

前程无忧薪酬调查报告

51Job Salary Survey Report

(2006-2007)

前程无忧人事外包服务

51JOB HR TOOLS & OUTSOURCING

上海篱笆信息科技有限公司

感谢您使用《2007 版前程无忧薪酬调查报告》，同时感谢您选择前程无忧。前程无忧是全国最大的人事服务机构，此次我们推出的薪酬调查报告希望能帮助您准确了解市场薪酬福利水平，把握市场薪酬福利发展动态，为您的薪酬决策提供最有价值的参考。

前程无忧从 2002 年末开始推出薪酬调查报告以来，已经被全国数千家企业所使用，为他们提供了薪资政策的参考依据，获得了非常好的市场反馈。前程无忧秉承一贯的以客户需求为上的态度，继续为中国的专业 HR 人士提供最优质的产品。在 2006 年进行了更专业的调查分析后，我们推出了 2006-2007 年度薪酬调查报告。

本期薪酬调查报告继承以往报告的特色，从影响薪资的多个重要因素角度详细分析薪酬信息，同时在数据收集和分析方面采用了更多样的渠道和更丰富的样本，从更多企业参与薪酬调查、更多猎头团队提供的高级人才和高端职位薪酬信息、以及更广泛的个人薪酬调查，得到更全面准确的数据。在调查内容上，深入了解了各类企业对奖金、津贴、双薪等薪资组成及各项福利的数据，同时兼顾了任职人员的自身情况，更全面完整的分析了企业薪酬的各个影响因素。

为了让报告的格式更符合人事经理的决策要求和使用习惯，我们根据上一年度使用前程无忧薪酬报告客户的使用反馈意见和建议，并参考人力资本委员会资深人事专家的意见，在报告中提供了职位描述、快速索引数据、福利分析等，并从公司角度分析特定公司性质下的薪资水平分布、薪资组成分析，还从公司及个人角度相结合，提供公司性质与学历、工作年资等多个角度相结合综合分析职位的薪酬情况。同时提供更多第三方的参考数据和图表解析，以期为您提供全面的参考。

对于此份报告，任何疑问可拨打咨询电话 800 820 5100 或 021-61601888 咨询薪酬报告的销售人员，我们会为您提供专业的支持。同时，我们的服务也有很多需要改进和完善之处，我们热忱的欢迎您提出宝贵的意见和建议！衷心感谢您对我们的支持！

前程无忧 副总裁



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报告调研及制作方法

1. 数据来源

《2007 版前程无忧薪酬调查报告》数据来源于多方调查渠道：

- ◆ 企业人力资源部——前程无忧薪酬调研组2006年在全国二十六个大中城市展开薪酬调查活动，数千家企业参与调查。参与薪酬调查的企业覆盖各行业、各公司类型，调查涉及薪资组成各部分信息（月基本工资、月奖金、月津贴、月其它浮动收入、年奖金、年总收入等）及福利构成（法定福利个人及企业缴纳部分、商业保险、补充养老保险、补充住房公积金、带薪年假等）。

从企业角度收集的薪酬数据系统全面的反映了企业的薪酬结构，以及各职位等级、各岗位之间的薪酬关系，代表了最真实的市场薪酬状况。

- ◆ 猎头团队——前程无忧在全国各大城市都有一支专业的猎头队伍，从百万高级人才资源库中为客户提供人才甄选服务。

从猎头角度提供市场上高端职位及高级人才的薪酬水平，为关键职位提供更丰富更强大的数据依据。

- ◆ 个人薪酬信息——利用前程无忧全国数百万简历库为基础，挑选出成功申请工作的简历，对个人进行抽样电话调查，核实数据的真实性，从而从个人角度调查薪酬信息。

从个人角度收集真实而客观的薪酬信息，可以有效避免人工干预，准确体现市场实际情况，确保最大的可信性。

2. 数据统计

将多个调研渠道采集的数据根据统计学原理进行整理和分析，并自行开发设计相关软件生成薪酬数据库。

3. 报告分析

根据参与薪酬调查企业人力资源经理对报告的内容需求、总结以往薪酬报告客户的使用反馈意见及建议，并参考人力资源委员会资深人事专家的意见，制定最有利于人力资源薪酬管理决策的报表格式。

前程无忧薪酬调查报告，客观、全面的反映市场的薪酬水平，为企业的人力资源薪酬管理提供科学的依据。

报告组成

《2007 版前程无忧薪酬调查报告》每个职位条件的报告有两页，下图为报告第一页：

| 职位: 软件工程师 Position: Software Engineer | | 行业: 计算机 Industry: Personal Computer | 省/市: 上海市 Province/City: Shanghai |
|---|---|--|-------------------------------------|
| 编码/ Position Code: SH-PCON-It-01 | | | |
| 第一部分: 职位条件 | | | |
| 职位描述 | JOB DESCRIPTION | | |
| 1. 专业人员职位, 在上级的领导和监督下定期完成量化的工作要求, 并能独立处理和解决所负责的任务; 2. 根据开发进度和任务分配, 完成相应模块软件的设计、开发、编程任务; 3. 进行程序单元、功能的测试, 查出软件存在的缺陷并保证其质量; 4. 进行编制项目文档和质量记录的工作; 5. 维护软件使之保持可用性和稳定性。 | 1. Professional position, finish quantified work requirements under the superior's leadership and supervision, and independently deal with tasks; 2. Design, develop and write program for corresponding module software according to development progress and assignments; 3. Test program elements and functions to find out faults and ensure the quality; 4. Compile project files and quality records; 5. Maintain software to ensure its usability and stability. | | |
| 第二部分: 职位描述 | | | |
| 快速索引数据/ Index Data | 福利分析/ Benefits | | |
| 全国本年平均年薪: ¥38,720 National Average Annual Compensation: 城市本年平均年薪: ¥66,422 City Average Annual Compensation: 本城市本行业平均年薪: ¥67,134 Industry Average Annual Compensation: 预计2007年增幅: 6.00% 2007 Annual Raise: 本科以上学历比例: 63% % of Sample with bachelor degree or above: 平均工作年限: 3.39 年 Average Year of Work Experience: 本行业总样本数: 164 Total Number of Samples: 2006年离职率: 25% Voluntary Attrition Rate: | 享有者比例 % Eligible 平均值 Average 法定福利个人缴纳部分 Legal Benefits of individual 100% ¥7,385 法定福利企业缴纳部分 Legal Benefits of enterprise 100% ¥24,840 培训计划 Training Plan 76% ¥8,056 商业医疗保险 Commercial Health Insurance 36% ¥1,907 商业人身意外险 Commercial Accidental Insurance 2% ¥3,632 补充养老保险 Supplementary Insurance Plans 1% ¥3,021 补充住房公积金 Housing Allowance 16% ¥6,886 带薪年假 (天) Pay Leave 100% 8.00 | | |
| 第三部分: 快速索引数据 | | | |
| 第四部分: 福利分析 | | | |
| 本行业薪酬水平按公司性质分布/ By Company Type | | | |
| 公司性质 Company Type | 中位值 Median 75百分位值 75th%ile 90百分位值 90th%ile 平均值 Average 相当于平均年薪的倍数 Ratio to Average | | |
| 外商独资 (欧美企业) Wholly Owned Foreign Enterprise (European and American) | ¥ 85,419 ¥ 114,307 ¥ 144,141 ¥ 94,301 1.40 | | |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 68,690 ¥ 91,909 ¥ 115,895 ¥ 75,822 1.13 | | |
| 合资/合作 (欧美企业) Joint Venture/ Cooperative (European and American) | ¥ 77,233 ¥ 103,353 ¥ 130,327 ¥ 85,284 1.27 | | |
| 合资/合作 (非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 58,272 ¥ 77,979 ¥ 98,331 ¥ 64,331 0.96 | | |
| 民营/私营企业 Local Private Enterprise | ¥ 55,219 ¥ 73,894 ¥ 93,180 ¥ 60,961 0.91 | | |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 62,628 ¥ 83,809 ¥ 105,683 ¥ 69,141 1.03 | | |
| 行业平均 Industry Average | ¥ 60,811 ¥ 81,377 ¥ 102,616 ¥ 67,134 1.00 | | |
| 第五部分: 公司性质分布 | | | |
| 薪资组成 C&B Component | 外语水平 Foreign Language Proficiency | | |
| 公司性质 Company Type | 分布% Distribution 平均值 Average | | |
| 薪资项目名称 Salary Item | 享有者比例 % Eligible 平均值 Average | | |
| 月基本工资 Base Salary | ¥ 2,870 | | |
| 月固定津贴 Allowances | 96% ¥ 525 | | |
| 月奖金/提成 Monthly Bonus/Commission | 92% ¥ 381 | | |
| 月其它浮动收入 Other Monthly Bonus | 58% ¥ 475 | | |
| 月总收入 Monthly Total Income | ¥ 4,000 | | |
| 年奖金收入 Annual Bonus | 98% ¥ 15,035 | | |
| 月薪数量 The Number of Salary | 12.40 | | |
| 总年薪 Annual Total Income | ¥ 64,331 | | |
| 第六部分: 薪资组成分析 | | | |
| 第七部分: 外语水平分析 | | | |

软件工程师 样本报告 仅供格式参考 2006年10月

报告第二页:

| 综合分析/ Comprehensive Analysis | | | | | | | | | | |
|---|-------------------|----------|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| 公司性质 | | 人民币/年 | 工作年限(年) | | | | | | | |
| Company Type | | RMB/Year | Work Experience (years) | | | | | | | |
| | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | 中专 High School | 平均值 | Average | ¥ 38,855 | ¥ 44,339 | ¥ 54,064 | ¥ 61,920 | ¥ 68,659 | ¥ 47,390 | |
| | | 中位值 | Median | ¥ 34,051 | ¥ 40,338 | ¥ 48,046 | ¥ 56,278 | ¥ 58,675 | ¥ 60,400 | |
| | | 75百分位值 | 75th%ile | ¥ 44,810 | ¥ 53,809 | ¥ 64,842 | ¥ 76,866 | ¥ 80,239 | ¥ 80,397 | |
| | | 90百分位值 | 90th%ile | ¥ 58,751 | ¥ 69,509 | ¥ 79,124 | ¥ 89,118 | ¥ 98,897 | ¥ 108,567 | |
| | 大专 College | 平均值 | Average | ¥ 45,153 | ¥ 54,323 | ¥ 66,237 | ¥ 75,862 | ¥ 84,118 | ¥ 58,080 | |
| | | 中位值 | Median | ¥ 41,718 | ¥ 49,421 | ¥ 58,864 | ¥ 68,949 | ¥ 71,886 | ¥ 73,999 | |
| | | 75百分位值 | 75th%ile | ¥ 54,900 | ¥ 65,924 | ¥ 79,442 | ¥ 93,928 | ¥ 98,305 | ¥ 98,500 | |
| | | 90百分位值 | 90th%ile | ¥ 71,979 | ¥ 85,159 | ¥ 96,939 | ¥ 109,183 | ¥ 121,164 | ¥ 133,011 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 51,750 | ¥ 62,280 | ¥ 75,915 | ¥ 88,946 | ¥ 96,409 | ¥ 66,543 | |
| | | 中位值 | Median | ¥ 47,814 | ¥ 56,842 | ¥ 67,465 | ¥ 79,024 | ¥ 82,389 | ¥ 84,812 | |
| | | 75百分位值 | 75th%ile | ¥ 62,922 | ¥ 75,557 | ¥ 91,050 | ¥ 107,852 | ¥ 112,669 | ¥ 112,892 | |
| | | 90百分位值 | 90th%ile | ¥ 82,497 | ¥ 97,803 | ¥ 111,104 | ¥ 125,137 | ¥ 138,866 | ¥ 152,447 | |
| | 硕士 Master | 平均值 | Average | ¥ 61,804 | ¥ 74,358 | ¥ 90,664 | ¥ 103,838 | ¥ 115,139 | ¥ 79,471 | |
| | | 中位值 | Median | ¥ 57,103 | ¥ 67,846 | ¥ 80,572 | ¥ 94,376 | ¥ 98,396 | ¥ 101,289 | |
| | | 75百分位值 | 75th%ile | ¥ 75,146 | ¥ 90,238 | ¥ 108,738 | ¥ 128,567 | ¥ 134,558 | ¥ 134,824 | |
| | | 90百分位值 | 90th%ile | ¥ 98,524 | ¥ 116,565 | ¥ 132,689 | ¥ 149,448 | ¥ 165,847 | ¥ 182,064 | |
| | 博士 Doctor | 平均值 | Average | ¥ 81,225 | ¥ 97,722 | ¥ 119,154 | ¥ 136,468 | ¥ 151,319 | ¥ 104,444 | |
| | | 中位值 | Median | ¥ 75,047 | ¥ 88,903 | ¥ 105,891 | ¥ 124,033 | ¥ 129,315 | ¥ 133,118 | |
| | | 75百分位值 | 75th%ile | ¥ 98,760 | ¥ 118,591 | ¥ 142,908 | ¥ 168,967 | ¥ 176,841 | ¥ 177,191 | |
| | | 90百分位值 | 90th%ile | ¥ 129,484 | ¥ 153,194 | ¥ 174,384 | ¥ 196,410 | ¥ 217,063 | ¥ 239,275 | |
| | 所有学历 All | 平均值 | Average | ¥ 50,030 | ¥ 60,191 | ¥ 73,391 | ¥ 84,056 | ¥ 93,204 | ¥ 64,331 | |
| | | 中位值 | Median | ¥ 46,225 | ¥ 54,759 | ¥ 65,223 | ¥ 76,397 | ¥ 79,650 | ¥ 81,993 | |
| | | 75百分位值 | 75th%ile | ¥ 60,830 | ¥ 73,045 | ¥ 88,023 | ¥ 104,074 | ¥ 108,924 | ¥ 109,139 | |
| | | 90百分位值 | 90th%ile | ¥ 79,754 | ¥ 94,358 | ¥ 107,410 | ¥ 120,977 | ¥ 134,252 | ¥ 147,379 | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ 38,461 | ¥ 46,272 | ¥ 56,420 | ¥ 64,618 | ¥ 71,650 | ¥ 49,455 | |
| | | 中位值 | Median | ¥ 35,535 | ¥ 42,098 | ¥ 50,140 | ¥ 58,730 | ¥ 61,231 | ¥ 63,032 | |
| | | 75百分位值 | 75th%ile | ¥ 48,763 | ¥ 56,153 | ¥ 67,668 | ¥ 80,007 | ¥ 83,735 | ¥ 83,901 | |
| | | 90百分位值 | 90th%ile | ¥ 61,311 | ¥ 72,538 | ¥ 82,572 | ¥ 93,001 | ¥ 103,206 | ¥ 113,298 | |
| | 大专 College | 平均值 | Average | ¥ 47,120 | ¥ 56,890 | ¥ 69,123 | ¥ 79,167 | ¥ 87,783 | ¥ 60,590 | |
| | | 中位值 | Median | ¥ 43,536 | ¥ 51,574 | ¥ 61,429 | ¥ 71,954 | ¥ 75,018 | ¥ 77,224 | |
| | | 75百分位值 | 75th%ile | ¥ 57,292 | ¥ 68,797 | ¥ 82,903 | ¥ 98,021 | ¥ 102,589 | ¥ 102,792 | |
| | | 90百分位值 | 90th%ile | ¥ 75,116 | ¥ 88,870 | ¥ 101,163 | ¥ 113,941 | ¥ 126,444 | ¥ 138,808 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 54,005 | ¥ 64,973 | ¥ 79,223 | ¥ 90,735 | ¥ 100,610 | ¥ 69,443 | |
| | | 中位值 | Median | ¥ 49,898 | ¥ 59,110 | ¥ 70,405 | ¥ 82,467 | ¥ 85,980 | ¥ 88,508 | |
| | | 75百分位值 | 75th%ile | ¥ 65,664 | ¥ 78,849 | ¥ 95,017 | ¥ 112,343 | ¥ 117,579 | ¥ 117,812 | |
| | | 90百分位值 | 90th%ile | ¥ 86,091 | ¥ 101,856 | ¥ 115,945 | ¥ 130,590 | ¥ 144,920 | ¥ 159,090 | |
| | 硕士 Master | 平均值 | Average | ¥ 64,497 | ¥ 77,598 | ¥ 94,614 | ¥ 108,363 | ¥ 120,156 | ¥ 82,934 | |
| | | 中位值 | Median | ¥ 59,592 | ¥ 70,594 | ¥ 84,083 | ¥ 98,489 | ¥ 102,683 | ¥ 105,703 | |
| | | 75百分位值 | 75th%ile | ¥ 78,421 | ¥ 94,168 | ¥ 113,477 | ¥ 134,169 | ¥ 140,422 | ¥ 140,700 | |
| | | 90百分位值 | 90th%ile | ¥ 102,817 | ¥ 121,844 | ¥ 138,471 | ¥ 155,960 | ¥ 173,074 | ¥ 189,997 | |
| | 博士 Doctor | 平均值 | Average | ¥ 84,765 | ¥ 101,980 | ¥ 124,346 | ¥ 142,415 | ¥ 157,913 | ¥ 108,995 | |
| | | 中位值 | Median | ¥ 78,318 | ¥ 92,777 | ¥ 110,505 | ¥ 129,438 | ¥ 134,950 | ¥ 138,918 | |
| | | 75百分位值 | 75th%ile | ¥ 103,063 | ¥ 123,759 | ¥ 149,135 | ¥ 176,330 | ¥ 184,547 | ¥ 184,913 | |
| | | 90百分位值 | 90th%ile | ¥ 135,126 | ¥ 159,869 | ¥ 181,983 | ¥ 204,969 | ¥ 227,461 | ¥ 249,702 | |
| | 所有学历 All | 平均值 | Average | ¥ 52,210 | ¥ 62,814 | ¥ 76,590 | ¥ 87,719 | ¥ 97,285 | ¥ 67,134 | |
| | | 中位值 | Median | ¥ 48,239 | ¥ 57,145 | ¥ 68,065 | ¥ 79,726 | ¥ 83,121 | ¥ 85,565 | |
| | | 75百分位值 | 75th%ile | ¥ 63,481 | ¥ 76,228 | ¥ 91,858 | ¥ 108,609 | ¥ 113,670 | ¥ 113,895 | |
| | | 90百分位值 | 90th%ile | ¥ 83,229 | ¥ 98,470 | ¥ 112,091 | ¥ 128,248 | ¥ 140,102 | ¥ 153,801 | |

第八部分：综合分析

报告详解及使用方法

第一部分：职位条件

职位: 软件工程师
Position: Software Engineer

行业: 计算机
Industry: Computer

省/市: 上海市
Province/City: Shanghai
编码/ Position Code: SH-PCON-It-01

- 由 4 部分组成：职位 - 行业 - 工作地点 - 编码，帮助使用者确定此报告的职位及职位所属城市及行业
- 职位名称沿袭中国国内企业通用的、统一用于企业招聘和个人应聘的标准职位名称

第二部分：职位描述

| 职位描述 | JOB DESCRIPTION |
|--|---|
| <ol style="list-style-type: none"> 1. 专业人员职位，在上级的领导和监督下定期完成量化的工作要求，并能独立处理和解决所负责的任务； 2. 根据开发进度和任务分配，完成相应模块软件的设计、开发、编程任务； 3. 进行程序单元、功能的测试，查出软件存在的缺陷并保证其质量； 4. 进行编制项目文档和质量记录的工作； 5. 维护软件使之保持可用性和稳定性。 | <ol style="list-style-type: none"> 1. Professional position, finish quantified work requirements under the superior's leadership and supervision, and independently deal with tasks; 2. Design, develop and write program for corresponding module software according to development progress and assignments; 3. Test program elements and functions to find out faults and ensure the quality; 4. Compile project files and quality records; 5. Maintain software to ensure its usability and stability. |

- 职位描述，详细描述此职位的工作内容和职责范围，便于使用者了解参考值为的匹配程度，比较企业该职位的定义和市场定义的差别。根据职位描述匹配程度可以决定公司该职位因工作内容和职责范围而形成的薪酬差价，如果公司此职位有更高/低的职位要求或更多/少的工作内容，可以根据情况在此份报告提供的薪酬上增加/减少适当百分比。

第三部分：快速索引数据

| 快速索引数据/ Index Data | |
|---|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥38,720 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥66,422 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥67,134 |
| 预计2007年增幅: 2007 Annual Raise: | 6.00% |
| 本科以上学历比例: % of Sample with bachelor degree or above: | 63% |
| 平均工作年数: Average Year of Work Experience: | 3.39 年 |
| 本行业总样本数: Total Number of Samples: | 164 |
| 2006年离职率: Voluntary Attrition Rate: | 25% |

- 概述该职位全国本年、所在城市本年、本行业本年的平均年薪，使用者可以从整体上了解本职位各层面的薪酬情况，还可以比较此职位本行业薪酬水平与城市全行业薪酬水平的差异
- 根据国家、本城市的 GDP 增长、本行业市场走向、通货膨胀系数以及人才流动率等各因素分析此职位类别的年度增幅百分比，有助于使用者了解薪酬的整体增幅趋势
- 统计此职位本科以上学历的人数比例和平均工作年数，便于使用者了解市场上该职位的学历水平和平均年资，企业若招聘此职位也可以以此参考职位要求
- 本行业总样本数，提供此职位在本市本行业的统计取样量
- 年度平均离职率，有助于使用者了解该职位的市场流动情况

第四部分：福利分析

| 福利分析/ Benefits | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥7,385 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥24,840 |
| 培训计划 Training Plan | 79% | ¥8,056 |
| 商业医疗保险 Commercial Healthy Insurance | 36% | ¥1,907 |
| 商业人身意外险 Commercial Accidental Insurance | 2% | ¥3,632 |
| 补充养老保险 Supplementary Insurance Plans | 1% | ¥3,021 |
| 补充住房公积金 Housing Allowance | 16% | ¥6,886 |
| 有薪假期（天） Pay Leave | 100% | 8.00 |

- 提供本职位各项福利数据，包括有多少比例的人享有各项福利，以及各项福利的平均成本
- 根据上述比例和本企业的实际情况决定本公司该职位的福利设计方案

使用方法：

举例说明，如上图为企业工程师职位上海市的福利分析，可以出此职位有79%的人在企业中享有培训，企业每月为每个人支付的平均培训费用为¥8,056。而只有16%的人在企业中享有补充住房公积金。

