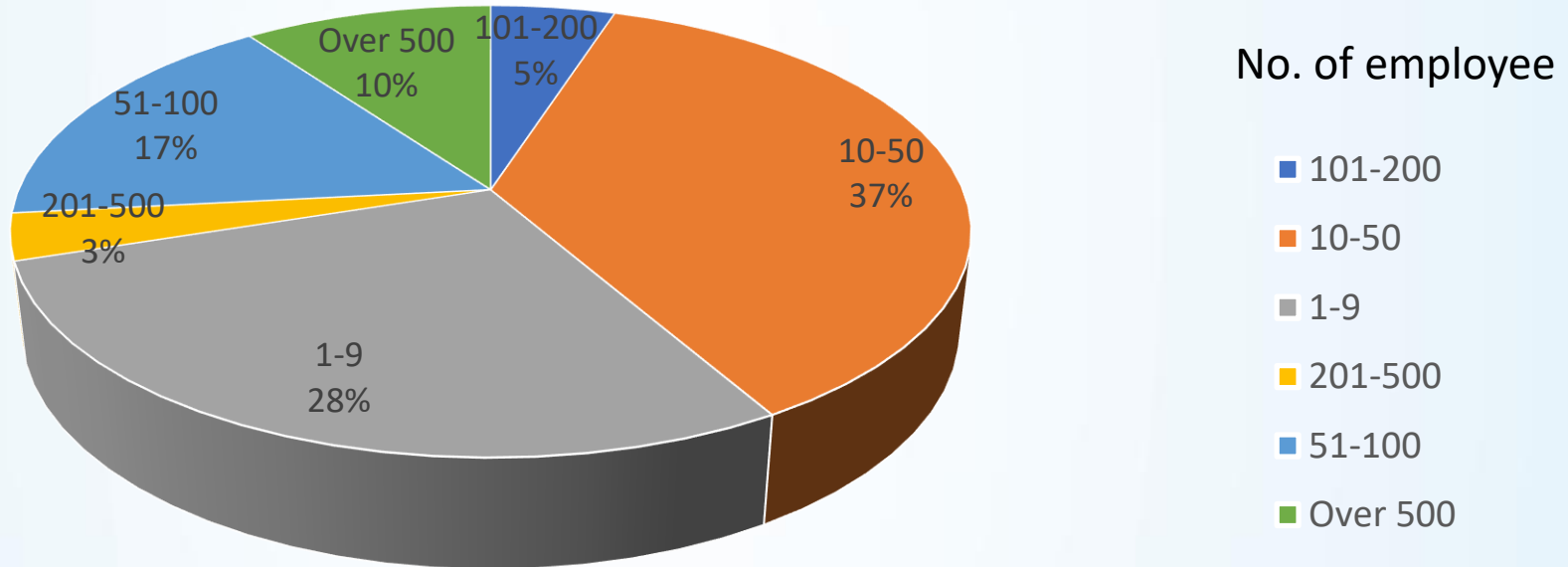
The data has also been analyzed by both business sectors and overview.

# Survey Coverage



## Size of Participating Companies and Organizations

(No. of Participating Companies and Organizations = 100)



# Banking / Micro-finance / Leasing



# Banking / Micro Finance / Leasing



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Teller	292	362	465	662
Credit Officer	315	389	515	662
Relationship Manager	1125	1550	1862	2125
HR Officer	318	375	487	662
Finance Officer	315	388	487	662
IT Officer	328	398	730	725
Admin Officer	315	398	680	612
Compliance Officer	318	378	475	612
Legal Officer	347	427	512	650

# Construction / Architecture





# Construction / Architecture



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Architect	241	317	426	745
Civil Engineer	263	342	439	678
Site Engineer	280	364	481	797
Drafter	302	439	606	860
HR Officer	297	435	574	746
Finance Officer	270	400	566	770
Foreman	283	375	579	783
Admin Officer	300	345	453	899