第五部分：按公司性质分布

| 本行业薪酬水平按公司性质分布/ By Company Type | | | | | |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
| 外商独资（欧美企业） Wholly Owned Foreign Enterprise(European and American) | ¥ 85,419 | ¥ 114,307 | ¥ 144,141 | ¥ 84,301 | 1.40 |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 68,680 | ¥ 91,908 | ¥ 115,895 | ¥ 75,822 | 1.13 |
| 合资/合作（欧美企业） Joint Venture/ Cooperative(European and American) | ¥ 77,233 | ¥ 103,353 | ¥ 130,327 | ¥ 85,264 | 1.27 |
| 合资/合作（非欧美企业） Joint Venture/ Cooperative (Other nationalities) | ¥ 58,272 | ¥ 77,979 | ¥ 98,331 | ¥ 64,331 | 0.96 |
| 民营/私营企业 Local Private Enterprise | ¥ 55,219 | ¥ 73,894 | ¥ 93,180 | ¥ 60,961 | 0.91 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 62,628 | ¥ 83,809 | ¥ 105,683 | ¥ 69,141 | 1.03 |
| 行业平均 Industry Average | ¥ 60,811 | ¥ 81,377 | ¥ 102,616 | ¥ 67,134 | 1.00 |

- 提供本行业中所有性质企业的薪酬中位值、75百分位值、90百分位值、平均值，以及与全部企业平均年薪的比较比例
- 便于了解本企业性质薪酬水平以及与其它公司性质的比较，清楚本企业薪酬水平在市场上所处的位置以及掌握竞争对手的薪酬水平

使用方法：

例如计算机行业的合资/合作（非欧美企业）希望要从竞争对手处吸引软件工程师人才，可参考上图64,331的平均薪资。若面向整个市场招聘此职位，可参考本行业所有公司性质企业汇总的67,134平均薪资。另外，如果该公司为了吸引和保留此职位人才，计划采用市场75百分位或更高的薪酬水平，可参考上图的相应数据。

第六部分：薪资组成分析

| 薪资组成 C&B Component | | | |
|-----------------------------------|--|----------------|--|
| 公司性质 Company Type | 合资/合作（非欧美企业） Joint Venture/ Cooperative (Other nationalities) | | |
| 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average | |
| 月基本工资 Base Salary | | ¥ 2,870 | |
| 月固定津贴 Allowances | 96% | ¥ 525 | |
| 月奖金/提成 Monthly Bonus/Commision | 92% | ¥ 381 | |
| 月其它浮动收入 Other Monthly Bonus | 58% | ¥ 475 | |
| 月总收入 Monthly Total Income | | ¥ 4,000 | |
| 年奖金收入 Annual Bonus | 98% | ¥ 15,035 | |
| 月薪数量 The Number of Salary | | 12.40 | |
| 总年薪 Annual Total Income | | ¥ 64,331 | |

- 提供该职位指定公司性质企业的薪资组成情况分析

使用方法：

例如，上图为合资/合作（非欧美企业）软件工程师的薪资组成，可以看到该职位在合资/合作（非欧美企业）的平均年薪 64,331 元，其中月基本工资 2,870 元，96%的人每月有各项津贴共 525 元，92%的人平均每月有 381 元的奖金，既平均月总收入 4,000 元，另外有 98%的人能拿到平均 15,035 元左右的年奖金。

第七部分：按外语水平分布

| 外语水平 Foreign Language Proficiency | | |
|-----------------------------------|---------------------|----------------|
| | 分布% Distribution | 平均值 Average |
| 一般 Elementary | 18% | ¥55,192 |
| 良好 Intermediate | 37% | ¥63,598 |
| 熟练 Advanced | 32% | ¥70,689 |
| 精通 Proficient | 13% | ¥85,141 |

- 便于使用者了解该职位人员所具有的第一外语水平在市场需求分布情况，及其对薪酬的影响程度
- 帮助使用者决定本企业该职位需要的外语水平，以及根据就职员工自身外语水平，确定薪资范围

使用方法：

例如，上海计算机行业合资/合作（非欧美企业）的工程师分别有 37% 和 32% 的人外语水平属于良好和熟练等级，相应的平均年薪是 63,598 元和 70,689 元。如果该公司新招聘的工程师的外语水平属于熟练程度，则可以考虑支付 70,689 左右的年薪水平。

第八部分：公司类型与个人条件结合综合分析

| 综合分析/ Comprehensive Analysis | | | | 工作年限(年) Work Experience (years) | | | | | | |
|--|-------------------|--------------------|-----------|---------------------------------|-----------|-----------|-----------|-----------|------|--|
| 公司性质 Company Type | | 人民币/年 RMB/Year | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | |
| 合资/合作(非欧美企业) Joint Venture/Cooperative (Other nationalities) | 中专 High School | 平均值 Average | ¥ 36,855 | ¥ 44,339 | ¥ 54,064 | ¥ 61,920 | ¥ 68,659 | ¥ 47,390 | | |
| | | 中位值 Median | ¥ 34,051 | ¥ 40,338 | ¥ 48,046 | ¥ 56,278 | ¥ 58,675 | ¥ 60,400 | | |
| | | 75百分位值 75th%ile | ¥ 44,810 | ¥ 53,809 | ¥ 64,842 | ¥ 76,866 | ¥ 80,239 | ¥ 90,397 | | |
| | | 90百分位值 90th%ile | ¥ 58,751 | ¥ 69,509 | ¥ 79,124 | ¥ 89,118 | ¥ 98,897 | ¥ 108,567 | | |
| | 大专 College | 平均值 Average | ¥ 45,153 | ¥ 54,323 | ¥ 66,237 | ¥ 75,862 | ¥ 84,118 | ¥ 58,060 | | |
| | | 中位值 Median | ¥ 41,718 | ¥ 49,421 | ¥ 58,864 | ¥ 68,949 | ¥ 71,886 | ¥ 73,999 | | |
| | | 75百分位值 75th%ile | ¥ 54,900 | ¥ 65,024 | ¥ 79,442 | ¥ 93,928 | ¥ 98,305 | ¥ 98,500 | | |
| | | 90百分位值 90th%ile | ¥ 71,979 | ¥ 85,159 | ¥ 96,939 | ¥ 109,183 | ¥ 121,164 | ¥ 133,011 | | |
| | 本科 Bachelor | 平均值 Average | ¥ 51,750 | ¥ 62,260 | ¥ 75,915 | ¥ 86,946 | ¥ 96,409 | ¥ 66,543 | | |
| | | 中位值 Median | ¥ 47,814 | ¥ 56,842 | ¥ 67,465 | ¥ 79,024 | ¥ 82,389 | ¥ 84,812 | | |
| | | 75百分位值 75th%ile | ¥ 62,622 | ¥ 75,557 | ¥ 91,050 | ¥ 107,652 | ¥ 112,669 | ¥ 112,892 | | |
| | | 90百分位值 90th%ile | ¥ 82,497 | ¥ 97,803 | ¥ 111,104 | ¥ 125,137 | ¥ 138,868 | ¥ 152,447 | | |
| | 硕士 Master | 平均值 Average | ¥ 61,804 | ¥ 74,356 | ¥ 90,664 | ¥ 103,838 | ¥ 115,139 | ¥ 79,471 | | |
| | | 中位值 Median | ¥ 57,103 | ¥ 67,846 | ¥ 80,572 | ¥ 94,376 | ¥ 98,396 | ¥ 101,289 | | |
| | | 75百分位值 75th%ile | ¥ 75,146 | ¥ 90,236 | ¥ 108,738 | ¥ 128,567 | ¥ 134,558 | ¥ 134,824 | | |
| | | 90百分位值 90th%ile | ¥ 98,624 | ¥ 116,565 | ¥ 132,689 | ¥ 149,448 | ¥ 165,847 | ¥ 182,064 | | |
| | 博士 Doctor | 平均值 Average | ¥ 81,225 | ¥ 97,722 | ¥ 119,154 | ¥ 136,468 | ¥ 151,319 | ¥ 104,444 | | |
| | | 中位值 Median | ¥ 75,047 | ¥ 88,903 | ¥ 105,891 | ¥ 124,033 | ¥ 129,315 | ¥ 131,118 | | |
| | | 75百分位值 75th%ile | ¥ 98,780 | ¥ 118,591 | ¥ 142,908 | ¥ 168,967 | ¥ 176,841 | ¥ 177,191 | | |
| | | 90百分位值 90th%ile | ¥ 129,484 | ¥ 153,194 | ¥ 174,384 | ¥ 199,410 | ¥ 217,963 | ¥ 239,275 | | |
| | 所有学历 All | 平均值 Average | ¥ 50,030 | ¥ 60,191 | ¥ 73,391 | ¥ 84,056 | ¥ 93,204 | ¥ 64,331 | | |
| | | 中位值 Median | ¥ 46,225 | ¥ 54,759 | ¥ 65,223 | ¥ 76,397 | ¥ 79,650 | ¥ 81,993 | | |
| | | 75百分位值 75th%ile | ¥ 60,830 | ¥ 73,045 | ¥ 88,023 | ¥ 104,074 | ¥ 108,924 | ¥ 109,139 | | |
| | | 90百分位值 90th%ile | ¥ 79,754 | ¥ 94,358 | ¥ 107,410 | ¥ 120,977 | ¥ 134,252 | ¥ 147,379 | | |
| 所有公司性质 Overall | 中专 High School | 平均值 Average | ¥ 38,461 | ¥ 46,272 | ¥ 56,420 | ¥ 64,618 | ¥ 71,650 | ¥ 49,455 | | |
| | | 中位值 Median | ¥ 35,535 | ¥ 42,096 | ¥ 50,140 | ¥ 58,730 | ¥ 61,231 | ¥ 63,032 | | |
| | | 75百分位值 75th%ile | ¥ 46,783 | ¥ 56,153 | ¥ 67,668 | ¥ 80,007 | ¥ 83,735 | ¥ 83,901 | | |
| | | 90百分位值 90th%ile | ¥ 61,311 | ¥ 72,538 | ¥ 82,572 | ¥ 93,001 | ¥ 103,206 | ¥ 113,298 | | |
| | 大专 College | 平均值 Average | ¥ 47,120 | ¥ 56,890 | ¥ 69,123 | ¥ 79,167 | ¥ 87,783 | ¥ 60,590 | | |
| | | 中位值 Median | ¥ 43,536 | ¥ 51,574 | ¥ 61,429 | ¥ 71,954 | ¥ 75,018 | ¥ 77,224 | | |
| | | 75百分位值 75th%ile | ¥ 57,292 | ¥ 68,797 | ¥ 82,903 | ¥ 98,021 | ¥ 102,589 | ¥ 102,792 | | |
| | | 90百分位值 90th%ile | ¥ 75,116 | ¥ 88,870 | ¥ 101,183 | ¥ 113,941 | ¥ 126,444 | ¥ 138,808 | | |
| | 本科 Bachelor | 平均值 Average | ¥ 54,005 | ¥ 64,973 | ¥ 79,223 | ¥ 90,735 | ¥ 100,610 | ¥ 69,443 | | |
| | | 中位值 Median | ¥ 49,898 | ¥ 59,110 | ¥ 70,405 | ¥ 82,467 | ¥ 85,980 | ¥ 88,508 | | |
| | | 75百分位值 75th%ile | ¥ 65,664 | ¥ 78,849 | ¥ 95,017 | ¥ 112,343 | ¥ 117,579 | ¥ 117,812 | | |
| | | 90百分位值 90th%ile | ¥ 86,091 | ¥ 101,856 | ¥ 115,945 | ¥ 130,590 | ¥ 144,920 | ¥ 159,090 | | |
| | 硕士 Master | 平均值 Average | ¥ 64,497 | ¥ 77,596 | ¥ 94,614 | ¥ 108,363 | ¥ 120,156 | ¥ 82,934 | | |
| | | 中位值 Median | ¥ 59,592 | ¥ 70,594 | ¥ 84,083 | ¥ 98,489 | ¥ 102,683 | ¥ 105,703 | | |
| | | 75百分位值 75th%ile | ¥ 78,421 | ¥ 94,168 | ¥ 113,477 | ¥ 134,169 | ¥ 140,422 | ¥ 140,700 | | |
| | | 90百分位值 90th%ile | ¥ 102,817 | ¥ 121,644 | ¥ 138,471 | ¥ 155,960 | ¥ 173,074 | ¥ 189,997 | | |
| | 博士 Doctor | 平均值 Average | ¥ 84,785 | ¥ 101,980 | ¥ 124,346 | ¥ 142,415 | ¥ 157,913 | ¥ 108,995 | | |
| | | 中位值 Median | ¥ 78,318 | ¥ 92,777 | ¥ 110,505 | ¥ 129,438 | ¥ 134,950 | ¥ 138,918 | | |
| | | 75百分位值 75th%ile | ¥ 103,063 | ¥ 123,759 | ¥ 149,135 | ¥ 176,330 | ¥ 184,547 | ¥ 184,913 | | |
| | | 90百分位值 90th%ile | ¥ 135,126 | ¥ 159,869 | ¥ 181,983 | ¥ 204,969 | ¥ 227,461 | ¥ 249,702 | | |
| | 所有学历 All | 平均值 Average | ¥ 52,210 | ¥ 62,814 | ¥ 76,590 | ¥ 87,719 | ¥ 97,265 | ¥ 67,134 | | |
| | | 中位值 Median | ¥ 48,239 | ¥ 57,145 | ¥ 68,085 | ¥ 79,726 | ¥ 83,121 | ¥ 85,565 | | |
| | | 75百分位值 75th%ile | ¥ 63,451 | ¥ 76,228 | ¥ 91,858 | ¥ 108,609 | ¥ 113,670 | ¥ 113,895 | | |
| | | 90百分位值 90th%ile | ¥ 83,229 | ¥ 98,470 | ¥ 112,091 | ¥ 126,248 | ¥ 140,102 | ¥ 153,801 | | |

- 提供指定公司性质企业及所有类型企业情况下，结合个人学历、工作年限条件的综合薪酬分析，并以中位值、75 百分位值、90 百分位值、平均值分别体现，使用者可以根据本公司策略，并参考员工个人条件，采用合适的薪资水平

使用方法：

职位的薪资不仅在行业、公司类型间有水平差异，个人的素质也很大程度决定薪酬水平。上图中可以看到在结合了个人学历及工作年限条件下，上海市计算机行业合作/合资（非欧美企业）和所有公司性质的软件工程师的综合薪酬分布情况。

例如需要了解合作/合资（非欧美企业）本科学历工作 2-3 年的软件工程师的薪酬，由此表可以看到所属条件下的平均年薪为 62,260 元，同时还可以看到相应的中位值、75 百分位值及 90 百分位值。也可以从所有学历部分中看到在不考虑学历条件下，工作 2-3 年的软件工程师的平均年薪为 60,191 元，代表了合作/合资（非欧美企业）整体的市场情况。另外，可以与所有公司性质的相应数据进行比较，掌握该企业性质下该职位薪酬的市场竞争力。

统计术语定义

中位值及各百分位值是表示数据集中程度及分布的统计特征数。将某职位的全部样本薪酬数据从低到高排列，取相应的百分位处的数值，即得各百分位值。

平均值 —— 所有数据之和除以数据个数得到的数值

中位值 —— 在全部数据中排列在中间的数据值，也表示 50% 的数据低于或高于该数值

75 百分位值 —— 在全部数据中排列在第 75 百分位的数据值，也表示 75% 的数据低于该数值

（许多公司希望自身的薪酬水平在市场上吸引或保留人才更有竞争力，可以参考 75 百分位值。）

90 百分位值 —— 在全部数据中排列在第 90 百分位的数据值，也表示 90% 的数据低于该数值

（90 百分位值是市场中的高端值，一般情况下企业对于保留核心人才会参考使用此数值。）

分位值分别代表了市场薪酬水平从低到高的排列情况，公司可以根据人力资源战略及其对自身在市场上的定位来参照本份报告的薪酬水平分析，从而制定相应的薪酬策略。

参考数据

| 地区 | 生产总值增长 | 居民消费价格指数 | 城镇居民人均可支配收入增长 | 社会平均工资 |
|------|--------|----------|---------------|--------|
| 全国 | 10.70% | 101.5 | 10.40% | 21,001 |
| 北京市 | 12% | 100.9 | 13.20% | 36,097 |
| 上海市 | 12% | 101.2 | 10.80% | 29,569 |
| 广州市 | 14.70% | 102.3 | 8.50% | 36,321 |
| 深圳市 | 15.00% | 102.2 | 5.00% | 35,107 |
| 广东省 | 14.10% | 101.8 | 8.40% | 26,350 |
| 重庆市 | 12.20% | 102.4 | 10.30% | 19,215 |
| 哈尔滨市 | 13.50% | 101.1 | 11.60% | 14,610 |
| 沈阳市 | 16.50% | 101.8 | 15.40% | 23,392 |
| 大连市 | 16.50% | 101.4 | 11.30% | 24,200 |
| 济南市 | 15.70% | 100.9 | 13.00% | 18,733 |
| 青岛市 | 15.70% | 100.9 | 18.60% | 18,574 |
| 南京市 | 15.10% | 101.7 | 16.90% | 32,459 |
| 杭州市 | 14.30% | 101.2 | 14.60% | 32,440 |
| 苏州市 | 15.50% | 101.6 | 13.90% | 28,010 |
| 合肥市 | 17.50% | 100.9 | 13.70% | 21,905 |
| 东莞市 | 19.00% | 101.2 | 10.70% | 31,135 |
| 武汉市 | 14.80% | 101.4 | 13.90% | 21,839 |
| 长沙市 | 14.80% | 101.1 | 12.00% | 24,615 |
| 西安市 | 13.00% | 101.6 | 13.30% | 20,316 |
| 成都市 | 13.80% | 101.8 | 12.60% | 22,564 |
| 昆明市 | 12.30% | 101.6 | 12.00% | --- |
| 天津市 | 14.40% | 101.5 | 13.00% | 27,252 |
| 郑州市 | 15.70% | 101.4 | 11.10% | 18,861 |
| 福州市 | --- | --- | --- | --- |
| 长春市 | --- | --- | --- | --- |
| 宁波市 | 13.40% | 101.9 | 13.00% | 28,899 |

以上数据来源于各地《2006年国民经济和社会发展统计公报》。

生产总值——即 GDP，是按市场价格计算的国内生产总值的简称，是指一个国家或地区所有常住单位在一定时期内生产活动的最终成果。

居民消费价格指数——是反映一定时期内居民所购买消费品价格和服务项目价格变动趋势、变动程度的相对数。运用居民消费价格指数，可以观察、分析消费品零售价格和服务项目价格变动对居民实际生活费用支出的影响程度。

人均可支配收入——可支配收入，指居民家庭在支付个人所得税之后，所余下的全部实际现金收入（不包括借贷收入）。人均可支配收入即用家庭可支配收入除以家庭人口。

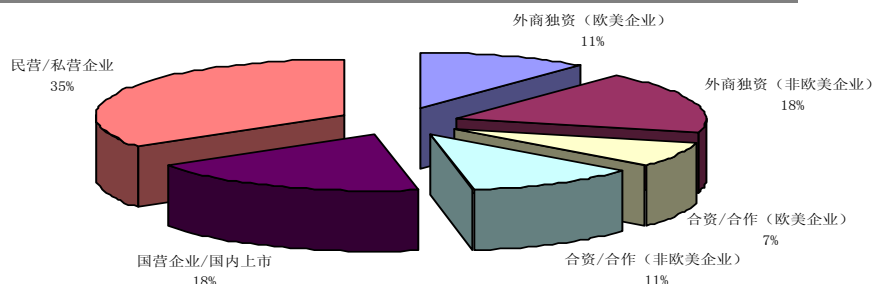
社会平均工资——是一定时期一定范围内平均一个职工的工资数额。通过该时期该范围全体职工的工资总额与职工平均人数之比而得到。社会平均工资可以反映出职工的工资水平和生活水平，在计算报酬、计算赔偿额等提供一些参考。

地区薪酬调查报告样本分析

上海市

1. 样本公司性质分布及年薪分析

| 公司性质 | 平均薪酬 | 公司性质分布 | 2006 薪资增幅 |
|--------------|----------|--------|-----------|
| 外商独资（欧美企业） | ¥101,610 | 11% | 8.29% |
| 外商独资（非欧美企业） | ¥71,717 | 18% | 7.27% |
| 合资/合作（欧美企业） | ¥80,284 | 7% | 9.61% |
| 合资/合作（非欧美企业） | ¥65,752 | 11% | 9.09% |
| 国营企业/国内上市 | ¥65,419 | 18% | 9.26% |
| 民营/私营企业 | ¥59,141 | 34% | 7.46% |
| 汇总 | ¥69,522 | 100% | 8.20% |



2. 样本行业分布及年薪分析

| 行业 | 平均薪酬 | 行业分布 | 预计 2007 年薪资增幅 |
|----------|---------|--------|---------------|
| 计算机 | ¥77,315 | 9.76% | 8.36% |
| 通讯/电信 | ¥81,023 | 3.60% | 6.17% |
| 互联网 | ¥68,710 | 1.99% | 6.21% |
| 电子技术 | ¥64,881 | 8.43% | 10.05% |
| 金融 | ¥78,231 | 3.44% | 6.98% |
| 快速消费品 | ¥70,940 | 3.93% | 8.38% |
| 耐用消费品 | ¥62,482 | 6.21% | 6.94% |
| 制造 | ¥64,682 | 12.45% | 7.97% |
| 生物/医药 | ¥70,835 | 4.28% | 8.93% |
| 批发/零售 | ¥61,779 | 2.86% | 9.59% |
| 贸易/进出口 | ¥63,781 | 6.00% | 7.60% |
| 汽车 | ¥70,704 | 2.95% | 6.00% |
| 广告/会展/公关 | ¥60,322 | 2.82% | 8.76% |
| 媒体/出版/印刷 | ¥61,822 | 2.41% | 7.78% |
| 专业服务 | ¥83,608 | 2.39% | 8.14% |
| 餐饮/酒店/旅游 | ¥50,403 | 3.86% | 10.81% |
| 生活服务 | ¥45,384 | 4.15% | 9.26% |
| 建筑/装潢 | ¥65,986 | 5.54% | 7.18% |
| 房地产 | ¥76,802 | 4.27% | 8.60% |
| 能源/化工/矿产 | ¥73,314 | 3.57% | 7.40% |
| 交通/运输/物流 | ¥56,312 | 5.09% | 8.77% |

职位: 总经理秘书
Position: Secretary to General Manager

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-AM-06

职位描述

1. 普通工作人员职位, 协助上级执行一般的不需较多工作经验的任务;
2. 直接为总经理提供秘书服务;
3. 能独立处理突发事件, 或当老板不在时能主动处理一些紧迫事务;
4. 与其他部门的经理进行沟通;
5. 确定并安排会议时间;
6. 负责会议材料的整理、存档工作;
7. 完成上级交给的其它事务性工作。

JOB DESCRIPTION

1. Position of Ordinary Staff, to assist the superior in performing the general tasks required less work experience;
2. to provide to General Manager the secretarial services directly;
3. to handle the incidents independently or to actively settle certain emergencies in case of the superior's absence;
4. to communicate with manager(s) of other departments;
5. to set and arrange the meeting schedules;
6. to be responsible for processing and archiving the meeting materials;
7. to fulfill other routine works required by the superior.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥23,327 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥46,224 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥48,171 |
| 预计2007年增幅: 2007 Annual Raise: | 6.83% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 34% |
| 平均工作年数: Average Year of Work Experience: | 5.26 年 |
| 本行业总样本数: Total Number of Samples: | 166 |
| 2006年离职率: Voluntary Attrition Rate: | 24% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥456 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 37% | ¥56 |
| 商业医疗保险 Commercial Healthy Insurance | 53% | ¥64 |
| 商业人身意外险 Commercial Accidental Insurance | 24% | ¥18 |
| 补充养老保险 Supplementary Insurance Plans | 5% | ¥233 |
| 补充住房公积金 Housing Allowance | 9% | ¥137 |
| 有薪假期(天) Pay Leave | 100% | 7.54 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 58,921 | ¥ 70,741 | ¥ 87,662 | ¥ 62,047 | 1.29 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 46,602 | ¥ 55,951 | ¥ 69,334 | ¥ 49,075 | 1.02 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 54,388 | ¥ 65,298 | ¥ 80,918 | ¥ 57,273 | 1.19 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 44,775 | ¥ 53,756 | ¥ 66,615 | ¥ 47,150 | 0.98 |
| 民营/私营企业 Local Private Enterprise | ¥ 40,729 | ¥ 48,899 | ¥ 60,597 | ¥ 42,890 | 0.89 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 43,801 | ¥ 52,587 | ¥ 65,166 | ¥ 46,124 | 0.96 |
| 行业平均 Industry Average | ¥ 45,745 | ¥ 54,921 | ¥ 68,058 | ¥ 48,171 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|--|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 3,373 |
| 月固定津贴 Allowances | 51% | | ¥ 459 |
| 月奖金/提成 Monthly Bonus/Commision | 49% | | ¥ 497 |
| 月其它浮动收入 Other Monthly Bonus | 10% | | ¥ 369 |
| 月总收入 Monthly Total Income | | | ¥ 3,887 |
| 年奖金收入 Annual Bonus | 20% | | ¥ 5,583 |
| 月薪数量 The Number of Salary | | | 12.34 |
| 总年薪 Annual Total Income | | | ¥ 49,075 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 26% | ¥40,353 |
| 良好 Intermediate | 39% | ¥45,178 |
| 熟练 Advanced | 22% | ¥54,655 |
| 精通 Proficient | 13% | ¥60,214 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|------------------------------------|--------|-----|--------|-----|--------|-----|--------|------|--------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 28,114 | ¥ | 30,822 | ¥ | 36,666 | ¥ | 42,310 | ¥ | 46,263 | ¥ | 50,270 |
| | | 中位值 | Median | ¥ | 26,994 | ¥ | 29,005 | ¥ | 32,304 | ¥ | 41,206 | ¥ | 44,805 | ¥ | 47,720 |
| | | 75百分位值 | 75th%ile | ¥ | 32,320 | ¥ | 36,366 | ¥ | 41,965 | ¥ | 44,805 | ¥ | 51,362 | ¥ | 55,369 |
| | | 90百分位值 | 90th%ile | ¥ | 40,822 | ¥ | 45,939 | ¥ | 49,905 | ¥ | 55,369 | ¥ | 62,290 | ¥ | 70,304 |
| | 大专 College | 平均值 | Average | ¥ | 36,360 | ¥ | 39,863 | ¥ | 47,420 | ¥ | 54,720 | ¥ | 59,832 | ¥ | 65,014 |
| | | 中位值 | Median | ¥ | 34,912 | ¥ | 37,512 | ¥ | 41,779 | ¥ | 53,293 | ¥ | 57,947 | ¥ | 61,716 |
| | | 75百分位值 | 75th%ile | ¥ | 41,799 | ¥ | 47,032 | ¥ | 54,274 | ¥ | 57,947 | ¥ | 66,427 | ¥ | 71,610 |
| | | 90百分位值 | 90th%ile | ¥ | 52,795 | ¥ | 59,413 | ¥ | 64,543 | ¥ | 71,610 | ¥ | 80,561 | ¥ | 90,925 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 43,968 | ¥ | 48,204 | ¥ | 57,343 | ¥ | 66,171 | ¥ | 72,352 | ¥ | 78,619 |
| | | 中位值 | Median | ¥ | 42,218 | ¥ | 45,361 | ¥ | 50,522 | ¥ | 64,444 | ¥ | 70,073 | ¥ | 74,631 |
| | | 75百分位值 | 75th%ile | ¥ | 50,546 | ¥ | 56,874 | ¥ | 65,631 | ¥ | 70,073 | ¥ | 80,328 | ¥ | 86,594 |
| | | 90百分位值 | 90th%ile | ¥ | 63,843 | ¥ | 71,846 | ¥ | 78,049 | ¥ | 86,594 | ¥ | 97,419 | ¥ | 109,952 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 37,875 | ¥ | 41,524 | ¥ | 49,396 | ¥ | 57,000 | ¥ | 62,325 | ¥ | 67,723 |
| | | 中位值 | Median | ¥ | 36,367 | ¥ | 39,075 | ¥ | 43,520 | ¥ | 55,513 | ¥ | 60,362 | ¥ | 64,288 |
| | | 75百分位值 | 75th%ile | ¥ | 43,541 | ¥ | 48,992 | ¥ | 56,535 | ¥ | 60,362 | ¥ | 69,195 | ¥ | 74,593 |
| | | 90百分位值 | 90th%ile | ¥ | 54,995 | ¥ | 61,889 | ¥ | 67,232 | ¥ | 74,593 | ¥ | 83,918 | ¥ | 94,714 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 27,596 | ¥ | 30,255 | ¥ | 35,991 | ¥ | 41,531 | ¥ | 45,411 | ¥ | 49,344 |
| | | 中位值 | Median | ¥ | 26,497 | ¥ | 28,471 | ¥ | 31,709 | ¥ | 40,448 | ¥ | 43,981 | ¥ | 46,841 |
| | | 75百分位值 | 75th%ile | ¥ | 31,725 | ¥ | 35,696 | ¥ | 41,192 | ¥ | 43,981 | ¥ | 50,417 | ¥ | 54,350 |
| | | 90百分位值 | 90th%ile | ¥ | 40,070 | ¥ | 45,093 | ¥ | 48,987 | ¥ | 54,350 | ¥ | 61,144 | ¥ | 69,010 |
| | 大专 College | 平均值 | Average | ¥ | 35,690 | ¥ | 39,129 | ¥ | 46,547 | ¥ | 53,713 | ¥ | 58,730 | ¥ | 63,817 |
| | | 中位值 | Median | ¥ | 34,269 | ¥ | 36,821 | ¥ | 41,010 | ¥ | 52,312 | ¥ | 56,881 | ¥ | 60,580 |
| | | 75百分位值 | 75th%ile | ¥ | 41,030 | ¥ | 46,167 | ¥ | 53,274 | ¥ | 56,881 | ¥ | 65,205 | ¥ | 70,291 |
| | | 90百分位值 | 90th%ile | ¥ | 51,823 | ¥ | 58,320 | ¥ | 63,355 | ¥ | 70,291 | ¥ | 79,078 | ¥ | 89,252 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 43,159 | ¥ | 47,317 | ¥ | 56,287 | ¥ | 64,952 | ¥ | 71,020 | ¥ | 77,171 |
| | | 中位值 | Median | ¥ | 41,440 | ¥ | 44,526 | ¥ | 49,591 | ¥ | 63,258 | ¥ | 68,783 | ¥ | 73,257 |
| | | 75百分位值 | 75th%ile | ¥ | 49,616 | ¥ | 55,827 | ¥ | 64,422 | ¥ | 68,783 | ¥ | 78,849 | ¥ | 85,000 |
| | | 90百分位值 | 90th%ile | ¥ | 62,668 | ¥ | 70,523 | ¥ | 76,612 | ¥ | 85,000 | ¥ | 95,625 | ¥ | 107,928 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 37,177 | ¥ | 40,759 | ¥ | 48,487 | ¥ | 55,951 | ¥ | 61,177 | ¥ | 66,476 |
| | | 中位值 | Median | ¥ | 35,697 | ¥ | 38,355 | ¥ | 42,719 | ¥ | 54,491 | ¥ | 59,251 | ¥ | 63,104 |
| | | 75百分位值 | 75th%ile | ¥ | 42,739 | ¥ | 48,090 | ¥ | 55,494 | ¥ | 59,251 | ¥ | 67,921 | ¥ | 73,220 |
| | | 90百分位值 | 90th%ile | ¥ | 53,983 | ¥ | 60,750 | ¥ | 65,995 | ¥ | 73,220 | ¥ | 82,373 | ¥ | 92,970 |

职位:行政经理
Position:Executive Manager

行业:互联网
Industry: Internet

省/市:上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-AM-02

职位描述

1. 中层管理职位,负责其功能领域内主要目标和计划,制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 负责组织行政、后勤、保卫工作等的指导、协调、监督和管理;
4. 公司日常行政管理的运作(包括运送安排、邮件和固定的供给等等);
5. 公司内部治安管理;
6. 行政管理的成本控制及水电管理等。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to be responsible for directing, coordinating, supervising and managing such works as organization, administration, logistics and security;
4. to conduct the operation of the Company's daily administrative management (including the transportation arrangement, mails and fixed provisions, etc.);
5. to be in charge of the Company's internal security management;
6. to be in charge of the cost control of the administrative management and the water & electricity management.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥43,343 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥80,991 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥85,851 |
| 预计2007年增幅: 2007 Annual Raise: | 7.52% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 49% |
| 平均工作年数: Average Year of Work Experience: | 8.99 年 |
| 本行业总样本数: Total Number of Samples: | 194 |
| 2006年离职率: Voluntary Attrition Rate: | 18% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 79% | ¥802 |
| 商业医疗保险 Commercial Healthy Insurance | 61% | ¥76 |
| 商业人身意外险 Commercial Accidental Insurance | 62% | ¥26 |
| 补充养老保险 Supplementary Insurance Plans | 25% | ¥926 |
| 补充住房公积金 Housing Allowance | 28% | ¥415 |
| 有薪假期(天) Pay Leave | 100% | 14.02 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 122,160 | ¥ 149,487 | ¥ 197,178 | ¥ 121,577 | 1.42 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 93,241 | ¥ 114,098 | ¥ 150,499 | ¥ 92,795 | 1.08 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 96,320 | ¥ 117,866 | ¥ 155,470 | ¥ 95,860 | 1.12 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 85,433 | ¥ 104,544 | ¥ 137,897 | ¥ 85,025 | 0.99 |
| 民营/私营企业 Local Private Enterprise | ¥ 76,904 | ¥ 94,107 | ¥ 124,131 | ¥ 76,537 | 0.89 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 80,731 | ¥ 98,790 | ¥ 130,307 | ¥ 80,345 | 0.94 |
| 行业平均 Industry Average | ¥ 86,263 | ¥ 105,559 | ¥ 139,236 | ¥ 85,851 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|--|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 5,196 |
| 月固定津贴 Allowances | 82% | | ¥ 1,183 |
| 月奖金/提成 Monthly Bonus/Commision | 40% | | ¥ 1,203 |
| 月其它浮动收入 Other Monthly Bonus | 18% | | ¥ 733 |
| 月总收入 Monthly Total Income | | | ¥ 6,786 |
| 年奖金收入 Annual Bonus | 69% | | ¥ 11,794 |
| 月薪数量 The Number of Salary | | | 12.47 |
| 总年薪 Annual Total Income | | | ¥ 92,795 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 31% | ¥72,397 |
| 良好 Intermediate | 39% | ¥83,050 |
| 熟练 Advanced | 20% | ¥96,360 |
| 精通 Proficient | 10% | ¥111,693 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | |
|---|-------------------|--------|----------|-------|---|----------|---------|---------|---------|-------------------------|---------|------|---------|--|--|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | 42,414 | ¥ | 51,364 | ¥ | 64,900 | ¥ | 82,439 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 38,963 | ¥ | 47,590 | ¥ | 61,055 | ¥ | 80,301 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 56,051 | ¥ | 63,677 | ¥ | 75,168 | ¥ | 94,734 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 69,723 | ¥ | 76,382 | ¥ | 98,219 | ¥ | 132,058 | | |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 52,340 | ¥ | 63,384 | ¥ | 80,088 | ¥ | 101,732 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 48,081 | ¥ | 58,728 | ¥ | 75,344 | ¥ | 99,094 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 69,170 | ¥ | 78,579 | ¥ | 92,761 | ¥ | 116,905 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 86,040 | ¥ | 94,258 | ¥ | 121,206 | ¥ | 162,964 | | |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 66,411 | ¥ | 80,425 | ¥ | 101,619 | ¥ | 129,082 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 61,007 | ¥ | 74,516 | ¥ | 95,600 | ¥ | 125,735 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 87,765 | ¥ | 99,705 | ¥ | 117,699 | ¥ | 148,334 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 109,171 | ¥ | 119,598 | ¥ | 153,792 | ¥ | 206,776 | | |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 83,258 | ¥ | 100,827 | ¥ | 127,398 | ¥ | 161,827 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 76,483 | ¥ | 93,419 | ¥ | 119,851 | ¥ | 157,631 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 110,029 | ¥ | 124,997 | ¥ | 147,556 | ¥ | 185,963 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 136,865 | ¥ | 149,937 | ¥ | 192,804 | ¥ | 259,230 | | |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 59,305 | ¥ | 71,820 | ¥ | 90,747 | ¥ | 115,271 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 54,480 | ¥ | 66,544 | ¥ | 85,372 | ¥ | 112,282 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 78,375 | ¥ | 89,037 | ¥ | 105,106 | ¥ | 132,463 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 97,491 | ¥ | 106,802 | ¥ | 137,337 | ¥ | 184,653 | | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | 39,240 | ¥ | 47,520 | ¥ | 60,043 | ¥ | 76,269 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 36,047 | ¥ | 44,029 | ¥ | 56,486 | ¥ | 74,292 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 51,857 | ¥ | 58,911 | ¥ | 69,543 | ¥ | 87,645 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 64,505 | ¥ | 70,665 | ¥ | 90,869 | ¥ | 122,176 | | |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 48,423 | ¥ | 58,641 | ¥ | 74,095 | ¥ | 94,119 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 44,483 | ¥ | 54,333 | ¥ | 69,706 | ¥ | 91,679 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 63,993 | ¥ | 72,699 | ¥ | 85,819 | ¥ | 108,157 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 79,601 | ¥ | 87,204 | ¥ | 112,136 | ¥ | 150,769 | | |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 61,441 | ¥ | 74,406 | ¥ | 94,015 | ¥ | 119,422 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 56,442 | ¥ | 68,940 | ¥ | 88,446 | ¥ | 116,326 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 81,197 | ¥ | 92,243 | ¥ | 108,891 | ¥ | 137,233 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 101,001 | ¥ | 110,648 | ¥ | 142,283 | ¥ | 191,302 | | |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 77,027 | ¥ | 93,281 | ¥ | 117,864 | ¥ | 149,716 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 70,760 | ¥ | 86,428 | ¥ | 110,882 | ¥ | 145,834 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 101,795 | ¥ | 115,643 | ¥ | 136,513 | ¥ | 172,046 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 126,623 | ¥ | 138,716 | ¥ | 178,376 | ¥ | 239,830 | | |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | | |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 54,867 | ¥ | 66,445 | ¥ | 83,956 | ¥ | 106,645 | | |
| | | 中位值 | Median | ¥ | - | ¥ | 50,403 | ¥ | 61,564 | ¥ | 78,983 | ¥ | 103,880 | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 72,510 | ¥ | 82,374 | ¥ | 97,240 | ¥ | 122,551 | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 90,195 | ¥ | 98,809 | ¥ | 127,059 | ¥ | 170,834 | | |

职位: 行政主管
Position: Executive Supervisor

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-AM-03

职位描述

1. 业务主管职位, 独立负责工作小组, 给下级成员提供指导或支持并监督他们的日常活动;
2. 配合部门经理制定公司行政管理制度并监督执行;
3. 为公司所有业务部门提供必要的办公设施及其他后勤支持;
4. 负责公司车辆、设备、设施等固定资产的调配及管理;
5. 负责办公室其他行政事务。

JOB DESCRIPTION

1. Position of Business Supervisor, to be solely in charge of the working group and to direct or support his/her subordinates and supervise their daily activities;
2. to cooperate with the Department Manager in formulating the Company's administrative management system and supervise the implementation thereof;
3. to provide necessary office facilities and other logistics supports to all of the Company's business departments;
4. to be in charge of the allocation and management of such fixed assets as vehicles, equipment and facilities;
5. to be in charge of other affairs of the Business Office.