# Hotel and Hospitality

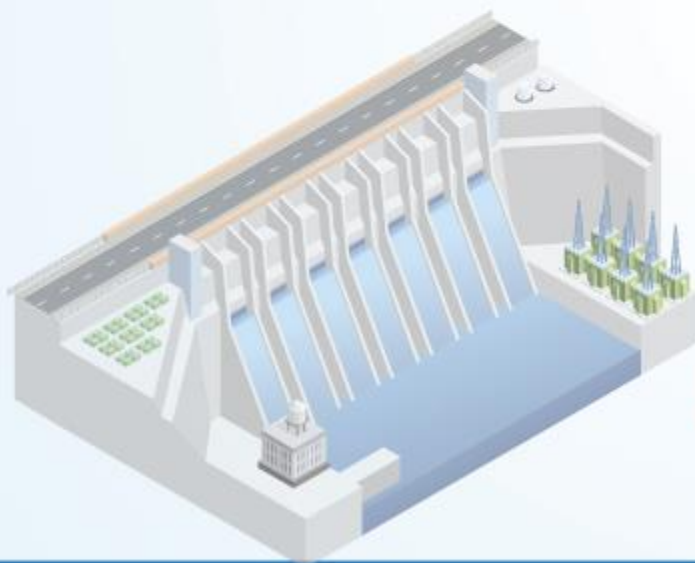


# Hotel and Hospitality



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Housekeeper	211	280	409	651
Sale Officer	255	331	455	786
Marketing Officer	206	251	370	501
HR Officer	220	290	397	587
Finance Officer	234	342	466	816
Chef	227	305	425	718
Admin Officer	244	339	416	613
Receptionist	276	338	475	583
Tour guide	467	600	667	717

# Hydro-power and Mining



# Hydro-power and Mining



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Project manager	572	757	728	994
Safety Officer	247	332	442	541
Mining Engineer	386	500	797	1143
HR Officer	267	375	519	581
Finance Officer	276	348	435	599
IT Officer	298	357	488	587
Admin Officer	298	396	676	593
Planning and Budget Analyst	227	442	512	610
Logistics Officer	320	389	456	587

# Insurance



# Insurance



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Agent	240	300	370	1500
Sale Officer	240	315	395	1500
Marketing Officer	250	350	500	1650
HR Officer	250	315	500	1650
Finance Officer	250	315	500	1800
Legal Officer	-	-	-	-
Admin Officer	240	345	420	1500
Claims Officer	-	-	-	-



# International Organization





# International Organization



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Project Manager	900	1271	1671	1987
Assistant Project Manager	400	600	800	1037
Project Coordinator	550	787	930	1130
Consultant Officer	575	983	1217	1517
HR Officer	550	458	970	1175
Project Finance	427	600	792	1147
Communication Officer	250	500	700	900
Admin Officer	450	543	694	1020

# IT And Telecommunication



# IT And Telecommunication



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Project Manager	275	412	670	1120
Sale Officer	236	396	697	1058
Marketing Officer	200	383	675	1250
IT Support	250	383	612	1200
Graphic Designer	225	425	750	1400
Web Designer	240	367	690	1137
Network Engineer	275	417	670	1112
HR Officer	250	407	717	1183
Finance Officer	250	424	687	1137
Software Developer	275	405	700	1187
Admin Officer	250	367	640	1025

# Motor Vehicles



# Motor Vehicles



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Technical Engineer	287	425	825	1650
Sale Officer	275	375	475	575
Marketing Officer	337	475	650	850
HR Officer	337	500	650	900
Finance Officer	375	500	650	1025
IT Officer	350	525	700	1000
Admin Officer	337	475	650	850
After Sale Service Officer	325	475	600	775

# Trade and Distribution



# Trade and Distribution



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Product Manager	226	420	637	620
Sale Officer	220	273	458	660
Marketing Officer	198	299	413	878
HR Officer	244	320	441	619
Finance Officer	193	264	375	638
Procurement Officer	186	252	385	654
Admin Officer	228	324	439	677
Stock Manager	241	316	470	776



# Other Sectors





# Other Sectors



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Project Manager	259	413	537	1186
Sale Officer	203	293	456	693
Marketing Officer	219	341	484	641
HR	241	341	480	649
Finance Officer	267	339	493	611
IT Officer	236	342	477	623
Admin Officer	237	338	479	638

# Overview



# Overview



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Project Manager	474	655	886	1336
Assistant Project Manager	400	600	800	1037
Consultant	575	983	1217	1517
Admin Officer	278	382	541	799
Project Finance Officer	427	600	792	1147
Communication Officer	250	500	700	900
HR Officer	291	367	555	816
Procurement Officer	186	252	385	654
Safety Officer	247	331	441	541