快速索引数据/ Index Data

| | |
|---|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥32,998 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥61,297 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥59,458 |
| 预计2007年增幅: 2007 Annual Raise: | 7.66% |
| 本科以上学历比例: % of Sample with bachelor degree or above: | 44% |
| 平均工作年限: Average Year of Work Experience: | 6.88 年 |
| 本行业总样本数: Total Number of Samples: | 146 |
| 2006年离职率: Voluntary Attrition Rate: | 21% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥588 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 63% | ¥291 |
| 商业医疗保险 Commercial Healthy Insurance | 67% | ¥70 |
| 商业人身意外险 Commercial Accidental Insurance | 53% | ¥24 |
| 补充养老保险 Supplementary Insurance Plans | 10% | ¥376 |
| 补充住房公积金 Housing Allowance | 21% | ¥223 |
| 有薪假期(天) Pay Leave | 100% | 10.84 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 78,999 | ¥ 108,712 | ¥ 137,621 | ¥ 82,417 | 1.39 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | ¥ 61,602 | ¥ 84,772 | ¥ 107,314 | ¥ 64,268 | 1.08 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 63,067 | ¥ 86,788 | ¥ 109,866 | ¥ 65,796 | 1.11 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative(Other nationalities) | ¥ 57,557 | ¥ 79,205 | ¥ 100,267 | ¥ 60,047 | 1.01 |
| 民营/私营企业 Local Private Enterprise | ¥ 49,535 | ¥ 68,166 | ¥ 86,292 | ¥ 51,678 | 0.87 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 53,907 | ¥ 74,183 | ¥ 93,909 | ¥ 56,240 | 0.95 |
| 行业平均 Industry Average | ¥ 56,992 | ¥ 78,428 | ¥ 99,283 | ¥ 59,458 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|---|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 4,019 |
| 月固定津贴 Allowances | 90% | | ¥ 515 |
| 月奖金/提成 Monthly Bonus/Commision | 52% | | ¥ 563 |
| 月其它浮动收入 Other Monthly Bonus | 15% | | ¥ 378 |
| 月总收入 Monthly Total Income | | | ¥ 4,835 |
| 年奖金收入 Annual Bonus | 57% | | ¥ 8,108 |
| 月薪数量 The Number of Salary | | | 12.33 |
| 总年薪 Annual Total Income | | | ¥ 64,268 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 33% | ¥50,735 |
| 良好 Intermediate | 40% | ¥56,924 |
| 熟练 Advanced | 20% | ¥69,115 |
| 精通 Proficient | 8% | ¥79,140 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | |
|---|-------------------|--------|----------|-------|--------|----------|---------|---------|---------|-------------------------|---------|------|---------|---|---------|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 35,764 | ¥ | 42,717 | ¥ | 46,384 | ¥ | 52,844 | ¥ | 57,699 | ¥ | 60,633 |
| | | 中位值 | Median | ¥ | 33,690 | ¥ | 39,293 | ¥ | 42,394 | ¥ | 48,893 | ¥ | 52,320 | ¥ | 55,743 |
| | | 75百分位值 | 75th%ile | ¥ | 43,480 | ¥ | 49,450 | ¥ | 58,345 | ¥ | 65,412 | ¥ | 72,547 | ¥ | 79,214 |
| | | 90百分位值 | 90th%ile | ¥ | 50,639 | ¥ | 59,272 | ¥ | 65,523 | ¥ | 77,747 | ¥ | 102,196 | ¥ | 109,530 |
| | 大专 College | 平均值 | Average | ¥ | 43,264 | ¥ | 51,675 | ¥ | 56,112 | ¥ | 63,926 | ¥ | 69,799 | ¥ | 73,348 |
| | | 中位值 | Median | ¥ | 40,756 | ¥ | 47,533 | ¥ | 51,285 | ¥ | 59,146 | ¥ | 63,293 | ¥ | 67,433 |
| | | 75百分位值 | 75th%ile | ¥ | 52,598 | ¥ | 59,820 | ¥ | 70,580 | ¥ | 79,130 | ¥ | 87,761 | ¥ | 95,826 |
| | | 90百分位值 | 90th%ile | ¥ | 61,258 | ¥ | 71,702 | ¥ | 79,264 | ¥ | 94,052 | ¥ | 123,628 | ¥ | 132,500 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 51,676 | ¥ | 61,723 | ¥ | 67,022 | ¥ | 76,355 | ¥ | 83,371 | ¥ | 87,610 |
| | | 中位值 | Median | ¥ | 48,680 | ¥ | 56,775 | ¥ | 61,256 | ¥ | 70,646 | ¥ | 75,599 | ¥ | 80,545 |
| | | 75百分位值 | 75th%ile | ¥ | 62,825 | ¥ | 71,452 | ¥ | 84,304 | ¥ | 94,516 | ¥ | 104,825 | ¥ | 114,458 |
| | | 90百分位值 | 90th%ile | ¥ | 73,169 | ¥ | 85,643 | ¥ | 94,675 | ¥ | 112,339 | ¥ | 147,665 | ¥ | 158,263 |
| | 硕士 Master | 平均值 | Average | ¥ | 64,337 | ¥ | 76,846 | ¥ | 83,443 | ¥ | 95,063 | ¥ | 103,798 | ¥ | 109,076 |
| | | 中位值 | Median | ¥ | 60,607 | ¥ | 70,686 | ¥ | 76,265 | ¥ | 87,956 | ¥ | 94,122 | ¥ | 100,279 |
| | | 75百分位值 | 75th%ile | ¥ | 78,218 | ¥ | 88,958 | ¥ | 104,960 | ¥ | 117,674 | ¥ | 130,509 | ¥ | 142,502 |
| | | 90百分位值 | 90th%ile | ¥ | 91,097 | ¥ | 106,627 | ¥ | 117,872 | ¥ | 139,863 | ¥ | 183,846 | ¥ | 197,040 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 47,005 | ¥ | 56,144 | ¥ | 60,964 | ¥ | 69,454 | ¥ | 75,836 | ¥ | 79,692 |
| | | 中位值 | Median | ¥ | 44,280 | ¥ | 51,644 | ¥ | 55,720 | ¥ | 64,261 | ¥ | 68,766 | ¥ | 73,265 |
| | | 75百分位值 | 75th%ile | ¥ | 57,147 | ¥ | 64,994 | ¥ | 76,685 | ¥ | 85,974 | ¥ | 95,351 | ¥ | 104,114 |
| | | 90百分位值 | 90th%ile | ¥ | 66,556 | ¥ | 77,903 | ¥ | 86,119 | ¥ | 102,186 | ¥ | 134,319 | ¥ | 143,960 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 33,087 | ¥ | 39,520 | ¥ | 42,913 | ¥ | 48,889 | ¥ | 53,381 | ¥ | 56,095 |
| | | 中位值 | Median | ¥ | 31,169 | ¥ | 36,353 | ¥ | 39,222 | ¥ | 45,234 | ¥ | 48,405 | ¥ | 51,572 |
| | | 75百分位值 | 75th%ile | ¥ | 40,226 | ¥ | 45,749 | ¥ | 53,979 | ¥ | 60,517 | ¥ | 67,118 | ¥ | 73,286 |
| | | 90百分位值 | 90th%ile | ¥ | 46,849 | ¥ | 54,836 | ¥ | 60,619 | ¥ | 71,929 | ¥ | 94,548 | ¥ | 101,334 |
| | 大专 College | 平均值 | Average | ¥ | 40,026 | ¥ | 47,808 | ¥ | 51,912 | ¥ | 59,142 | ¥ | 64,576 | ¥ | 67,859 |
| | | 中位值 | Median | ¥ | 37,706 | ¥ | 43,976 | ¥ | 47,447 | ¥ | 54,720 | ¥ | 58,556 | ¥ | 62,387 |
| | | 75百分位值 | 75th%ile | ¥ | 48,662 | ¥ | 55,344 | ¥ | 65,299 | ¥ | 73,208 | ¥ | 81,194 | ¥ | 88,655 |
| | | 90百分位值 | 90th%ile | ¥ | 56,674 | ¥ | 66,336 | ¥ | 73,332 | ¥ | 87,013 | ¥ | 114,376 | ¥ | 122,585 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 47,809 | ¥ | 57,104 | ¥ | 62,006 | ¥ | 70,641 | ¥ | 77,132 | ¥ | 81,054 |
| | | 中位值 | Median | ¥ | 45,037 | ¥ | 52,527 | ¥ | 56,672 | ¥ | 65,359 | ¥ | 69,941 | ¥ | 74,517 |
| | | 75百分位值 | 75th%ile | ¥ | 58,123 | ¥ | 66,104 | ¥ | 77,995 | ¥ | 87,443 | ¥ | 96,980 | ¥ | 105,893 |
| | | 90百分位值 | 90th%ile | ¥ | 67,693 | ¥ | 79,234 | ¥ | 87,590 | ¥ | 103,932 | ¥ | 136,615 | ¥ | 146,419 |
| | 硕士 Master | 平均值 | Average | ¥ | 59,523 | ¥ | 71,095 | ¥ | 77,199 | ¥ | 87,949 | ¥ | 96,030 | ¥ | 100,913 |
| | | 中位值 | Median | ¥ | 56,072 | ¥ | 65,397 | ¥ | 70,558 | ¥ | 81,373 | ¥ | 87,078 | ¥ | 92,775 |
| | | 75百分位值 | 75th%ile | ¥ | 72,364 | ¥ | 82,301 | ¥ | 97,105 | ¥ | 108,868 | ¥ | 120,742 | ¥ | 131,838 |
| | | 90百分位值 | 90th%ile | ¥ | 84,279 | ¥ | 98,647 | ¥ | 109,051 | ¥ | 129,397 | ¥ | 170,088 | ¥ | 182,295 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 43,488 | ¥ | 51,943 | ¥ | 56,402 | ¥ | 64,256 | ¥ | 70,161 | ¥ | 73,728 |
| | | 中位值 | Median | ¥ | 40,967 | ¥ | 47,779 | ¥ | 51,550 | ¥ | 59,452 | ¥ | 63,620 | ¥ | 67,782 |
| | | 75百分位值 | 75th%ile | ¥ | 52,870 | ¥ | 60,130 | ¥ | 70,946 | ¥ | 79,540 | ¥ | 88,216 | ¥ | 96,322 |
| | | 90百分位值 | 90th%ile | ¥ | 61,575 | ¥ | 72,073 | ¥ | 79,674 | ¥ | 94,539 | ¥ | 124,268 | ¥ | 133,186 |

职位:行政专员
Position:Administrative Specialist

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-AM-05

职位描述

1. 普通工作人员职位,协助上级执行一般的不需较多工作经验的任务;
2. 公司日常行政管理的运作(包括运送安排、邮件和固定的供给等等);
3. 负责公司的档案管理及相关文件、资料的鉴定及统计管理工作;
4. 负责各类会务的安排工作;
5. 协助行政经理对各项行政事务的安排及执行;
6. 完成上级交给的其它事务性工作。

JOB DESCRIPTION

1. Position of Ordinary Staff, to assist the superior in performing the general tasks required less work experience;
2. to conduct the operation of the Company's daily administrative management (including the transportation arrangement, mails and fixed provisions, etc.);
3. to be in charge of the Company's files management and the appraisal and statistic management work of various documents and materials;
4. to be in charge of the arrangement of various exhibitions and events;
5. to assist the Administrative Manager in arranging and performing various administrative affairs;
6. to fulfill other routine works required by the superior.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥21,514 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥39,546 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥37,471 |
| 预计2007年增幅: 2007 Annual Raise: | 6.83% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 25% |
| 平均工作年数: Average Year of Work Experience: | 4.60 年 |
| 本行业总样本数: Total Number of Samples: | 109 |
| 2006年离职率: Voluntary Attrition Rate: | 24% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥358 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,016 |
| 培训计划 Training Plan | 37% | ¥56 |
| 商业医疗保险 Commercial Healthy Insurance | 53% | ¥64 |
| 商业人身意外险 Commercial Accidental Insurance | 24% | ¥18 |
| 补充养老保险 Supplementary Insurance Plans | 5% | ¥233 |
| 补充住房公积金 Housing Allowance | 9% | ¥137 |
| 有薪假期(天) Pay Leave | 100% | 7.54 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 42,193 | ¥ 54,396 | ¥ 69,106 | ¥ 46,109 | 1.23 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 35,301 | ¥ 45,511 | ¥ 57,818 | ¥ 38,577 | 1.03 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 39,095 | ¥ 50,403 | ¥ 64,033 | ¥ 42,724 | 1.14 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 33,354 | ¥ 43,001 | ¥ 54,629 | ¥ 36,449 | 0.97 |
| 民营/私营企业 Local Private Enterprise | ¥ 30,626 | ¥ 39,483 | ¥ 50,161 | ¥ 33,468 | 0.89 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 32,622 | ¥ 42,057 | ¥ 53,431 | ¥ 35,650 | 0.95 |
| 行业平均 Industry Average | ¥ 34,288 | ¥ 44,205 | ¥ 56,159 | ¥ 37,471 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 2,651 |
| 月固定津贴 | Allowances | | 51% | ¥ 361 |
| 月奖金/提成 | Monthly Bonus/Commision | | 49% | ¥ 390 |
| 月其它浮动收入 | Other Monthly Bonus | | 10% | ¥ 290 |
| 月总收入 | Monthly Total Income | | | ¥ 3,056 |
| 年奖金收入 | Annual Bonus | | 20% | ¥ 4,389 |
| 月薪数量 | The Number of Salary | | | 12.34 |
| 总年薪 | Annual Total Income | | | ¥ 38,577 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 37% | ¥32,903 |
| 良好 Intermediate | 41% | ¥36,865 |
| 熟练 Advanced | 17% | ¥42,874 |
| 精通 Proficient | 5% | ¥47,640 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|--------|-----|--------|------|--------|---|--------|---|--------|---|---------|
| 人民币/年 RMB/Year | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | | | | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 25,426 | ¥ | 27,255 | ¥ | 31,612 | ¥ | 37,401 | ¥ | 42,728 | ¥ | 44,933 |
| | | 中位值 | Median | ¥ | 23,911 | ¥ | 25,906 | ¥ | 28,838 | ¥ | 33,767 | ¥ | 38,023 | ¥ | 40,544 |
| | | 75百分位值 | 75th%ile | ¥ | 29,951 | ¥ | 32,568 | ¥ | 36,234 | ¥ | 43,028 | ¥ | 50,245 | ¥ | 56,359 |
| | | 90百分位值 | 90th%ile | ¥ | 36,818 | ¥ | 40,045 | ¥ | 45,879 | ¥ | 57,255 | ¥ | 62,447 | ¥ | 68,040 |
| | 大专 College | 平均值 | Average | ¥ | 30,206 | ¥ | 32,380 | ¥ | 37,555 | ¥ | 44,433 | ¥ | 50,762 | ¥ | 53,382 |
| | | 中位值 | Median | ¥ | 28,406 | ¥ | 30,777 | ¥ | 34,260 | ¥ | 40,116 | ¥ | 45,172 | ¥ | 48,167 |
| | | 75百分位值 | 75th%ile | ¥ | 35,583 | ¥ | 38,692 | ¥ | 43,047 | ¥ | 51,118 | ¥ | 59,692 | ¥ | 66,955 |
| | | 90百分位值 | 90th%ile | ¥ | 43,740 | ¥ | 47,574 | ¥ | 54,506 | ¥ | 68,020 | ¥ | 74,188 | ¥ | 80,833 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 37,510 | ¥ | 40,209 | ¥ | 46,636 | ¥ | 55,177 | ¥ | 63,036 | ¥ | 66,289 |
| | | 中位值 | Median | ¥ | 35,275 | ¥ | 38,219 | ¥ | 42,544 | ¥ | 49,816 | ¥ | 56,095 | ¥ | 59,813 |
| | | 75百分位值 | 75th%ile | ¥ | 44,186 | ¥ | 48,047 | ¥ | 53,456 | ¥ | 63,479 | ¥ | 74,126 | ¥ | 83,145 |
| | | 90百分位值 | 90th%ile | ¥ | 54,317 | ¥ | 59,078 | ¥ | 67,685 | ¥ | 84,467 | ¥ | 92,127 | ¥ | 100,378 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 31,284 | ¥ | 33,535 | ¥ | 38,895 | ¥ | 46,018 | ¥ | 52,573 | ¥ | 55,286 |
| | | 中位值 | Median | ¥ | 29,420 | ¥ | 31,875 | ¥ | 35,483 | ¥ | 41,548 | ¥ | 46,784 | ¥ | 49,885 |
| | | 75百分位值 | 75th%ile | ¥ | 36,852 | ¥ | 40,072 | ¥ | 44,583 | ¥ | 52,942 | ¥ | 61,822 | ¥ | 69,344 |
| | | 90百分位值 | 90th%ile | ¥ | 45,301 | ¥ | 49,271 | ¥ | 56,450 | ¥ | 70,447 | ¥ | 76,835 | ¥ | 83,717 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 24,697 | ¥ | 26,473 | ¥ | 30,705 | ¥ | 36,328 | ¥ | 41,503 | ¥ | 43,644 |
| | | 中位值 | Median | ¥ | 23,225 | ¥ | 25,163 | ¥ | 28,011 | ¥ | 32,799 | ¥ | 36,933 | ¥ | 39,381 |
| | | 75百分位值 | 75th%ile | ¥ | 29,092 | ¥ | 31,634 | ¥ | 35,195 | ¥ | 41,794 | ¥ | 48,804 | ¥ | 54,742 |
| | | 90百分位值 | 90th%ile | ¥ | 35,762 | ¥ | 38,896 | ¥ | 44,563 | ¥ | 55,613 | ¥ | 60,656 | ¥ | 66,088 |
| | 大专 College | 平均值 | Average | ¥ | 29,340 | ¥ | 31,451 | ¥ | 36,478 | ¥ | 43,159 | ¥ | 49,306 | ¥ | 51,850 |
| | | 中位值 | Median | ¥ | 27,591 | ¥ | 29,894 | ¥ | 33,278 | ¥ | 38,966 | ¥ | 43,877 | ¥ | 46,785 |
| | | 75百分位值 | 75th%ile | ¥ | 34,562 | ¥ | 37,582 | ¥ | 41,812 | ¥ | 49,652 | ¥ | 57,980 | ¥ | 65,034 |
| | | 90百分位值 | 90th%ile | ¥ | 42,486 | ¥ | 46,210 | ¥ | 52,942 | ¥ | 66,069 | ¥ | 72,060 | ¥ | 78,514 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 36,434 | ¥ | 39,056 | ¥ | 45,298 | ¥ | 53,594 | ¥ | 61,228 | ¥ | 64,388 |
| | | 中位值 | Median | ¥ | 34,263 | ¥ | 37,122 | ¥ | 41,324 | ¥ | 48,387 | ¥ | 54,486 | ¥ | 58,098 |
| | | 75百分位值 | 75th%ile | ¥ | 42,919 | ¥ | 46,669 | ¥ | 51,922 | ¥ | 61,658 | ¥ | 72,000 | ¥ | 80,760 |
| | | 90百分位值 | 90th%ile | ¥ | 52,759 | ¥ | 57,383 | ¥ | 65,744 | ¥ | 82,044 | ¥ | 89,484 | ¥ | 97,499 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 30,387 | ¥ | 32,573 | ¥ | 37,779 | ¥ | 44,698 | ¥ | 51,065 | ¥ | 53,700 |
| | | 中位值 | Median | ¥ | 28,576 | ¥ | 30,960 | ¥ | 34,465 | ¥ | 40,356 | ¥ | 45,442 | ¥ | 48,454 |
| | | 75百分位值 | 75th%ile | ¥ | 35,795 | ¥ | 38,923 | ¥ | 43,304 | ¥ | 51,423 | ¥ | 60,049 | ¥ | 67,355 |
| | | 90百分位值 | 90th%ile | ¥ | 44,002 | ¥ | 47,858 | ¥ | 54,831 | ¥ | 68,426 | ¥ | 74,631 | ¥ | 81,315 |

职位:人力资源经理
Position:Human Resources Manager

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-HR-02

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 负责公司人力资源战略的执行;
4. 规划、指导、监督、协调下属及员工的聘用、福利、培训、绩效、员工关系等管理工作;
5. 负责人力资源内部的组织管理;
6. 分析相关资料, 进行企业人力资源诊断, 并对相关政策进行完善。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to be responsible for implementing the Company's human resources strategies;
4. to plan, direct, supervise and coordinate such management works as the recruitment, welfare, training, performance and employee relations of his/her subordinates and employees;
5. to be responsible for the internal organization and management of the human resources;
6. to analyze relevant materials, to diagnose the Company's human resources and to perfect relevant policies.

快速索引数据/ Index Data

| | |
|---|----------|
| 全国本年平均年薪: | ¥71,116 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥130,647 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥141,099 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 68% |
| %of Sample with bachelor degree or above: | |
| 平均工作年数: | 8.66 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 167 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 79% | ¥802 |
| 商业医疗保险 Commercial Healthy Insurance | 61% | ¥76 |
| 商业人身意外险 Commercial Accidental Insurance | 62% | ¥26 |
| 补充养老保险 Supplementary Insurance Plans | 25% | ¥926 |
| 补充住房公积金 Housing Allowance | 28% | ¥415 |
| 有薪假期(天) Pay Leave | 100% | 14.02 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 202,191 | ¥ 281,569 | ¥ 332,611 | ¥ 198,594 | 1.41 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 148,078 | ¥ 206,211 | ¥ 243,593 | ¥ 145,443 | 1.03 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 177,719 | ¥ 247,490 | ¥ 292,354 | ¥ 174,557 | 1.24 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 141,560 | ¥ 197,135 | ¥ 232,871 | ¥ 139,041 | 0.99 |
| 民营/私营企业 Local Private Enterprise | ¥ 122,532 | ¥ 170,636 | ¥ 201,568 | ¥ 120,352 | 0.85 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 136,649 | ¥ 190,296 | ¥ 224,792 | ¥ 134,218 | 0.95 |
| 行业平均 Industry Average | ¥ 143,655 | ¥ 200,052 | ¥ 236,317 | ¥ 141,099 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------------------|---------------------|----------------|
| | | 月基本工资 Base Salary | | ¥ 8,144 |
| | | 月固定津贴 Allowances | 82% | ¥ 1,854 |
| | | 月奖金/提成 Monthly Bonus/Commision | 40% | ¥ 1,885 |
| | | 月其它浮动收入 Other Monthly Bonus | 18% | ¥ 1,149 |
| | | 月总收入 Monthly Total Income | | ¥ 10,636 |
| | | 年奖金收入 Annual Bonus | 69% | ¥ 18,485 |
| | | 月薪数量 The Number of Salary | | 12.47 |
| | | 总年薪 Annual Total Income | | ¥ 145,443 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 18% | ¥113,260 |
| 良好 Intermediate | 39% | ¥128,459 |
| 熟练 Advanced | 25% | ¥152,387 |
| 精通 Proficient | 18% | ¥173,552 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|---|-----|---------|-----|---------|-----|---------|------|---------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 104,454 | ¥ | 112,344 | ¥ | 124,260 | ¥ | 131,231 | ¥ | 141,777 |
| | | 中位值 | Median | ¥ | - | ¥ | 93,251 | ¥ | 105,325 | ¥ | 115,999 | ¥ | 119,514 | ¥ | 133,575 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 122,050 | ¥ | 141,207 | ¥ | 156,745 | ¥ | 173,841 | ¥ | 189,817 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 143,436 | ¥ | 157,009 | ¥ | 186,302 | ¥ | 205,049 | ¥ | 230,053 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 132,870 | ¥ | 142,905 | ¥ | 158,063 | ¥ | 166,931 | ¥ | 180,345 |
| | | 中位值 | Median | ¥ | - | ¥ | 118,618 | ¥ | 133,977 | ¥ | 147,555 | ¥ | 152,027 | ¥ | 169,912 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 155,252 | ¥ | 179,621 | ¥ | 199,385 | ¥ | 221,133 | ¥ | 241,454 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 182,456 | ¥ | 199,721 | ¥ | 236,983 | ¥ | 260,830 | ¥ | 292,636 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 167,488 | ¥ | 180,138 | ¥ | 199,246 | ¥ | 210,424 | ¥ | 227,334 |
| | | 中位值 | Median | ¥ | - | ¥ | 149,524 | ¥ | 168,884 | ¥ | 186,000 | ¥ | 191,637 | ¥ | 214,182 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 195,702 | ¥ | 226,420 | ¥ | 251,334 | ¥ | 278,748 | ¥ | 304,364 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 229,994 | ¥ | 251,758 | ¥ | 298,728 | ¥ | 328,788 | ¥ | 368,881 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 129,658 | ¥ | 139,451 | ¥ | 154,242 | ¥ | 162,896 | ¥ | 175,986 |
| | | 中位值 | Median | ¥ | - | ¥ | 115,751 | ¥ | 130,739 | ¥ | 143,989 | ¥ | 148,352 | ¥ | 165,805 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 151,499 | ¥ | 175,279 | ¥ | 194,566 | ¥ | 215,788 | ¥ | 235,618 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 178,046 | ¥ | 194,894 | ¥ | 231,255 | ¥ | 254,526 | ¥ | 285,563 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 101,335 | ¥ | 108,988 | ¥ | 120,549 | ¥ | 127,312 | ¥ | 137,542 |
| | | 中位值 | Median | ¥ | - | ¥ | 90,466 | ¥ | 102,179 | ¥ | 112,535 | ¥ | 115,945 | ¥ | 129,585 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 118,405 | ¥ | 136,990 | ¥ | 152,063 | ¥ | 168,649 | ¥ | 184,148 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 139,152 | ¥ | 152,320 | ¥ | 180,738 | ¥ | 198,925 | ¥ | 223,182 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 128,901 | ¥ | 138,637 | ¥ | 153,342 | ¥ | 161,946 | ¥ | 174,959 |
| | | 中位值 | Median | ¥ | - | ¥ | 115,076 | ¥ | 129,976 | ¥ | 143,148 | ¥ | 147,486 | ¥ | 164,837 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 150,615 | ¥ | 174,256 | ¥ | 193,430 | ¥ | 214,528 | ¥ | 234,243 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 177,006 | ¥ | 193,756 | ¥ | 229,905 | ¥ | 253,040 | ¥ | 283,896 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 162,486 | ¥ | 174,758 | ¥ | 193,295 | ¥ | 204,140 | ¥ | 220,544 |
| | | 中位值 | Median | ¥ | - | ¥ | 145,058 | ¥ | 163,840 | ¥ | 180,445 | ¥ | 185,913 | ¥ | 207,785 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 189,857 | ¥ | 219,658 | ¥ | 243,827 | ¥ | 270,423 | ¥ | 295,274 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 223,125 | ¥ | 244,239 | ¥ | 289,806 | ¥ | 318,968 | ¥ | 357,864 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 125,786 | ¥ | 135,286 | ¥ | 149,636 | ¥ | 158,031 | ¥ | 170,730 |
| | | 中位值 | Median | ¥ | - | ¥ | 112,294 | ¥ | 126,834 | ¥ | 139,688 | ¥ | 143,921 | ¥ | 160,853 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 146,974 | ¥ | 170,044 | ¥ | 188,755 | ¥ | 209,343 | ¥ | 228,581 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 172,728 | ¥ | 189,073 | ¥ | 224,348 | ¥ | 246,924 | ¥ | 277,034 |

职位: 薪资福利主管
Position: Compensation & Benefits
Supervisor

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-HR-11

职位描述

1. 业务主管职位, 独立负责工作小组, 给下级成员提供指导或支持并监督他们的日常活动;
2. 协助制定、完善公司薪资管理制度;
3. 调查统计薪资资料, 建立薪资档案;
4. 审核、监督各项目公司人工成本的核发;
5. 调查了解各地区薪资政策和薪资水平, 为公司决策提供依据。

JOB DESCRIPTION

1. Position of Business Supervisor, to be solely in charge of the working group and to direct or support his/her subordinates and supervise their daily activities;
2. to assist in formulating and perfecting the Company's salaries management system;
3. to survey and count the salaries materials and to set up the salaries files;
4. to check and supervise the examination and payment of the human costs of all project companies;
5. to survey and understand the salaries policies and levels of all districts and to provide the basis for the Company's decision-making.

快速索引数据/ Index Data

| | |
|---|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥39,706 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥72,288 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥75,179 |
| 预计2007年增幅: 2007 Annual Raise: | 7.66% |
| 本科以上学历比例: % of Sample with bachelor degree or above: | 51% |
| 平均工作年限: Average Year of Work Experience: | 6.47 年 |
| 本行业总样本数: Total Number of Samples: | 118 |
| 2006年离职率: Voluntary Attrition Rate: | 21% |

福利分析/ Benefits

| 福利项目 | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥700 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 63% | ¥291 |
| 商业医疗保险 Commercial Healthy Insurance | 67% | ¥70 |
| 商业人身意外险 Commercial Accidental Insurance | 53% | ¥24 |
| 补充养老保险 Supplementary Insurance Plans | 10% | ¥376 |
| 补充住房公积金 Housing Allowance | 21% | ¥223 |
| 有薪假期(天) Pay Leave | 100% | 10.84 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 98,073 | ¥ 135,039 | ¥ 166,975 | ¥ 104,485 | 1.39 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 71,821 | ¥ 98,892 | ¥ 122,280 | ¥ 76,517 | 1.02 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 79,732 | ¥ 109,785 | ¥ 135,749 | ¥ 84,945 | 1.13 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 69,974 | ¥ 96,349 | ¥ 119,135 | ¥ 74,549 | 0.99 |
| 民营/私营企业 Local Private Enterprise | ¥ 58,161 | ¥ 80,083 | ¥ 99,023 | ¥ 61,964 | 0.82 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 65,413 | ¥ 90,068 | ¥ 111,369 | ¥ 69,689 | 0.93 |
| 行业平均 Industry Average | ¥ 70,566 | ¥ 97,164 | ¥ 120,143 | ¥ 75,179 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 4,785 |
| 月固定津贴 | Allowances | | 90% | ¥ 613 |
| 月奖金/提成 | Monthly Bonus/Commision | | 52% | ¥ 671 |
| 月其它浮动收入 | Other Monthly Bonus | | 15% | ¥ 450 |
| 月总收入 | Monthly Total Income | | | ¥ 5,757 |
| 年奖金收入 | Annual Bonus | | 57% | ¥ 9,653 |
| 月薪数量 | The Number of Salary | | | 12.33 |
| 总年薪 | Annual Total Income | | | ¥ 76,517 |

外语水平 Foreign Language Proficiency

| 外语水平 | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 28% | ¥59,198 |
| 良好 Intermediate | 42% | ¥72,412 |
| 熟练 Advanced | 22% | ¥90,315 |
| 精通 Proficient | 8% | ¥101,226 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | | | |
|---|-------------------|--------|----------|-------|---------|----------|---------|---------|---------|-------------------------|---------|------|---------|---|---------|---|---|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | | | |
| Company Type | | | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 39,245 | ¥ | 46,875 | ¥ | 50,900 | ¥ | 57,988 | ¥ | 63,316 | ¥ | 66,536 | | |
| | | 中位值 | Median | ¥ | 36,970 | ¥ | 43,118 | ¥ | 46,521 | ¥ | 53,652 | ¥ | 57,414 | ¥ | 61,170 | | |
| | | 75百分位值 | 75th%ile | ¥ | 47,712 | ¥ | 54,264 | ¥ | 64,025 | ¥ | 71,780 | ¥ | 79,610 | ¥ | 86,926 | | |
| | | 90百分位值 | 90th%ile | ¥ | 55,568 | ¥ | 65,042 | ¥ | 71,901 | ¥ | 85,316 | ¥ | 112,145 | ¥ | 120,193 | | |
| | 大专 College | 平均值 | Average | ¥ | 49,332 | ¥ | 58,923 | ¥ | 63,982 | ¥ | 72,892 | ¥ | 79,589 | ¥ | 83,636 | | |
| | | 中位值 | Median | ¥ | 46,472 | ¥ | 54,200 | ¥ | 58,478 | ¥ | 67,442 | ¥ | 72,170 | ¥ | 76,891 | | |
| | | 75百分位值 | 75th%ile | ¥ | 59,975 | ¥ | 68,211 | ¥ | 80,480 | ¥ | 90,229 | ¥ | 100,071 | ¥ | 109,267 | | |
| | | 90百分位值 | 90th%ile | ¥ | 69,850 | ¥ | 81,758 | ¥ | 90,381 | ¥ | 107,243 | ¥ | 140,968 | ¥ | 151,085 | | |
| | 本科 Bachelor | 平均值 | Average | ¥ | 63,189 | ¥ | 75,474 | ¥ | 81,954 | ¥ | 93,367 | ¥ | 101,946 | ¥ | 107,129 | | |
| | | 中位值 | Median | ¥ | 59,526 | ¥ | 69,425 | ¥ | 74,904 | ¥ | 86,386 | ¥ | 92,442 | ¥ | 98,490 | | |
| | | 75百分位值 | 75th%ile | ¥ | 76,822 | ¥ | 87,371 | ¥ | 103,087 | ¥ | 115,574 | ¥ | 128,180 | ¥ | 139,959 | | |
| | | 90百分位值 | 90th%ile | ¥ | 89,471 | ¥ | 104,724 | ¥ | 115,769 | ¥ | 137,368 | ¥ | 180,565 | ¥ | 193,524 | | |
| | 硕士 Master | 平均值 | Average | ¥ | 78,777 | ¥ | 94,093 | ¥ | 102,171 | ¥ | 116,399 | ¥ | 127,094 | ¥ | 133,557 | | |
| | | 中位值 | Median | ¥ | 74,210 | ¥ | 86,551 | ¥ | 93,382 | ¥ | 107,696 | ¥ | 115,247 | ¥ | 122,786 | | |
| | | 75百分位值 | 75th%ile | ¥ | 95,773 | ¥ | 108,924 | ¥ | 128,517 | ¥ | 144,085 | ¥ | 159,800 | ¥ | 174,486 | | |
| | | 90百分位值 | 90th%ile | ¥ | 111,542 | ¥ | 130,558 | ¥ | 144,328 | ¥ | 171,254 | ¥ | 225,108 | ¥ | 241,264 | | |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 55,964 | ¥ | 66,845 | ¥ | 72,584 | ¥ | 82,692 | ¥ | 90,290 | ¥ | 94,881 | | |
| | | 中位值 | Median | ¥ | 52,720 | ¥ | 61,487 | ¥ | 66,340 | ¥ | 76,509 | ¥ | 81,873 | ¥ | 87,229 | | |
| | | 75百分位值 | 75th%ile | ¥ | 68,038 | ¥ | 77,381 | ¥ | 91,300 | ¥ | 102,360 | ¥ | 113,525 | ¥ | 123,957 | | |
| | | 90百分位值 | 90th%ile | ¥ | 79,241 | ¥ | 92,750 | ¥ | 102,532 | ¥ | 121,662 | ¥ | 159,920 | ¥ | 171,397 | | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 38,559 | ¥ | 46,056 | ¥ | 50,010 | ¥ | 56,974 | ¥ | 62,209 | ¥ | 65,373 | | |
| | | 中位值 | Median | ¥ | 36,324 | ¥ | 42,365 | ¥ | 45,708 | ¥ | 52,715 | ¥ | 56,410 | ¥ | 60,101 | | |
| | | 75百分位值 | 75th%ile | ¥ | 46,878 | ¥ | 53,316 | ¥ | 62,906 | ¥ | 70,526 | ¥ | 78,218 | ¥ | 85,406 | | |
| | | 90百分位值 | 90th%ile | ¥ | 54,597 | ¥ | 63,905 | ¥ | 70,645 | ¥ | 83,825 | ¥ | 110,184 | ¥ | 118,092 | | |
| | 大专 College | 平均值 | Average | ¥ | 48,470 | ¥ | 57,893 | ¥ | 62,863 | ¥ | 71,618 | ¥ | 78,198 | ¥ | 82,174 | | |
| | | 中位值 | Median | ¥ | 45,660 | ¥ | 53,253 | ¥ | 57,456 | ¥ | 66,263 | ¥ | 70,909 | ¥ | 75,547 | | |
| | | 75百分位值 | 75th%ile | ¥ | 58,927 | ¥ | 67,019 | ¥ | 79,073 | ¥ | 88,652 | ¥ | 98,322 | ¥ | 107,357 | | |
| | | 90百分位值 | 90th%ile | ¥ | 68,629 | ¥ | 80,329 | ¥ | 88,801 | ¥ | 105,369 | ¥ | 138,504 | ¥ | 148,444 | | |
| | 本科 Bachelor | 平均值 | Average | ¥ | 62,085 | ¥ | 74,155 | ¥ | 80,522 | ¥ | 91,735 | ¥ | 100,164 | ¥ | 105,257 | | |
| | | 中位值 | Median | ¥ | 58,485 | ¥ | 68,211 | ¥ | 73,595 | ¥ | 84,876 | ¥ | 90,827 | ¥ | 96,768 | | |
| | | 75百分位值 | 75th%ile | ¥ | 75,479 | ¥ | 85,844 | ¥ | 101,285 | ¥ | 113,554 | ¥ | 125,940 | ¥ | 137,513 | | |
| | | 90百分位值 | 90th%ile | ¥ | 87,907 | ¥ | 102,894 | ¥ | 113,745 | ¥ | 134,967 | ¥ | 177,409 | ¥ | 190,142 | | |
| | 硕士 Master | 平均值 | Average | ¥ | 77,400 | ¥ | 92,448 | ¥ | 100,385 | ¥ | 114,365 | ¥ | 124,873 | ¥ | 131,222 | | |
| | | 中位值 | Median | ¥ | 72,913 | ¥ | 85,038 | ¥ | 91,750 | ¥ | 105,814 | ¥ | 113,232 | ¥ | 120,640 | | |
| | | 75百分位值 | 75th%ile | ¥ | 94,099 | ¥ | 107,020 | ¥ | 126,271 | ¥ | 141,566 | ¥ | 157,007 | ¥ | 171,436 | | |
| | | 90百分位值 | 90th%ile | ¥ | 109,593 | ¥ | 128,276 | ¥ | 141,805 | ¥ | 168,261 | ¥ | 221,173 | ¥ | 237,047 | | |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 54,986 | ¥ | 65,677 | ¥ | 71,315 | ¥ | 81,246 | ¥ | 88,712 | ¥ | 93,222 | | |
| | | 中位值 | Median | ¥ | 51,799 | ¥ | 60,412 | ¥ | 65,180 | ¥ | 75,172 | ¥ | 80,442 | ¥ | 85,704 | | |
| | | 75百分位值 | 75th%ile | ¥ | 66,849 | ¥ | 76,029 | ¥ | 89,704 | ¥ | 100,571 | ¥ | 111,540 | ¥ | 121,790 | | |
| | | 90百分位值 | 90th%ile | ¥ | 77,856 | ¥ | 91,129 | ¥ | 100,740 | ¥ | 119,535 | ¥ | 157,125 | ¥ | 168,402 | | |

职位: 招聘主管

Position: Recruitment Supervisor

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai

编码/ Position Code: SH-INTN-HR-07

职位描述

1. 业务主管职位, 独立负责工作小组, 给下级成员提供指导或支持并监督他们的日常活动;
2. 参与公司招聘规划和人员编制预算;
3. 负责拟定公司招聘方案;
4. 监督执行招聘工作, 满足公司各部门的用人需求;
5. 负责招聘渠道的建立、开发及评估;
6. 优化招聘流程, 缩短招聘周期, 提高招聘效率。

JOB DESCRIPTION

1. Position of Business Supervisor, to be solely in charge of the working group and to direct or support his/her subordinates and supervise their daily activities;
2. to participate in the Company's recruitment planning and the headcount budget;
3. to be responsible for drafting the Company's recruitment scheme;
4. to supervise and implement the recruitment and to satisfy the employment demand of all departments of the Company;
5. to be responsible for setting up, developing and evaluating the recruitment channels;
6. to optimize the recruitment process, shorten the recruitment circle and to promote the recruitment efficiency.

快速索引数据/ Index Data

| | |
|---|---------|
| 全国本年平均年薪: | ¥44,299 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥70,738 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥73,568 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.66% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 63% |
| %of Sample with bachelor degree or above: | |
| 平均工作年数: | 7.47 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 171 |
| Total Number of Samples: | |
| 2006年离职率: | 21% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥733 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 63% | ¥291 |
| 商业医疗保险 Commercial Healthy Insurance | 67% | ¥70 |
| 商业人身意外险 Commercial Accidental Insurance | 53% | ¥24 |
| 补充养老保险 Supplementary Insurance Plans | 10% | ¥376 |
| 补充住房公积金 Housing Allowance | 21% | ¥223 |
| 有薪假期(天) Pay Leave | 100% | 10.84 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 97,106 | ¥ 134,002 | ¥ 168,958 | ¥ 100,745 | 1.37 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 77,197 | ¥ 106,529 | ¥ 134,318 | ¥ 80,090 | 1.09 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 84,457 | ¥ 116,546 | ¥ 146,949 | ¥ 87,622 | 1.19 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 70,098 | ¥ 96,732 | ¥ 121,966 | ¥ 72,725 | 0.99 |
| 民营/私营企业 Local Private Enterprise | ¥ 62,167 | ¥ 85,788 | ¥ 108,167 | ¥ 64,497 | 0.88 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 64,448 | ¥ 88,935 | ¥ 112,135 | ¥ 66,863 | 0.91 |
| 行业平均 Industry Average | ¥ 70,911 | ¥ 97,853 | ¥ 123,380 | ¥ 73,568 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------------------|---------------------|----------------|
| | | 月基本工资 Base Salary | | ¥ 5,008 |
| | | 月固定津贴 Allowances | 90% | ¥ 641 |
| | | 月奖金/提成 Monthly Bonus/Commision | 52% | ¥ 702 |
| | | 月其它浮动收入 Other Monthly Bonus | 15% | ¥ 471 |
| | | 月总收入 Monthly Total Income | | ¥ 6,026 |
| | | 年奖金收入 Annual Bonus | 57% | ¥ 10,104 |
| | | 月薪数量 The Number of Salary | | 12.33 |
| | | 总年薪 Annual Total Income | | ¥ 80,090 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 14% | ¥57,262 |
| 良好 Intermediate | 37% | ¥66,736 |
| 熟练 Advanced | 32% | ¥80,972 |
| 精通 Proficient | 17% | ¥90,680 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | |
|---|-------------------|--------|----------|---------------------------------|-----------|-----------|-----------|-----------|-----------|--|
| 人民币/年 RMB/Year | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | |
| Company Type | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ 44,187 | ¥ 52,778 | ¥ 57,309 | ¥ 65,290 | ¥ 71,289 | ¥ 74,914 | |
| | | 中位值 | Median | ¥ 41,625 | ¥ 48,548 | ¥ 52,379 | ¥ 60,408 | ¥ 64,643 | ¥ 68,872 | |
| | | 75百分位值 | 75th%ile | ¥ 53,720 | ¥ 61,097 | ¥ 72,087 | ¥ 80,819 | ¥ 89,634 | ¥ 97,871 | |
| | | 90百分位值 | 90th%ile | ¥ 62,565 | ¥ 73,232 | ¥ 80,955 | ¥ 96,059 | ¥ 126,266 | ¥ 135,328 | |
| | 大专 College | 平均值 | Average | ¥ 50,307 | ¥ 60,087 | ¥ 65,246 | ¥ 74,332 | ¥ 81,162 | ¥ 85,289 | |
| | | 中位值 | Median | ¥ 47,390 | ¥ 55,271 | ¥ 59,634 | ¥ 68,775 | ¥ 73,596 | ¥ 78,411 | |
| | | 75百分位值 | 75th%ile | ¥ 61,160 | ¥ 69,559 | ¥ 82,070 | ¥ 92,012 | ¥ 102,048 | ¥ 111,426 | |
| | | 90百分位值 | 90th%ile | ¥ 71,231 | ¥ 83,374 | ¥ 92,167 | ¥ 109,362 | ¥ 143,753 | ¥ 154,070 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 61,894 | ¥ 73,928 | ¥ 80,275 | ¥ 91,454 | ¥ 99,857 | ¥ 104,934 | |
| | | 中位值 | Median | ¥ 58,306 | ¥ 68,003 | ¥ 73,369 | ¥ 84,616 | ¥ 90,548 | ¥ 96,472 | |
| | | 75百分位值 | 75th%ile | ¥ 75,248 | ¥ 85,581 | ¥ 100,975 | ¥ 113,206 | ¥ 125,554 | ¥ 137,092 | |
| | | 90百分位值 | 90th%ile | ¥ 87,638 | ¥ 102,578 | ¥ 113,397 | ¥ 134,553 | ¥ 176,865 | ¥ 189,559 | |
| | 硕士 Master | 平均值 | Average | ¥ 80,993 | ¥ 96,740 | ¥ 105,045 | ¥ 119,674 | ¥ 130,670 | ¥ 137,314 | |
| | | 中位值 | Median | ¥ 76,298 | ¥ 88,986 | ¥ 96,009 | ¥ 110,726 | ¥ 118,489 | ¥ 126,241 | |
| | | 75百分位值 | 75th%ile | ¥ 98,467 | ¥ 111,989 | ¥ 132,132 | ¥ 148,138 | ¥ 164,296 | ¥ 179,394 | |
| | | 90百分位值 | 90th%ile | ¥ 114,680 | ¥ 134,231 | ¥ 148,388 | ¥ 176,072 | ¥ 231,441 | ¥ 248,052 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 58,578 | ¥ 69,967 | ¥ 75,973 | ¥ 86,553 | ¥ 94,506 | ¥ 99,312 | |
| | | 中位值 | Median | ¥ 55,182 | ¥ 64,359 | ¥ 69,438 | ¥ 80,082 | ¥ 85,696 | ¥ 91,303 | |
| | | 75百分位值 | 75th%ile | ¥ 71,216 | ¥ 80,995 | ¥ 95,564 | ¥ 107,140 | ¥ 118,826 | ¥ 129,746 | |
| | | 90百分位值 | 90th%ile | ¥ 82,942 | ¥ 97,082 | ¥ 107,321 | ¥ 127,343 | ¥ 167,388 | ¥ 179,402 | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ 40,589 | ¥ 48,480 | ¥ 52,642 | ¥ 59,973 | ¥ 65,483 | ¥ 68,813 | |
| | | 中位值 | Median | ¥ 38,236 | ¥ 44,594 | ¥ 48,114 | ¥ 55,489 | ¥ 59,379 | ¥ 63,263 | |
| | | 75百分位值 | 75th%ile | ¥ 49,345 | ¥ 56,121 | ¥ 66,216 | ¥ 74,237 | ¥ 82,334 | ¥ 89,901 | |
| | | 90百分位值 | 90th%ile | ¥ 57,470 | ¥ 67,268 | ¥ 74,362 | ¥ 88,236 | ¥ 115,983 | ¥ 124,307 | |
| | 大专 College | 平均值 | Average | ¥ 46,210 | ¥ 55,194 | ¥ 59,933 | ¥ 68,279 | ¥ 74,553 | ¥ 78,343 | |
| | | 中位值 | Median | ¥ 43,531 | ¥ 50,770 | ¥ 54,777 | ¥ 63,174 | ¥ 67,603 | ¥ 72,025 | |
| | | 75百分位值 | 75th%ile | ¥ 56,180 | ¥ 63,894 | ¥ 75,387 | ¥ 84,519 | ¥ 93,738 | ¥ 102,352 | |
| | | 90百分位值 | 90th%ile | ¥ 65,430 | ¥ 76,584 | ¥ 84,661 | ¥ 100,456 | ¥ 132,047 | ¥ 141,524 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 56,854 | ¥ 67,908 | ¥ 73,738 | ¥ 84,006 | ¥ 91,725 | ¥ 96,389 | |
| | | 中位值 | Median | ¥ 53,558 | ¥ 62,465 | ¥ 67,395 | ¥ 77,725 | ¥ 83,174 | ¥ 88,616 | |
| | | 75百分位值 | 75th%ile | ¥ 69,120 | ¥ 78,611 | ¥ 92,752 | ¥ 103,987 | ¥ 115,329 | ¥ 125,928 | |
| | | 90百分位值 | 90th%ile | ¥ 80,501 | ¥ 94,225 | ¥ 104,162 | ¥ 123,596 | ¥ 162,462 | ¥ 174,122 | |
| | 硕士 Master | 平均值 | Average | ¥ 74,397 | ¥ 88,862 | ¥ 96,491 | ¥ 109,928 | ¥ 120,029 | ¥ 126,132 | |
| | | 中位值 | Median | ¥ 70,085 | ¥ 81,740 | ¥ 88,191 | ¥ 101,709 | ¥ 108,840 | ¥ 115,960 | |
| | | 75百分位值 | 75th%ile | ¥ 90,449 | ¥ 102,869 | ¥ 121,372 | ¥ 136,074 | ¥ 150,917 | ¥ 164,785 | |
| | | 90百分位值 | 90th%ile | ¥ 105,341 | ¥ 123,300 | ¥ 136,304 | ¥ 161,734 | ¥ 212,593 | ¥ 227,851 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 53,808 | ¥ 64,269 | ¥ 69,787 | ¥ 79,505 | ¥ 86,810 | ¥ 91,224 | |
| | | 中位值 | Median | ¥ 50,688 | ¥ 59,118 | ¥ 63,783 | ¥ 73,561 | ¥ 78,718 | ¥ 83,867 | |
| | | 75百分位值 | 75th%ile | ¥ 65,416 | ¥ 74,399 | ¥ 87,782 | ¥ 98,415 | ¥ 109,150 | ¥ 119,180 | |
| | | 90百分位值 | 90th%ile | ¥ 76,187 | ¥ 89,176 | ¥ 98,581 | ¥ 116,973 | ¥ 153,757 | ¥ 164,792 | |