# Overview



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Mining Engineer	386	500	797	1143
Finance Officer	264	358	503	791
Planning and Budget Analyst Officer	227	442	512	610
Sale Officer	232	330	506	856
Marketing Officer	220	327	475	838
Product Manager	226	420	637	620
Stock Manager	241	316	470	776
Teller	292	362	465	662
Credit Officer	315	389	515	662
Relationship Manager	1125	1550	1862	2125
IT Supporter	275	376	580	780

# Overview



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Compliance Officer	318	378	475	612
Legal Officer	347	427	512	650
House Keeper	211	279	409	651
Receptionist	276	338	475	583
Chef	227	305	425	718
Tour guide	467	600	667	717
Technical Engineer	287	425	825	1650
After Sale Service Officer	325	475	600	775
Graphic Designer	225	425	750	1400
Network Engineer	275	417	670	1112
Software Developer	275	405	700	1187

# Overview



Job Positions	New Graduate	Exp. 1-3 years	Exp. 4-6 years	Exp. 7 years and up
Web Designer	240	367	690	1137
Agent Officer	240	300	370	1500
Architect	241	317	426	745
Civil Engineer	263	342	439	679
Site Engineer	280	364	481	797
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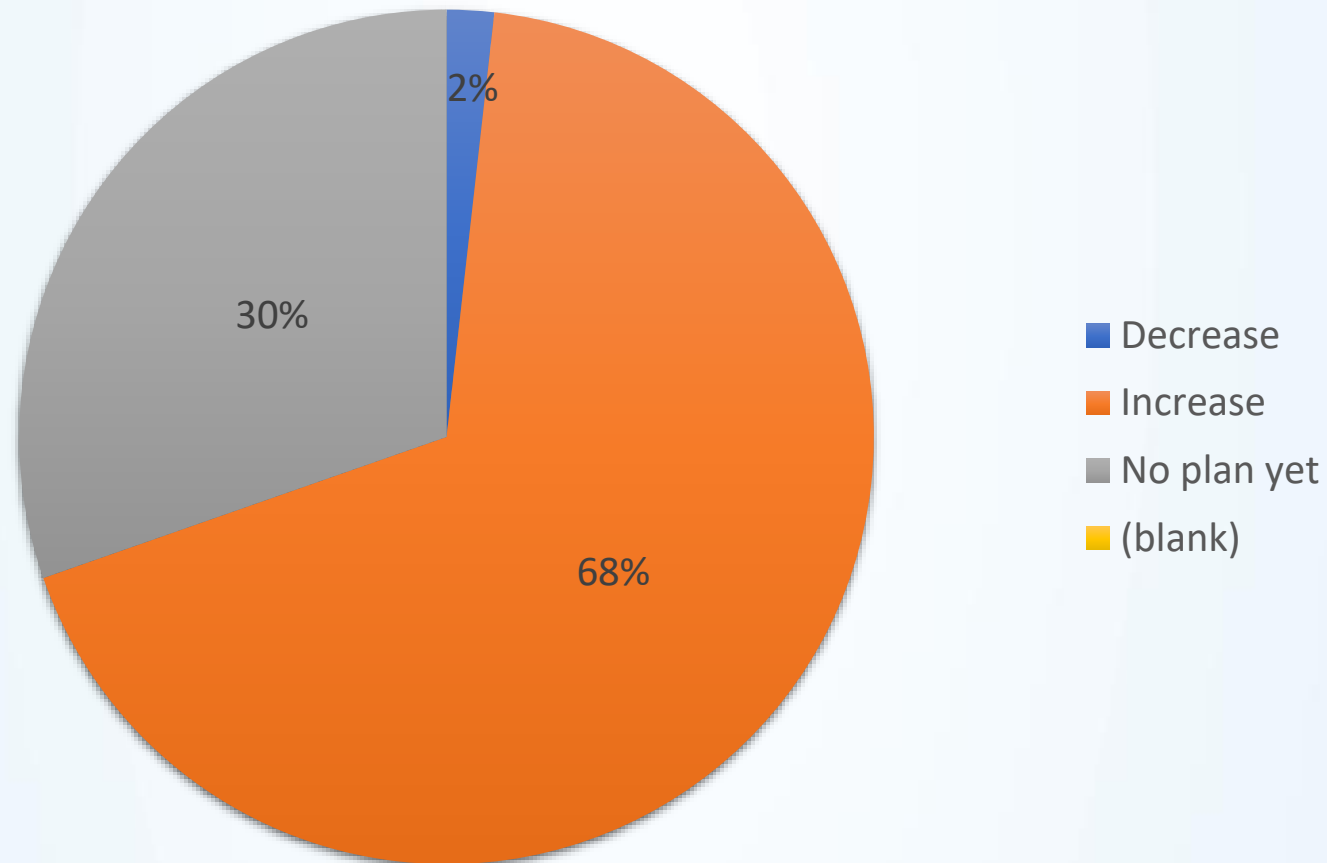
# Hiring Plan



# Hiring Plan



Does your Company or Organization plan to increase or decrease headcount in next 6 to 12 months?

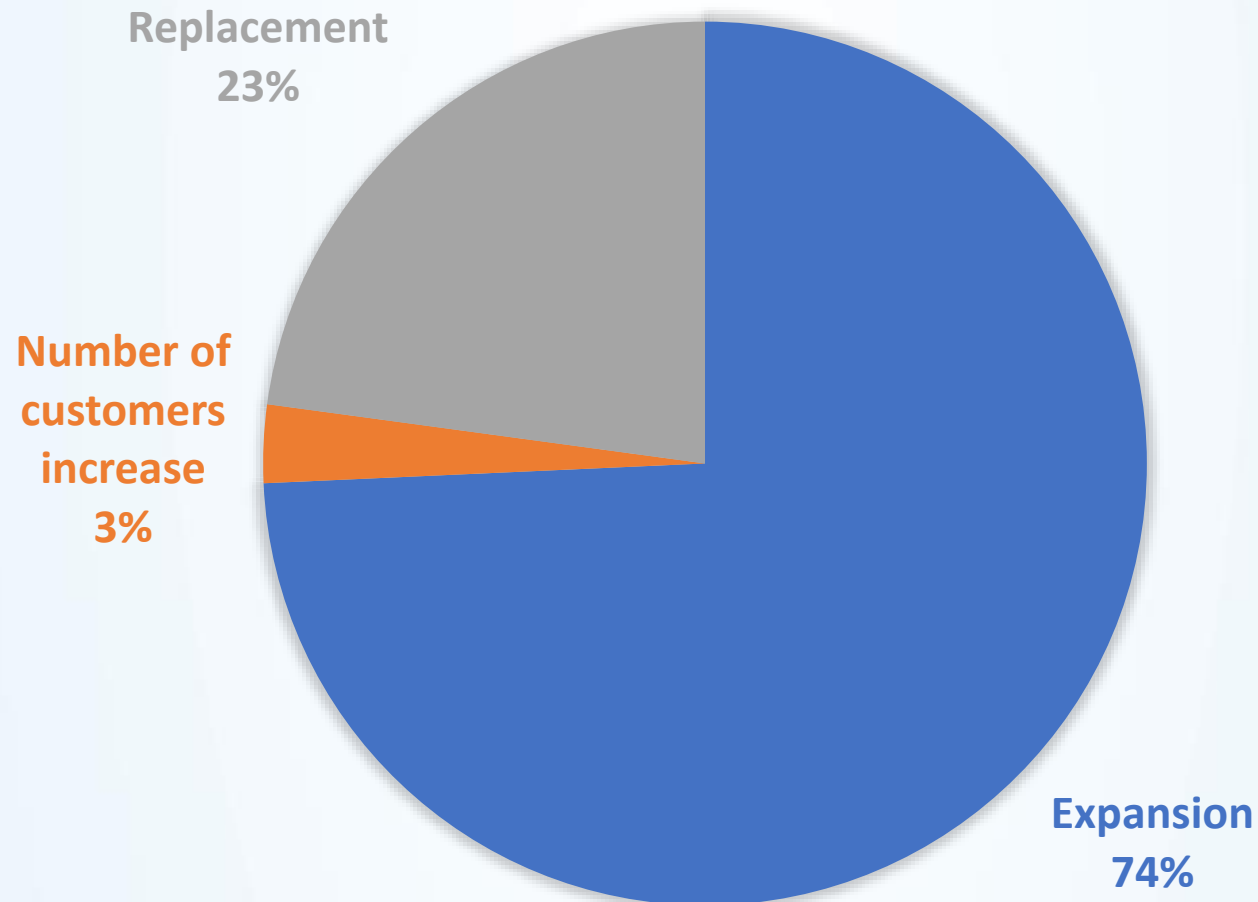




# Reasons of Increasing headcount



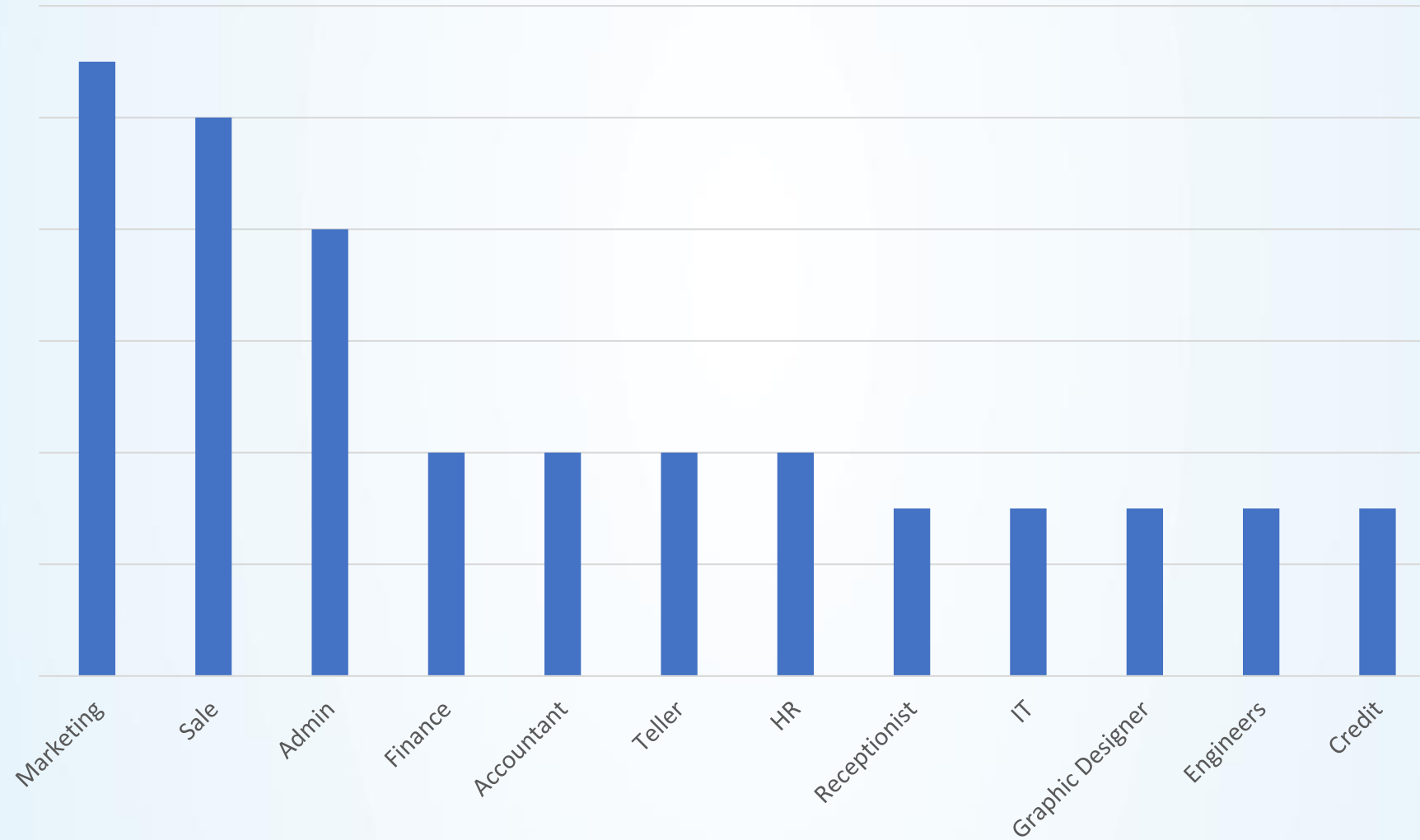
Why does your Company or Organization increase the headcount?



# In-demand Positions



Job functions that Companies or Organizations plan to hire or increase in next 6 to 12 months



# In-demand Skills



# In-demand Skills