职位: 培训主管
Position: Training Supervisor

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-HR-20

职位描述

1. 业务主管职位, 独立负责工作小组, 给下级成员提供指导或支持并监督他们的日常活动;
2. 掌握培训需求, 参与培训制度和计划的制定;
3. 合理安排培训资源, 保证培训效果;
4. 负责培训效果的跟踪与评估;
5. 掌握培训市场动态和最新管理知识, 为制定培训计划服务;
6. 发掘公司内部培训资源, 协调外部培训机构。

JOB DESCRIPTION

1. Position of Business Supervisor, to be solely in charge of the working group and to direct or support his/her subordinates and supervise their daily activities;
2. to keep track of the training demands and to participate in formulating the training systems and plans;
3. to allocate the training resources reasonably and to ensure the training results;
4. to be responsible for the follow-up and assessment of the training results;
5. to keep track of the training market development and the latest management knowledge for the purpose of providing the service for formulating the training plans;
6. to develop the Company's internal training resources and to coordinate the external training agencies.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥46,556 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥74,055 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥76,277 |
| 预计2007年增幅: 2007 Annual Raise: | 7.66% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 61% |
| 平均工作年数: Average Year of Work Experience: | 6.15 年 |
| 本行业总样本数: Total Number of Samples: | 118 |
| 2006年离职率: Voluntary Attrition Rate: | 21% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥741 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 63% | ¥291 |
| 商业医疗保险 Commercial Healthy Insurance | 67% | ¥70 |
| 商业人身意外险 Commercial Accidental Insurance | 53% | ¥24 |
| 补充养老保险 Supplementary Insurance Plans | 10% | ¥376 |
| 补充住房公积金 Housing Allowance | 21% | ¥223 |
| 有薪假期(天) Pay Leave | 100% | 10.84 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 88,230 | ¥ 130,720 | ¥ 153,356 | ¥ 99,240 | 1.30 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 72,010 | ¥ 106,689 | ¥ 125,163 | ¥ 80,996 | 1.06 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 76,857 | ¥ 113,871 | ¥ 133,588 | ¥ 86,448 | 1.13 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 65,361 | ¥ 96,838 | ¥ 113,607 | ¥ 73,518 | 0.96 |
| 民营/私营企业 Local Private Enterprise | ¥ 57,931 | ¥ 85,830 | ¥ 100,692 | ¥ 65,160 | 0.85 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 64,197 | ¥ 95,114 | ¥ 111,583 | ¥ 72,208 | 0.95 |
| 行业平均 Industry Average | ¥ 67,814 | ¥ 100,473 | ¥ 117,871 | ¥ 76,277 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 5,065 |
| 月固定津贴 | Allowances | | 90% | ¥ 649 |
| 月奖金/提成 | Monthly Bonus/Commision | | 52% | ¥ 710 |
| 月其它浮动收入 | Other Monthly Bonus | | 15% | ¥ 476 |
| 月总收入 | Monthly Total Income | | | ¥ 6,094 |
| 年奖金收入 | Annual Bonus | | 57% | ¥ 10,218 |
| 月薪数量 | The Number of Salary | | | 12.33 |
| 总年薪 | Annual Total Income | | | ¥ 80,996 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 19% | ¥66,118 |
| 良好 Intermediate | 46% | ¥72,276 |
| 熟练 Advanced | 25% | ¥83,989 |
| 精通 Proficient | 11% | ¥93,826 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | |
|---|-------------------|--------|----------|-------|---------|----------|---------|---------|---------|-------------------------|---------|------|---------|---|---------|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 40,376 | ¥ | 45,909 | ¥ | 51,568 | ¥ | 59,444 | ¥ | 73,943 | ¥ | 79,127 |
| | | 中位值 | Median | ¥ | 36,570 | ¥ | 42,233 | ¥ | 47,337 | ¥ | 53,183 | ¥ | 63,775 | ¥ | 68,229 |
| | | 75百分位值 | 75th%ile | ¥ | 49,945 | ¥ | 56,049 | ¥ | 69,908 | ¥ | 79,726 | ¥ | 93,708 | ¥ | 100,774 |
| | | 90百分位值 | 90th%ile | ¥ | 56,013 | ¥ | 65,427 | ¥ | 81,483 | ¥ | 94,825 | ¥ | 109,758 | ¥ | 120,190 |
| | 大专 College | 平均值 | Average | ¥ | 46,912 | ¥ | 53,340 | ¥ | 59,915 | ¥ | 69,066 | ¥ | 85,911 | ¥ | 91,935 |
| | | 中位值 | Median | ¥ | 42,490 | ¥ | 49,069 | ¥ | 54,999 | ¥ | 61,791 | ¥ | 74,098 | ¥ | 79,273 |
| | | 75百分位值 | 75th%ile | ¥ | 58,029 | ¥ | 65,121 | ¥ | 81,224 | ¥ | 92,631 | ¥ | 108,876 | ¥ | 117,086 |
| | | 90百分位值 | 90th%ile | ¥ | 65,079 | ¥ | 76,017 | ¥ | 94,671 | ¥ | 110,173 | ¥ | 127,523 | ¥ | 139,644 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 62,644 | ¥ | 71,227 | ¥ | 80,007 | ¥ | 92,228 | ¥ | 114,722 | ¥ | 122,766 |
| | | 中位值 | Median | ¥ | 56,739 | ¥ | 65,525 | ¥ | 73,443 | ¥ | 82,513 | ¥ | 98,947 | ¥ | 105,858 |
| | | 75百分位值 | 75th%ile | ¥ | 77,489 | ¥ | 86,960 | ¥ | 108,462 | ¥ | 123,695 | ¥ | 145,389 | ¥ | 156,352 |
| | | 90百分位值 | 90th%ile | ¥ | 86,904 | ¥ | 101,510 | ¥ | 126,420 | ¥ | 147,121 | ¥ | 170,289 | ¥ | 186,474 |
| | 硕士 Master | 平均值 | Average | ¥ | 80,223 | ¥ | 91,215 | ¥ | 102,459 | ¥ | 118,109 | ¥ | 146,916 | ¥ | 157,217 |
| | | 中位值 | Median | ¥ | 72,661 | ¥ | 83,912 | ¥ | 94,053 | ¥ | 105,667 | ¥ | 126,714 | ¥ | 135,564 |
| | | 75百分位值 | 75th%ile | ¥ | 99,234 | ¥ | 111,363 | ¥ | 138,899 | ¥ | 158,406 | ¥ | 186,188 | ¥ | 200,227 |
| | | 90百分位值 | 90th%ile | ¥ | 111,290 | ¥ | 129,995 | ¥ | 161,896 | ¥ | 188,406 | ¥ | 218,076 | ¥ | 238,802 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 56,868 | ¥ | 64,660 | ¥ | 72,631 | ¥ | 83,724 | ¥ | 104,145 | ¥ | 111,447 |
| | | 中位值 | Median | ¥ | 51,507 | ¥ | 59,483 | ¥ | 66,672 | ¥ | 74,905 | ¥ | 89,824 | ¥ | 96,098 |
| | | 75百分位值 | 75th%ile | ¥ | 70,344 | ¥ | 78,942 | ¥ | 98,462 | ¥ | 112,290 | ¥ | 131,984 | ¥ | 141,936 |
| | | 90百分位值 | 90th%ile | ¥ | 78,891 | ¥ | 92,151 | ¥ | 114,764 | ¥ | 133,556 | ¥ | 154,588 | ¥ | 169,281 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 38,024 | ¥ | 43,234 | ¥ | 48,563 | ¥ | 55,981 | ¥ | 69,635 | ¥ | 74,517 |
| | | 中位值 | Median | ¥ | 34,440 | ¥ | 39,773 | ¥ | 44,579 | ¥ | 50,084 | ¥ | 60,060 | ¥ | 64,254 |
| | | 75百分位值 | 75th%ile | ¥ | 47,035 | ¥ | 52,783 | ¥ | 65,835 | ¥ | 75,081 | ¥ | 88,249 | ¥ | 94,903 |
| | | 90百分位值 | 90th%ile | ¥ | 52,749 | ¥ | 61,615 | ¥ | 76,735 | ¥ | 89,300 | ¥ | 103,363 | ¥ | 113,187 |
| | 大专 College | 平均值 | Average | ¥ | 44,179 | ¥ | 50,232 | ¥ | 56,424 | ¥ | 65,042 | ¥ | 80,906 | ¥ | 86,579 |
| | | 中位值 | Median | ¥ | 40,014 | ¥ | 46,210 | ¥ | 51,795 | ¥ | 58,191 | ¥ | 69,781 | ¥ | 74,655 |
| | | 75百分位值 | 75th%ile | ¥ | 54,648 | ¥ | 61,327 | ¥ | 76,491 | ¥ | 87,234 | ¥ | 102,533 | ¥ | 110,264 |
| | | 90百分位值 | 90th%ile | ¥ | 61,287 | ¥ | 71,588 | ¥ | 89,156 | ¥ | 103,755 | ¥ | 120,094 | ¥ | 131,508 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 58,994 | ¥ | 67,078 | ¥ | 75,346 | ¥ | 86,855 | ¥ | 108,039 | ¥ | 115,614 |
| | | 中位值 | Median | ¥ | 53,433 | ¥ | 61,707 | ¥ | 69,165 | ¥ | 77,706 | ¥ | 93,183 | ¥ | 99,691 |
| | | 75百分位值 | 75th%ile | ¥ | 72,974 | ¥ | 81,894 | ¥ | 102,143 | ¥ | 116,488 | ¥ | 136,918 | ¥ | 147,242 |
| | | 90百分位值 | 90th%ile | ¥ | 81,841 | ¥ | 95,596 | ¥ | 119,055 | ¥ | 138,549 | ¥ | 160,368 | ¥ | 175,610 |
| | 硕士 Master | 平均值 | Average | ¥ | 75,549 | ¥ | 85,901 | ¥ | 96,490 | ¥ | 111,228 | ¥ | 138,356 | ¥ | 148,057 |
| | | 中位值 | Median | ¥ | 68,428 | ¥ | 79,024 | ¥ | 88,574 | ¥ | 99,511 | ¥ | 119,331 | ¥ | 127,666 |
| | | 75百分位值 | 75th%ile | ¥ | 93,453 | ¥ | 104,875 | ¥ | 130,807 | ¥ | 149,177 | ¥ | 175,340 | ¥ | 188,562 |
| | | 90百分位值 | 90th%ile | ¥ | 104,807 | ¥ | 122,422 | ¥ | 152,464 | ¥ | 177,429 | ¥ | 205,371 | ¥ | 224,890 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 53,555 | ¥ | 60,893 | ¥ | 68,399 | ¥ | 78,847 | ¥ | 98,077 | ¥ | 104,954 |
| | | 中位值 | Median | ¥ | 48,507 | ¥ | 56,018 | ¥ | 62,788 | ¥ | 70,541 | ¥ | 84,591 | ¥ | 90,499 |
| | | 75百分位值 | 75th%ile | ¥ | 66,246 | ¥ | 74,343 | ¥ | 92,726 | ¥ | 105,748 | ¥ | 124,294 | ¥ | 133,667 |
| | | 90百分位值 | 90th%ile | ¥ | 74,295 | ¥ | 86,782 | ¥ | 108,078 | ¥ | 125,775 | ¥ | 145,582 | ¥ | 159,419 |

职位: 财务经理
Position: Finance Manager

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai

编码/ Position Code: SH-INTN-AC-03

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 指导并协调财务稽核、审计、会计的工作并监督其执行;
4. 制定、维护、改进公司财务管理程序和政策, 制定年度、季度财务计划;
5. 向公司管理层提供各项财务报告和必要的财务分析;
6. 负责组织公司的成本管理工作, 进行成本预测、控制、核算、分析和考核, 确保公司利润指标的完成。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to direct and coordinate the financial check, auditing and accounting and supervise the implementation thereof;
4. to formulate, maintain and improve the Company's financial management procedures and policies and to formulate annual and quarterly financial plans;
5. to provide various financial reports and necessary financial analysis to the Company's management;
6. to be in charge of the Company's cost management, to conduct the cost prediction, control, check, analysis and examination for the purpose of ensuring the accomplishment of the Company's profit objective.

快速索引数据/ Index Data

| | |
|--|-----------|
| 全国本年平均年薪: | ¥ 77,271 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥ 137,266 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥ 147,422 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 69% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 9.55 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 142 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥ 813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥ 1,108 |
| 培训计划 Training Plan | 79% | ¥ 802 |
| 商业医疗保险 Commercial Healthy Insurance | 61% | ¥ 76 |
| 商业人身意外险 Commercial Accidental Insurance | 62% | ¥ 26 |
| 补充养老保险 Supplementary Insurance Plans | 25% | ¥ 926 |
| 补充住房公积金 Housing Allowance | 28% | ¥ 415 |
| 有薪假期(天) Pay Leave | 100% | 14.02 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 189,774 | ¥ 241,430 | ¥ 303,219 | ¥ 205,516 | 1.39 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 147,531 | ¥ 187,689 | ¥ 235,724 | ¥ 159,769 | 1.08 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 170,673 | ¥ 217,130 | ¥ 272,700 | ¥ 184,831 | 1.25 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 132,260 | ¥ 168,261 | ¥ 211,324 | ¥ 143,232 | 0.97 |
| 民营/私营企业 Local Private Enterprise | ¥ 114,016 | ¥ 145,051 | ¥ 182,174 | ¥ 123,474 | 0.84 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 125,488 | ¥ 159,646 | ¥ 200,504 | ¥ 135,898 | 0.92 |
| 行业平均 Industry Average | ¥ 136,130 | ¥ 173,184 | ¥ 217,507 | ¥ 147,422 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|--|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 8,947 |
| 月固定津贴 Allowances | 82% | | ¥ 2,037 |
| 月奖金/提成 Monthly Bonus/Commision | 40% | | ¥ 2,071 |
| 月其它浮动收入 Other Monthly Bonus | 18% | | ¥ 1,262 |
| 月总收入 Monthly Total Income | | | ¥ 11,683 |
| 年奖金收入 Annual Bonus | 69% | | ¥ 20,306 |
| 月薪数量 The Number of Salary | | | 12.47 |
| 总年薪 Annual Total Income | | | ¥ 159,769 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 33% | ¥ 125,309 |
| 良好 Intermediate | 38% | ¥ 138,921 |
| 熟练 Advanced | 20% | ¥ 170,125 |
| 精通 Proficient | 9% | ¥ 211,130 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|---|-----|---|-----|---------|-----|---------|------|---------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 85,752 | ¥ | 120,881 | ¥ | 126,167 | ¥ | 134,206 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 78,666 | ¥ | 104,250 | ¥ | 113,836 | ¥ | 128,215 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 100,778 | ¥ | 135,493 | ¥ | 147,540 | ¥ | 158,172 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 130,612 | ¥ | 156,973 | ¥ | 185,732 | ¥ | 206,103 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 121,197 | ¥ | 170,846 | ¥ | 178,316 | ¥ | 189,678 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 111,182 | ¥ | 147,339 | ¥ | 160,888 | ¥ | 181,211 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 142,433 | ¥ | 191,497 | ¥ | 208,523 | ¥ | 223,549 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 184,598 | ¥ | 221,856 | ¥ | 262,501 | ¥ | 291,292 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 156,641 | ¥ | 220,810 | ¥ | 230,465 | ¥ | 245,150 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 143,697 | ¥ | 190,429 | ¥ | 207,940 | ¥ | 234,206 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 184,088 | ¥ | 247,501 | ¥ | 269,506 | ¥ | 288,927 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 238,584 | ¥ | 286,738 | ¥ | 339,270 | ¥ | 376,481 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 114,336 | ¥ | 161,175 | ¥ | 168,223 | ¥ | 178,942 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 104,889 | ¥ | 138,999 | ¥ | 151,781 | ¥ | 170,953 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 134,370 | ¥ | 180,658 | ¥ | 196,720 | ¥ | 210,896 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 174,149 | ¥ | 209,298 | ¥ | 247,643 | ¥ | 274,803 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 79,125 | ¥ | 111,540 | ¥ | 116,417 | ¥ | 123,835 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 72,587 | ¥ | 96,193 | ¥ | 105,038 | ¥ | 118,306 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 92,990 | ¥ | 125,022 | ¥ | 136,138 | ¥ | 145,948 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 120,518 | ¥ | 144,842 | ¥ | 171,379 | ¥ | 190,175 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 111,830 | ¥ | 157,643 | ¥ | 164,536 | ¥ | 175,020 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 102,590 | ¥ | 135,953 | ¥ | 148,454 | ¥ | 167,206 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 131,425 | ¥ | 176,698 | ¥ | 192,408 | ¥ | 206,273 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 170,332 | ¥ | 204,711 | ¥ | 242,215 | ¥ | 268,780 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 144,536 | ¥ | 203,746 | ¥ | 212,654 | ¥ | 226,205 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 132,592 | ¥ | 175,713 | ¥ | 191,870 | ¥ | 216,106 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 169,861 | ¥ | 228,374 | ¥ | 248,679 | ¥ | 266,599 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 220,146 | ¥ | 264,579 | ¥ | 313,051 | ¥ | 347,386 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 105,500 | ¥ | 148,719 | ¥ | 155,222 | ¥ | 165,113 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 96,783 | ¥ | 128,257 | ¥ | 140,051 | ¥ | 157,742 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 123,986 | ¥ | 166,696 | ¥ | 181,517 | ¥ | 194,598 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 160,690 | ¥ | 193,123 | ¥ | 228,505 | ¥ | 253,566 |

职位: 财务主管
Position: Finance Supervisor

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-AC-05

职位描述

1. 业务主管职位, 独立负责工作小组, 给下级成员提供引导或支持并监督他们的日常活动;
2. 执行、协调财务稽核、审计、会计工作;
3. 监督执行、维护公司财务管理程序和政策, 参与制定年度、季度财务计划;
4. 向公司管理层提供各项财务报告和必要的财务分析;
5. 组织公司的成本管理工作, 进行成本预测、控制、核算、分析和考核, 确保公司利润指标的完成。

JOB DESCRIPTION

1. Position of Business Supervisor, to be solely in charge of the working group and to direct or support his/her subordinates and supervise their daily activities;
2. to implement and coordinate the financial examination, auditing and accounting;
3. to supervise, implement and maintain the Company's financial management procedures and policies and to participate in formulating the annual and quarterly financial plans;
4. to provide various financial reports and necessary financial analysis to the Company's management;
5. to organize the Company's cost management works, to conduct the cost forecast, control, calculation, analysis and assessment and to ensure the accomplishment of the Company's profit index.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥41,293 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥72,039 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥74,921 |
| 预计2007年增幅: 2007 Annual Raise: | 7.66% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 43% |
| 平均工作年数: Average Year of Work Experience: | 7.59 年 |
| 本行业总样本数: Total Number of Samples: | 143 |
| 2006年离职率: Voluntary Attrition Rate: | 21% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥716 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 63% | ¥291 |
| 商业医疗保险 Commercial Healthy Insurance | 67% | ¥70 |
| 商业人身意外险 Commercial Accidental Insurance | 53% | ¥24 |
| 补充养老保险 Supplementary Insurance Plans | 10% | ¥376 |
| 补充住房公积金 Housing Allowance | 21% | ¥223 |
| 有薪假期(天) Pay Leave | 100% | 10.84 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 97,505 | ¥ 128,019 | ¥ 159,274 | ¥ 100,831 | 1.35 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 75,581 | ¥ 99,234 | ¥ 123,462 | ¥ 78,160 | 1.04 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 86,591 | ¥ 113,689 | ¥ 141,445 | ¥ 89,544 | 1.20 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 68,533 | ¥ 89,980 | ¥ 111,948 | ¥ 70,871 | 0.95 |
| 民营/私营企业 Local Private Enterprise | ¥ 61,080 | ¥ 80,194 | ¥ 99,773 | ¥ 63,163 | 0.84 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 65,341 | ¥ 85,790 | ¥ 106,735 | ¥ 67,570 | 0.90 |
| 行业平均 Industry Average | ¥ 72,449 | ¥ 95,122 | ¥ 118,346 | ¥ 74,921 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------------------|---------------------|----------------|
| | | 月基本工资 Base Salary | | ¥ 4,887 |
| | | 月固定津贴 Allowances | 90% | ¥ 626 |
| | | 月奖金/提成 Monthly Bonus/Commision | 52% | ¥ 685 |
| | | 月其它浮动收入 Other Monthly Bonus | 15% | ¥ 460 |
| | | 月总收入 Monthly Total Income | | ¥ 5,880 |
| | | 年奖金收入 Annual Bonus | 57% | ¥ 9,860 |
| | | 月薪数量 The Number of Salary | | 12.33 |
| | | 总年薪 Annual Total Income | | ¥ 78,160 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 39% | ¥63,448 |
| 良好 Intermediate | 41% | ¥76,404 |
| 熟练 Advanced | 16% | ¥91,498 |
| 精通 Proficient | 4% | ¥100,279 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|---|-----|---------|-----|---------|-----|---------|------|---------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | 38,043 | ¥ | 47,542 | ¥ | 59,862 | ¥ | 72,042 | ¥ | 81,891 |
| | | 中位值 | Median | ¥ | - | ¥ | 33,748 | ¥ | 45,736 | ¥ | 54,822 | ¥ | 67,849 | ¥ | 74,339 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 46,289 | ¥ | 58,679 | ¥ | 73,429 | ¥ | 86,605 | ¥ | 96,439 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 57,014 | ¥ | 70,479 | ¥ | 93,489 | ¥ | 109,418 | ¥ | 118,863 |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 44,808 | ¥ | 55,996 | ¥ | 70,507 | ¥ | 84,854 | ¥ | 96,454 |
| | | 中位值 | Median | ¥ | - | ¥ | 39,749 | ¥ | 53,870 | ¥ | 64,572 | ¥ | 79,915 | ¥ | 87,559 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 54,521 | ¥ | 69,114 | ¥ | 86,487 | ¥ | 102,006 | ¥ | 113,588 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 67,154 | ¥ | 83,012 | ¥ | 110,114 | ¥ | 128,877 | ¥ | 140,001 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 58,663 | ¥ | 73,310 | ¥ | 92,308 | ¥ | 111,091 | ¥ | 126,277 |
| | | 中位值 | Median | ¥ | - | ¥ | 52,040 | ¥ | 70,527 | ¥ | 84,537 | ¥ | 104,625 | ¥ | 114,633 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 71,378 | ¥ | 90,484 | ¥ | 113,229 | ¥ | 133,547 | ¥ | 148,710 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 87,917 | ¥ | 108,680 | ¥ | 144,161 | ¥ | 168,725 | ¥ | 183,289 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 70,674 | ¥ | 88,321 | ¥ | 111,208 | ¥ | 133,837 | ¥ | 152,133 |
| | | 中位值 | Median | ¥ | - | ¥ | 62,695 | ¥ | 84,967 | ¥ | 101,847 | ¥ | 126,048 | ¥ | 138,104 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 85,994 | ¥ | 109,011 | ¥ | 136,413 | ¥ | 160,891 | ¥ | 179,159 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 105,919 | ¥ | 130,933 | ¥ | 173,679 | ¥ | 203,273 | ¥ | 220,819 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 50,397 | ¥ | 62,981 | ¥ | 79,302 | ¥ | 95,438 | ¥ | 108,485 |
| | | 中位值 | Median | ¥ | - | ¥ | 44,707 | ¥ | 60,589 | ¥ | 72,626 | ¥ | 89,884 | ¥ | 98,481 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 61,321 | ¥ | 77,735 | ¥ | 97,275 | ¥ | 114,730 | ¥ | 127,757 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 75,530 | ¥ | 93,367 | ¥ | 123,849 | ¥ | 144,952 | ¥ | 157,464 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | 36,466 | ¥ | 45,572 | ¥ | 57,381 | ¥ | 69,057 | ¥ | 78,497 |
| | | 中位值 | Median | ¥ | - | ¥ | 32,349 | ¥ | 43,841 | ¥ | 52,551 | ¥ | 65,038 | ¥ | 71,259 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 44,371 | ¥ | 56,247 | ¥ | 70,386 | ¥ | 83,016 | ¥ | 92,442 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 54,652 | ¥ | 67,558 | ¥ | 89,615 | ¥ | 104,884 | ¥ | 113,938 |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 42,951 | ¥ | 53,676 | ¥ | 67,585 | ¥ | 81,338 | ¥ | 92,457 |
| | | 中位值 | Median | ¥ | - | ¥ | 38,102 | ¥ | 51,638 | ¥ | 61,896 | ¥ | 76,604 | ¥ | 83,931 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 52,261 | ¥ | 66,250 | ¥ | 82,903 | ¥ | 97,779 | ¥ | 108,882 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 64,371 | ¥ | 79,573 | ¥ | 105,551 | ¥ | 123,536 | ¥ | 134,200 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 56,232 | ¥ | 70,273 | ¥ | 88,483 | ¥ | 106,487 | ¥ | 121,044 |
| | | 中位值 | Median | ¥ | - | ¥ | 49,883 | ¥ | 67,604 | ¥ | 81,034 | ¥ | 100,290 | ¥ | 109,883 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 68,421 | ¥ | 86,734 | ¥ | 108,537 | ¥ | 128,013 | ¥ | 142,548 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 84,274 | ¥ | 104,176 | ¥ | 138,187 | ¥ | 161,734 | ¥ | 175,694 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 67,746 | ¥ | 84,661 | ¥ | 106,600 | ¥ | 128,291 | ¥ | 145,829 |
| | | 中位值 | Median | ¥ | - | ¥ | 60,097 | ¥ | 81,446 | ¥ | 97,626 | ¥ | 120,825 | ¥ | 132,382 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 82,430 | ¥ | 104,494 | ¥ | 130,760 | ¥ | 154,224 | ¥ | 171,735 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 101,530 | ¥ | 125,507 | ¥ | 166,482 | ¥ | 194,850 | ¥ | 211,668 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 48,309 | ¥ | 60,371 | ¥ | 76,015 | ¥ | 91,483 | ¥ | 103,989 |
| | | 中位值 | Median | ¥ | - | ¥ | 42,855 | ¥ | 58,079 | ¥ | 69,616 | ¥ | 86,159 | ¥ | 94,400 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 58,780 | ¥ | 74,514 | ¥ | 93,244 | ¥ | 109,976 | ¥ | 122,463 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 72,400 | ¥ | 89,498 | ¥ | 118,717 | ¥ | 138,945 | ¥ | 150,939 |

职位: 信息技术经理

Position: IT Manager

行业: 互联网

Industry: Internet

省/市: 上海

Province/City: Shanghai

编码/ Position Code: SH-INTN-IT-16

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 负责对公司内部信息系统和信息资源规划进行战略管理和整合管理;
4. 构建和完善企业信息化平台;
5. 管理和维护信息化平台的软、硬件, 制订相关管理制度;
6. 协调公司信息化系统应用开发工作, 提高公司信息化系统应用水平。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to be in charge of the strategic and integration management of the Company's internal information system and information resources planning;
4. to set up and perfect the Company's informatization platform;
5. to manage and maintain the softwares and hardwares of the informatization platform and to formulate relevant management regulations;
6. to coordinate the development of the Company's informatization system application and to promote the application level of the Company's informatization system.

快速索引数据/ Index Data

| | |
|--|----------|
| 全国本年平均年薪: | ¥85,344 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥144,402 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥160,286 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 74% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 9.39 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 170 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 79% | ¥802 |
| 商业医疗保险 Commercial Healthy Insurance | 61% | ¥76 |
| 商业人身意外险 Commercial Accidental Insurance | 62% | ¥26 |
| 补充养老保险 Supplementary Insurance Plans | 25% | ¥926 |
| 补充住房公积金 Housing Allowance | 28% | ¥415 |
| 有薪假期(天) Pay Leave | 100% | 14.02 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 231,945 | ¥ 309,075 | ¥ 398,391 | ¥ 233,551 | 1.46 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | ¥ 176,942 | ¥ 235,782 | ¥ 303,917 | ¥ 178,167 | 1.11 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 196,574 | ¥ 261,943 | ¥ 337,638 | ¥ 197,936 | 1.23 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative(Other nationalities) | ¥ 151,016 | ¥ 201,235 | ¥ 259,387 | ¥ 152,062 | 0.95 |
| 民营/私营企业 Local Private Enterprise | ¥ 129,741 | ¥ 172,885 | ¥ 222,845 | ¥ 130,640 | 0.82 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 148,111 | ¥ 197,364 | ¥ 254,397 | ¥ 149,137 | 0.93 |
| 行业平均 Industry Average | ¥ 159,184 | ¥ 212,118 | ¥ 273,416 | ¥ 160,286 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|---|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 9,977 |
| 月固定津贴 | Allowances | | 82% | ¥ 2,272 |
| 月奖金/提成 | Monthly Bonus/Commision | | 40% | ¥ 2,309 |
| 月其它浮动收入 | Other Monthly Bonus | | 18% | ¥ 1,407 |
| 月总收入 | Monthly Total Income | | | ¥ 13,029 |
| 年奖金收入 | Annual Bonus | | 69% | ¥ 22,644 |
| 月薪数量 | The Number of Salary | | | 12.47 |
| 总年薪 | Annual Total Income | | | ¥ 178,167 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 14% | ¥ 125,113 |
| 良好 Intermediate | 42% | ¥ 140,956 |
| 熟练 Advanced | 32% | ¥ 180,586 |
| 精通 Proficient | 13% | ¥ 209,296 |

综合分析/ Comprehensive Analysis

| 公司性质 | | 人民币/年 RMB/Year | | 工作年资(年) Work Experience (years) | | | | | | | | | | |
|--|-------------------|-------------------|----------|---------------------------------|---|-----|---------|-----|---------|-----|---------|------|---------|------|
| | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 |
| Company Type | | | | | | | | | | | | | | |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 92,391 | ¥ | 107,605 | ¥ | 128,981 | ¥ | 158,242 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 88,643 | ¥ | 102,344 | ¥ | 122,152 | ¥ | 145,749 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 107,614 | ¥ | 121,971 | ¥ | 149,914 | ¥ | 206,825 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 135,922 | ¥ | 159,630 | ¥ | 190,168 | ¥ | 243,854 | ¥ |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 122,338 | ¥ | 142,483 | ¥ | 170,788 | ¥ | 209,533 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 117,375 | ¥ | 135,517 | ¥ | 161,745 | ¥ | 192,991 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 142,495 | ¥ | 161,506 | ¥ | 198,505 | ¥ | 273,864 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 179,978 | ¥ | 211,371 | ¥ | 251,808 | ¥ | 322,895 | ¥ |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 151,793 | ¥ | 176,788 | ¥ | 211,908 | ¥ | 259,982 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 145,635 | ¥ | 168,144 | ¥ | 200,688 | ¥ | 239,457 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 176,803 | ¥ | 200,391 | ¥ | 246,298 | ¥ | 339,801 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 223,311 | ¥ | 262,262 | ¥ | 312,434 | ¥ | 400,637 | ¥ |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 118,588 | ¥ | 138,115 | ¥ | 165,553 | ¥ | 203,111 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 113,778 | ¥ | 131,363 | ¥ | 156,787 | ¥ | 187,076 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 138,128 | ¥ | 156,556 | ¥ | 192,421 | ¥ | 265,469 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 174,461 | ¥ | 204,892 | ¥ | 244,089 | ¥ | 312,997 | ¥ |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 83,119 | ¥ | 96,805 | ¥ | 116,037 | ¥ | 142,361 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 79,747 | ¥ | 92,072 | ¥ | 109,893 | ¥ | 131,122 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 96,814 | ¥ | 109,730 | ¥ | 134,868 | ¥ | 186,068 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 122,280 | ¥ | 143,610 | ¥ | 171,083 | ¥ | 219,381 | ¥ |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 110,060 | ¥ | 128,183 | ¥ | 153,648 | ¥ | 188,505 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 105,596 | ¥ | 121,916 | ¥ | 145,512 | ¥ | 173,623 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 128,195 | ¥ | 145,297 | ¥ | 178,583 | ¥ | 246,379 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 161,915 | ¥ | 190,158 | ¥ | 226,536 | ¥ | 290,489 | ¥ |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 136,559 | ¥ | 159,045 | ¥ | 190,641 | ¥ | 233,890 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 131,019 | ¥ | 151,269 | ¥ | 180,547 | ¥ | 215,425 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 159,059 | ¥ | 180,280 | ¥ | 221,580 | ¥ | 305,698 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 200,899 | ¥ | 235,941 | ¥ | 281,078 | ¥ | 360,429 | ¥ |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 106,687 | ¥ | 124,254 | ¥ | 148,938 | ¥ | 182,726 | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | 102,359 | ¥ | 118,179 | ¥ | 141,052 | ¥ | 168,301 | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 124,265 | ¥ | 140,844 | ¥ | 173,109 | ¥ | 238,827 | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 156,952 | ¥ | 184,329 | ¥ | 219,592 | ¥ | 281,585 | ¥ |

职位: 软件工程师
Position: Software Engineer

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-IT-04

职位描述

1. 技术人员职位, 在上级的领导和监督下定期完成量化的工作要求, 并能独立处理和解决所负责的任务;
2. 根据开发进度和任务分配, 完成相应模块软件的设计、开发、编程任务;
3. 进行程序单元、功能的测试, 查出软件存在的缺陷并保证其质量;
4. 进行编制项目文档和质量记录的工作;
5. 维护软件使之保持可用性和稳定性。

JOB DESCRIPTION

1. Position of Technical Staff, to fulfill the quantified work requirements periodically under the superior's direction and supervision and to handle and settle the tasks for which he/she is responsible independently;
2. to finish the design, development and programming of corresponding modular software as per the project progress and task assignments;
3. to test the program elements and the functions thereof and to find out the defects in the software and assure their quality;
4. to prepare the project documents and quality records;
5. to maintain the software for the purpose of keeping their utility and stability.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥42,120 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥67,043 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥71,736 |
| 预计2007年增幅: 2007 Annual Raise: | 7.72% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 71% |
| 平均工作年数: Average Year of Work Experience: | 5.50 年 |
| 本行业总样本数: Total Number of Samples: | 101 |
| 2006年离职率: Voluntary Attrition Rate: | 23% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥707 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 69% | ¥166 |
| 商业医疗保险 Commercial Healthy Insurance | 71% | ¥68 |
| 商业人身意外险 Commercial Accidental Insurance | 43% | ¥22 |
| 补充养老保险 Supplementary Insurance Plans | 13% | ¥496 |
| 补充住房公积金 Housing Allowance | 21% | ¥190 |
| 有薪假期(天) Pay Leave | 100% | 10.15 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 82,480 | ¥ 123,822 | ¥ 163,028 | ¥ 96,399 | 1.34 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 65,909 | ¥ 98,946 | ¥ 130,276 | ¥ 77,032 | 1.07 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 75,542 | ¥ 113,406 | ¥ 149,315 | ¥ 88,291 | 1.23 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 59,040 | ¥ 88,633 | ¥ 116,698 | ¥ 69,004 | 0.96 |
| 民营/私营企业 Local Private Enterprise | ¥ 53,925 | ¥ 80,955 | ¥ 106,588 | ¥ 63,026 | 0.88 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 57,872 | ¥ 86,880 | ¥ 114,389 | ¥ 67,639 | 0.94 |
| 行业平均 Industry Average | ¥ 61,378 | ¥ 92,142 | ¥ 121,318 | ¥ 71,736 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 5,034 |
| 月固定津贴 | Allowances | | 70% | ¥ 808 |
| 月奖金/提成 | Monthly Bonus/Commision | | 31% | ¥ 1,141 |
| 月其它浮动收入 | Other Monthly Bonus | | 11% | ¥ 592 |
| 月总收入 | Monthly Total Income | | | ¥ 6,020 |
| 年奖金收入 | Annual Bonus | | 23% | ¥ 9,534 |
| 月薪数量 | The Number of Salary | | | 12.43 |
| 总年薪 | Annual Total Income | | | ¥ 77,032 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 9% | ¥57,130 |
| 良好 Intermediate | 41% | ¥67,299 |
| 熟练 Advanced | 38% | ¥76,509 |
| 精通 Proficient | 11% | ¥87,354 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|--------|-----|---------|-----|---------|-----|---------|------|---------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | 38,100 | ¥ | 47,475 | ¥ | 56,652 | ¥ | 67,432 | ¥ | 76,123 | ¥ | 81,739 |
| | | 中位值 | Median | ¥ | 34,450 | ¥ | 44,459 | ¥ | 49,643 | ¥ | 63,098 | ¥ | 72,041 | ¥ | 78,744 |
| | | 75百分位值 | 75th%ile | ¥ | 49,365 | ¥ | 59,575 | ¥ | 83,611 | ¥ | 92,347 | ¥ | 100,458 | ¥ | 115,433 |
| | | 90百分位值 | 90th%ile | ¥ | 61,812 | ¥ | 77,351 | ¥ | 108,832 | ¥ | 119,108 | ¥ | 147,879 | ¥ | 167,846 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 48,946 | ¥ | 60,988 | ¥ | 72,778 | ¥ | 86,626 | ¥ | 97,792 | ¥ | 105,006 |
| | | 中位值 | Median | ¥ | 44,257 | ¥ | 57,115 | ¥ | 63,773 | ¥ | 81,059 | ¥ | 92,547 | ¥ | 101,159 |
| | | 75百分位值 | 75th%ile | ¥ | 63,417 | ¥ | 76,533 | ¥ | 107,411 | ¥ | 118,633 | ¥ | 129,054 | ¥ | 148,291 |
| | | 90百分位值 | 90th%ile | ¥ | 79,407 | ¥ | 99,370 | ¥ | 139,811 | ¥ | 153,013 | ¥ | 189,973 | ¥ | 215,624 |
| | 硕士 Master | 平均值 | Average | ¥ | 60,795 | ¥ | 75,752 | ¥ | 90,396 | ¥ | 107,597 | ¥ | 121,466 | ¥ | 130,426 |
| | | 中位值 | Median | ¥ | 54,971 | ¥ | 70,941 | ¥ | 79,212 | ¥ | 100,682 | ¥ | 114,951 | ¥ | 125,647 |
| | | 75百分位值 | 75th%ile | ¥ | 78,769 | ¥ | 95,061 | ¥ | 133,413 | ¥ | 147,352 | ¥ | 160,295 | ¥ | 184,190 |
| | | 90百分位值 | 90th%ile | ¥ | 98,630 | ¥ | 123,425 | ¥ | 173,656 | ¥ | 190,054 | ¥ | 235,962 | ¥ | 267,822 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 47,038 | ¥ | 58,610 | ¥ | 69,941 | ¥ | 83,249 | ¥ | 93,980 | ¥ | 100,913 |
| | | 中位值 | Median | ¥ | 42,531 | ¥ | 54,888 | ¥ | 61,287 | ¥ | 77,899 | ¥ | 88,939 | ¥ | 97,215 |
| | | 75百分位值 | 75th%ile | ¥ | 60,945 | ¥ | 73,550 | ¥ | 103,224 | ¥ | 114,008 | ¥ | 124,022 | ¥ | 142,510 |
| | | 90百分位值 | 90th%ile | ¥ | 76,312 | ¥ | 95,496 | ¥ | 134,360 | ¥ | 147,047 | ¥ | 182,567 | ¥ | 207,217 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | 35,481 | ¥ | 44,210 | ¥ | 52,757 | ¥ | 62,795 | ¥ | 70,889 | ¥ | 76,119 |
| | | 中位值 | Median | ¥ | 32,082 | ¥ | 41,402 | ¥ | 46,229 | ¥ | 58,760 | ¥ | 67,087 | ¥ | 73,330 |
| | | 75百分位值 | 75th%ile | ¥ | 45,971 | ¥ | 55,479 | ¥ | 77,862 | ¥ | 85,997 | ¥ | 93,551 | ¥ | 107,496 |
| | | 90百分位值 | 90th%ile | ¥ | 57,562 | ¥ | 72,033 | ¥ | 101,348 | ¥ | 110,919 | ¥ | 137,711 | ¥ | 156,305 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 45,580 | ¥ | 56,795 | ¥ | 67,774 | ¥ | 80,670 | ¥ | 91,068 | ¥ | 97,786 |
| | | 中位值 | Median | ¥ | 41,214 | ¥ | 53,188 | ¥ | 59,388 | ¥ | 75,486 | ¥ | 86,184 | ¥ | 94,203 |
| | | 75百分位值 | 75th%ile | ¥ | 59,057 | ¥ | 71,271 | ¥ | 100,026 | ¥ | 110,476 | ¥ | 120,180 | ¥ | 138,095 |
| | | 90百分位值 | 90th%ile | ¥ | 73,947 | ¥ | 92,537 | ¥ | 130,197 | ¥ | 142,492 | ¥ | 176,911 | ¥ | 200,798 |
| | 硕士 Master | 平均值 | Average | ¥ | 56,614 | ¥ | 70,544 | ¥ | 84,181 | ¥ | 100,198 | ¥ | 113,114 | ¥ | 121,458 |
| | | 中位值 | Median | ¥ | 51,191 | ¥ | 66,063 | ¥ | 73,765 | ¥ | 93,759 | ¥ | 107,047 | ¥ | 117,008 |
| | | 75百分位值 | 75th%ile | ¥ | 73,353 | ¥ | 88,524 | ¥ | 124,240 | ¥ | 137,220 | ¥ | 149,273 | ¥ | 171,525 |
| | | 90百分位值 | 90th%ile | ¥ | 91,849 | ¥ | 114,939 | ¥ | 161,716 | ¥ | 176,986 | ¥ | 219,738 | ¥ | 249,407 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 43,803 | ¥ | 54,580 | ¥ | 65,132 | ¥ | 77,525 | ¥ | 87,518 | ¥ | 93,974 |
| | | 中位值 | Median | ¥ | 39,607 | ¥ | 51,114 | ¥ | 57,073 | ¥ | 72,543 | ¥ | 82,824 | ¥ | 90,531 |
| | | 75百分位值 | 75th%ile | ¥ | 56,754 | ¥ | 68,492 | ¥ | 96,126 | ¥ | 106,169 | ¥ | 115,495 | ¥ | 132,711 |
| | | 90百分位值 | 90th%ile | ¥ | 71,064 | ¥ | 88,929 | ¥ | 125,122 | ¥ | 136,936 | ¥ | 170,014 | ¥ | 192,969 |

职位: 技术研发工程师
Position: Technical Design Engineer

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-EM-03

职位描述

1. 技术人员职位, 在上级的领导和监督下定期完成量化的工作要求, 并能独立处理和解决所负责的任务;
2. 配合产品的研发设计、支持和测试;
3. 负责技术应用方面的培训工作;
4. 负责技术改进, 并处理制造过程中的技术问题;
5. 负责研发产品的技术档案整理。

JOB DESCRIPTION

1. Position of Technical Staff, owning professional knowledge and technology capacities, to handle and settle the tasks for which he/she is responsible independently;
2. to cooperate in the R&D, design, support and test of the products;
3. to be in charge of the training in connection with the technical application;
4. to be in charge of the technology improvement and the settlement of the technical issues during the manufacture;
5. to be in charge of processing the technical documents of the product R&D.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥35,619 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥62,827 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥69,807 |
| 预计2007年增幅: 2007 Annual Raise: | 7.72% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 61% |
| 平均工作年限: Average Year of Work Experience: | 6.09 年 |
| 本行业总样本数: Total Number of Samples: | 105 |
| 2006年离职率: Voluntary Attrition Rate: | 23% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥680 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 69% | ¥166 |
| 商业医疗保险 Commercial Healthy Insurance | 71% | ¥68 |
| 商业人身意外险 Commercial Accidental Insurance | 43% | ¥22 |
| 补充养老保险 Supplementary Insurance Plans | 13% | ¥496 |
| 补充住房公积金 Housing Allowance | 21% | ¥190 |
| 有薪假期(天) Pay Leave | 100% | 10.15 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 79,197 | ¥ 119,117 | ¥ 157,610 | ¥ 90,121 | 1.29 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 65,123 | ¥ 97,950 | ¥ 129,602 | ¥ 74,106 | 1.06 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 73,638 | ¥ 110,756 | ¥ 146,547 | ¥ 83,795 | 1.20 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 59,403 | ¥ 89,346 | ¥ 118,218 | ¥ 67,597 | 0.97 |
| 民营/私营企业 Local Private Enterprise | ¥ 51,123 | ¥ 76,892 | ¥ 101,740 | ¥ 58,175 | 0.83 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 56,368 | ¥ 84,780 | ¥ 112,177 | ¥ 64,143 | 0.92 |
| 行业平均 Industry Average | ¥ 61,345 | ¥ 92,266 | ¥ 122,082 | ¥ 69,807 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 4,842 |
| 月固定津贴 | Allowances | | 70% | ¥ 777 |
| 月奖金/提成 | Monthly Bonus/Commision | | 31% | ¥ 1,097 |
| 月其它浮动收入 | Other Monthly Bonus | | 11% | ¥ 569 |
| 月总收入 | Monthly Total Income | | | ¥ 5,792 |
| 年奖金收入 | Annual Bonus | | 23% | ¥ 9,172 |
| 月薪数量 | The Number of Salary | | | 12.43 |
| 总年薪 | Annual Total Income | | | ¥ 74,106 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 19% | ¥54,494 |
| 良好 Intermediate | 45% | ¥67,386 |
| 熟练 Advanced | 29% | ¥81,330 |
| 精通 Proficient | 6% | ¥93,200 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | |
|---|-------------------|--------|----------|-------|---------|----------|---------|---------|---------|-------------------------|---------|------|---------|---|---------|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 30,987 | ¥ | 38,611 | ¥ | 46,075 | ¥ | 54,843 | ¥ | 61,912 | ¥ | 66,479 |
| | | 中位值 | Median | ¥ | 28,019 | ¥ | 36,159 | ¥ | 40,375 | ¥ | 51,318 | ¥ | 58,591 | ¥ | 64,043 |
| | | 75百分位值 | 75th%ile | ¥ | 40,149 | ¥ | 48,453 | ¥ | 68,001 | ¥ | 75,106 | ¥ | 81,703 | ¥ | 93,883 |
| | | 90百分位值 | 90th%ile | ¥ | 50,272 | ¥ | 62,910 | ¥ | 88,513 | ¥ | 96,872 | ¥ | 120,271 | ¥ | 136,510 |
| | 大专 College | 平均值 | Average | ¥ | 38,123 | ¥ | 47,502 | ¥ | 56,685 | ¥ | 67,471 | ¥ | 76,168 | ¥ | 81,787 |
| | | 中位值 | Median | ¥ | 34,470 | ¥ | 44,485 | ¥ | 49,671 | ¥ | 63,135 | ¥ | 72,082 | ¥ | 78,790 |
| | | 75百分位值 | 75th%ile | ¥ | 49,394 | ¥ | 59,610 | ¥ | 83,660 | ¥ | 92,400 | ¥ | 100,517 | ¥ | 115,500 |
| | | 90百分位值 | 90th%ile | ¥ | 61,848 | ¥ | 77,396 | ¥ | 108,895 | ¥ | 119,178 | ¥ | 147,965 | ¥ | 167,944 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 49,241 | ¥ | 61,356 | ¥ | 73,217 | ¥ | 87,149 | ¥ | 98,383 | ¥ | 105,640 |
| | | 中位值 | Median | ¥ | 44,524 | ¥ | 57,460 | ¥ | 64,158 | ¥ | 81,548 | ¥ | 93,106 | ¥ | 101,769 |
| | | 75百分位值 | 75th%ile | ¥ | 63,800 | ¥ | 76,995 | ¥ | 108,060 | ¥ | 119,349 | ¥ | 129,833 | ¥ | 149,187 |
| | | 90百分位值 | 90th%ile | ¥ | 79,887 | ¥ | 99,970 | ¥ | 140,655 | ¥ | 153,936 | ¥ | 191,120 | ¥ | 216,925 |
| | 硕士 Master | 平均值 | Average | ¥ | 68,684 | ¥ | 85,583 | ¥ | 102,128 | ¥ | 121,560 | ¥ | 137,229 | ¥ | 147,353 |
| | | 中位值 | Median | ¥ | 62,104 | ¥ | 80,148 | ¥ | 89,491 | ¥ | 113,748 | ¥ | 129,869 | ¥ | 141,954 |
| | | 75百分位值 | 75th%ile | ¥ | 88,992 | ¥ | 107,397 | ¥ | 150,727 | ¥ | 166,475 | ¥ | 181,098 | ¥ | 208,094 |
| | | 90百分位值 | 90th%ile | ¥ | 111,430 | ¥ | 139,443 | ¥ | 196,193 | ¥ | 214,719 | ¥ | 266,585 | ¥ | 302,579 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 45,251 | ¥ | 56,384 | ¥ | 67,284 | ¥ | 80,087 | ¥ | 90,410 | ¥ | 97,079 |
| | | 中位值 | Median | ¥ | 40,916 | ¥ | 52,803 | ¥ | 58,959 | ¥ | 74,940 | ¥ | 85,561 | ¥ | 93,522 |
| | | 75百分位值 | 75th%ile | ¥ | 58,630 | ¥ | 70,756 | ¥ | 99,303 | ¥ | 109,677 | ¥ | 119,311 | ¥ | 137,097 |
| | | 90百分位值 | 90th%ile | ¥ | 73,413 | ¥ | 91,868 | ¥ | 129,256 | ¥ | 141,462 | ¥ | 175,632 | ¥ | 199,346 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 29,189 | ¥ | 36,371 | ¥ | 43,402 | ¥ | 51,661 | ¥ | 58,319 | ¥ | 62,622 |
| | | 中位值 | Median | ¥ | 26,393 | ¥ | 34,061 | ¥ | 38,032 | ¥ | 48,340 | ¥ | 55,191 | ¥ | 60,327 |
| | | 75百分位值 | 75th%ile | ¥ | 37,820 | ¥ | 45,642 | ¥ | 64,056 | ¥ | 70,748 | ¥ | 76,963 | ¥ | 88,435 |
| | | 90百分位值 | 90th%ile | ¥ | 47,355 | ¥ | 59,260 | ¥ | 83,378 | ¥ | 91,251 | ¥ | 113,293 | ¥ | 128,590 |
| | 大专 College | 平均值 | Average | ¥ | 35,911 | ¥ | 44,746 | ¥ | 53,396 | ¥ | 63,556 | ¥ | 71,748 | ¥ | 77,041 |
| | | 中位值 | Median | ¥ | 32,470 | ¥ | 41,904 | ¥ | 46,789 | ¥ | 59,472 | ¥ | 67,900 | ¥ | 74,218 |
| | | 75百分位值 | 75th%ile | ¥ | 46,528 | ¥ | 56,151 | ¥ | 78,806 | ¥ | 87,039 | ¥ | 94,684 | ¥ | 108,799 |
| | | 90百分位值 | 90th%ile | ¥ | 58,260 | ¥ | 72,906 | ¥ | 102,577 | ¥ | 112,263 | ¥ | 139,380 | ¥ | 158,199 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 46,384 | ¥ | 57,796 | ¥ | 68,969 | ¥ | 82,093 | ¥ | 92,674 | ¥ | 99,511 |
| | | 中位值 | Median | ¥ | 41,941 | ¥ | 54,126 | ¥ | 60,436 | ¥ | 76,817 | ¥ | 87,704 | ¥ | 95,865 |
| | | 75百分位值 | 75th%ile | ¥ | 60,098 | ¥ | 72,528 | ¥ | 101,790 | ¥ | 112,424 | ¥ | 122,300 | ¥ | 140,530 |
| | | 90百分位值 | 90th%ile | ¥ | 75,252 | ¥ | 94,169 | ¥ | 132,494 | ¥ | 145,005 | ¥ | 180,031 | ¥ | 204,339 |
| | 硕士 Master | 平均值 | Average | ¥ | 64,699 | ¥ | 80,617 | ¥ | 96,202 | ¥ | 114,507 | ¥ | 129,267 | ¥ | 138,803 |
| | | 中位值 | Median | ¥ | 58,501 | ¥ | 75,497 | ¥ | 84,299 | ¥ | 107,148 | ¥ | 122,334 | ¥ | 133,717 |
| | | 75百分位值 | 75th%ile | ¥ | 83,828 | ¥ | 101,166 | ¥ | 141,982 | ¥ | 156,816 | ¥ | 170,590 | ¥ | 196,019 |
| | | 90百分位值 | 90th%ile | ¥ | 104,965 | ¥ | 131,352 | ¥ | 184,809 | ¥ | 202,260 | ¥ | 251,117 | ¥ | 285,023 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 42,625 | ¥ | 53,113 | ¥ | 63,380 | ¥ | 75,440 | ¥ | 85,164 | ¥ | 91,447 |
| | | 中位值 | Median | ¥ | 38,542 | ¥ | 49,739 | ¥ | 55,538 | ¥ | 70,592 | ¥ | 80,596 | ¥ | 88,096 |
| | | 75百分位值 | 75th%ile | ¥ | 55,228 | ¥ | 66,650 | ¥ | 93,541 | ¥ | 103,314 | ¥ | 112,389 | ¥ | 129,142 |
| | | 90百分位值 | 90th%ile | ¥ | 69,153 | ¥ | 86,538 | ¥ | 121,757 | ¥ | 133,254 | ¥ | 165,441 | ¥ | 187,780 |

职位: 客服经理 (非技术)
Position: Customer Service Manager
(Non-Technical)

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-CS-02

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 制定客户服务规范和制度;
4. 设计并优化客户服务各种流程;
5. 适当处理服务的故障和客户的投诉, 控制消费者满意度的跟踪及分析;
6. 全方位优化客户服务质量。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to formulate the criteria and regulations for the customer services;
4. to design and optimize various processes of the customer services;
5. to properly handle the failures of the services and the customer's complaints and to control the follow-up and analysis of the Customer Satisfaction Index;
6. to overall optimize the quality of the customer services.

快速索引数据/ Index Data

| | |
|--|----------|
| 全国本年平均年薪: | ¥63,285 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥116,648 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥124,814 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 60% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 7.71 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 121 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 79% | ¥802 |
| 商业医疗保险 Commercial Healthy Insurance | 61% | ¥76 |
| 商业人身意外险 Commercial Accidental Insurance | 62% | ¥26 |
| 补充养老保险 Supplementary Insurance Plans | 25% | ¥926 |
| 补充住房公积金 Housing Allowance | 28% | ¥415 |
| 有薪假期 (天) Pay Leave | 100% | 14.02 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|---|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资 (欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 177,296 | ¥ 245,183 | ¥ 289,168 | ¥ 180,299 | 1.44 |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 134,772 | ¥ 186,376 | ¥ 219,812 | ¥ 137,055 | 1.10 |
| 合资/合作 (欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 136,007 | ¥ 188,084 | ¥ 221,826 | ¥ 138,311 | 1.11 |
| 合资/合作 (非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 124,419 | ¥ 172,059 | ¥ 202,926 | ¥ 126,527 | 1.01 |
| 民营/私营企业 Local Private Enterprise | ¥ 105,710 | ¥ 146,186 | ¥ 172,412 | ¥ 107,501 | 0.86 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 110,863 | ¥ 153,312 | ¥ 180,816 | ¥ 112,741 | 0.90 |
| 行业平均 Industry Average | ¥ 122,735 | ¥ 169,730 | ¥ 200,179 | ¥ 124,814 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|---|-----------------------------------|---------------------|----------------|
| | | 月基本工资 Base Salary | | ¥ 7,675 |
| | | 月固定津贴 Allowances | 82% | ¥ 1,747 |
| | | 月奖金/提成 Monthly Bonus/Commision | 40% | ¥ 1,776 |
| | | 月其它浮动收入 Other Monthly Bonus | 18% | ¥ 1,083 |
| | | 月总收入 Monthly Total Income | | ¥ 10,022 |
| | | 年奖金收入 Annual Bonus | 69% | ¥ 17,419 |
| | | 月薪数量 The Number of Salary | | 12.47 |
| | | 总年薪 Annual Total Income | | ¥ 137,055 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 25% | ¥94,573 |
| 良好 Intermediate | 32% | ¥112,789 |
| 熟练 Advanced | 31% | ¥140,464 |
| 精通 Proficient | 12% | ¥163,998 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|---|-----|---------|-----|---------|-----|---------|------|---------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 103,837 | ¥ | 111,679 | ¥ | 123,525 | ¥ | 130,455 | ¥ | 140,939 |
| | | 中位值 | Median | ¥ | - | ¥ | 92,699 | ¥ | 104,702 | ¥ | 115,313 | ¥ | 118,808 | ¥ | 132,785 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 121,328 | ¥ | 140,372 | ¥ | 155,818 | ¥ | 172,814 | ¥ | 188,695 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 142,588 | ¥ | 156,081 | ¥ | 185,200 | ¥ | 203,837 | ¥ | 228,693 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 130,733 | ¥ | 140,607 | ¥ | 155,521 | ¥ | 164,247 | ¥ | 177,445 |
| | | 中位值 | Median | ¥ | - | ¥ | 116,711 | ¥ | 131,823 | ¥ | 145,183 | ¥ | 149,582 | ¥ | 167,180 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 152,755 | ¥ | 176,732 | ¥ | 196,179 | ¥ | 217,577 | ¥ | 237,572 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 179,522 | ¥ | 196,510 | ¥ | 233,172 | ¥ | 256,636 | ¥ | 287,930 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 156,391 | ¥ | 168,203 | ¥ | 186,044 | ¥ | 196,482 | ¥ | 212,271 |
| | | 中位值 | Median | ¥ | - | ¥ | 139,617 | ¥ | 157,695 | ¥ | 173,676 | ¥ | 178,939 | ¥ | 199,991 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 182,735 | ¥ | 211,418 | ¥ | 234,681 | ¥ | 260,279 | ¥ | 284,198 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 214,755 | ¥ | 235,077 | ¥ | 278,935 | ¥ | 307,004 | ¥ | 344,440 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 122,181 | ¥ | 131,409 | ¥ | 145,347 | ¥ | 153,502 | ¥ | 165,837 |
| | | 中位值 | Median | ¥ | - | ¥ | 109,076 | ¥ | 123,199 | ¥ | 135,685 | ¥ | 139,796 | ¥ | 156,243 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 142,762 | ¥ | 165,171 | ¥ | 183,345 | ¥ | 203,343 | ¥ | 222,029 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 167,778 | ¥ | 183,654 | ¥ | 217,918 | ¥ | 239,847 | ¥ | 269,094 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 94,562 | ¥ | 101,704 | ¥ | 112,492 | ¥ | 118,804 | ¥ | 128,350 |
| | | 中位值 | Median | ¥ | - | ¥ | 84,420 | ¥ | 95,350 | ¥ | 105,014 | ¥ | 108,196 | ¥ | 120,925 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 110,491 | ¥ | 127,835 | ¥ | 141,901 | ¥ | 157,378 | ¥ | 171,841 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 129,852 | ¥ | 142,140 | ¥ | 168,659 | ¥ | 185,631 | ¥ | 208,266 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 119,056 | ¥ | 128,049 | ¥ | 141,631 | ¥ | 149,577 | ¥ | 161,596 |
| | | 中位值 | Median | ¥ | - | ¥ | 106,287 | ¥ | 120,049 | ¥ | 132,215 | ¥ | 136,222 | ¥ | 152,248 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 139,112 | ¥ | 160,947 | ¥ | 178,657 | ¥ | 198,144 | ¥ | 216,352 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 163,488 | ¥ | 178,958 | ¥ | 212,346 | ¥ | 233,714 | ¥ | 262,213 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 142,423 | ¥ | 153,180 | ¥ | 169,427 | ¥ | 178,933 | ¥ | 193,312 |
| | | 中位值 | Median | ¥ | - | ¥ | 127,147 | ¥ | 143,610 | ¥ | 158,164 | ¥ | 162,957 | ¥ | 182,128 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 166,414 | ¥ | 192,535 | ¥ | 213,720 | ¥ | 237,032 | ¥ | 258,814 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 195,574 | ¥ | 214,081 | ¥ | 254,021 | ¥ | 279,583 | ¥ | 313,676 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 111,268 | ¥ | 119,672 | ¥ | 132,365 | ¥ | 139,792 | ¥ | 151,025 |
| | | 中位值 | Median | ¥ | - | ¥ | 99,333 | ¥ | 112,195 | ¥ | 123,566 | ¥ | 127,310 | ¥ | 142,288 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 130,011 | ¥ | 150,418 | ¥ | 166,969 | ¥ | 185,181 | ¥ | 202,198 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 152,792 | ¥ | 167,251 | ¥ | 198,454 | ¥ | 218,424 | ¥ | 245,059 |

职位: 网站营运经理
Position: Web Operations Manager

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai

编码/ Position Code: SH-INTN-IN-03

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责日常管理工作及下属员工的管理、指导、培训及评估;
3. 负责网站信息的组织与管理, 制定网站信息发布与管理制度;
4. 负责网站总体框架设计及发展规划, 运营策略的制定与实施;
5. 制定、执行、监控和完善网络业务核心流程及相关业务规范;
6. 对网站运营状况提出评估报告;
7. 负责网站的对外宣传, 与媒体、政府等合作、公关。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to be in charge of the organization and management of the website information and the formulation of the publication and management regulations in connection with the website information;
4. to be responsible for the general frame design and the development planning of the website and the formulation and implementation of the operational strategies;
5. to formulate, perform, supervise, control and perfect the key processes of the internet business and relevant business specifications;
6. to prepare the evaluation reports on the operational status of the website;
7. to be in charge of the external propaganda of the website and the cooperation and public relations with the media and governments.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: | ¥52,362 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥87,208 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥97,537 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 61% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 6.82 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 154 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 79% | ¥802 |
| 商业医疗保险 Commercial Healthy Insurance | 61% | ¥76 |
| 商业人身意外险 Commercial Accidental Insurance | 62% | ¥26 |
| 补充养老保险 Supplementary Insurance Plans | 25% | ¥926 |
| 补充住房公积金 Housing Allowance | 28% | ¥415 |
| 有薪假期 (天) Pay Leave | 100% | 14.02 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资 (欧美企业) Wholly Owned Foreign Enterprise (European and American) | ¥ 130,215 | ¥ 178,875 | ¥ 210,687 | ¥ 136,012 | 1.39 |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 105,962 | ¥ 145,559 | ¥ 171,446 | ¥ 110,679 | 1.13 |
| 合资/合作 (欧美企业) Joint Venture/ Cooperative (European and American) | ¥ 111,016 | ¥ 152,500 | ¥ 179,621 | ¥ 115,957 | 1.19 |
| 合资/合作 (非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 100,553 | ¥ 138,129 | ¥ 162,694 | ¥ 105,029 | 1.08 |
| 民营/私营企业 Local Private Enterprise | ¥ 75,850 | ¥ 104,194 | ¥ 122,724 | ¥ 79,226 | 0.81 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 91,043 | ¥ 125,064 | ¥ 147,306 | ¥ 95,096 | 0.97 |
| 行业平均 Industry Average | ¥ 93,380 | ¥ 128,275 | ¥ 151,088 | ¥ 97,537 | 1.00 |

薪资组成 C&B Component

| 公司性质 | | 外商独资（非欧美企业） | |
|--------------|---|-------------|----------|
| Company Type | Wholly Owned Foreign Enterprise (Other nationalities) | | |
| 薪资项目名称 | 享有者比例 | 平均值 | |
| Salary Item | % Eligible | Average | |
| 月基本工资 | Base Salary | ¥ | 6,198 |
| 月固定津贴 | Allowances | 82% | ¥ 1,411 |
| 月奖金/提成 | Monthly Bonus/Commision | 40% | ¥ 1,435 |
| 月其它浮动收入 | Other Monthly Bonus | 18% | ¥ 874 |
| 月总收入 | Monthly Total Income | ¥ | 8,093 |
| 年奖金收入 | Annual Bonus | 69% | ¥ 14,067 |
| 月薪数量 | The Number of Salary | 12.47 | |
| 总年薪 | Annual Total Income | ¥ | 110,679 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 23% | ¥74,662 |
| 良好 Intermediate | 39% | ¥92,479 |
| 熟练 Advanced | 30% | ¥111,670 |
| 精通 Proficient | 9% | ¥121,880 |

综合分析/ Comprehensive Analysis

| | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|--------------------------------------|---|-----|---------|-----|---------|-----|---------|------|---------|------|---------|
| 公司性质 | | 人民币/年 | RMB/Year | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 75,519 | ¥ | 81,222 | ¥ | 89,838 | ¥ | 94,878 | ¥ | 102,502 |
| | | 中位值 | Median | ¥ | - | ¥ | 67,419 | ¥ | 76,148 | ¥ | 83,865 | ¥ | 86,407 | ¥ | 96,572 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 88,240 | ¥ | 102,090 | ¥ | 113,323 | ¥ | 125,684 | ¥ | 137,234 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 103,702 | ¥ | 113,515 | ¥ | 134,693 | ¥ | 148,247 | ¥ | 166,324 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 110,505 | ¥ | 118,851 | ¥ | 131,458 | ¥ | 138,833 | ¥ | 149,989 |
| | | 中位值 | Median | ¥ | - | ¥ | 98,652 | ¥ | 111,426 | ¥ | 122,719 | ¥ | 126,437 | ¥ | 141,312 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 129,120 | ¥ | 149,387 | ¥ | 165,824 | ¥ | 183,911 | ¥ | 200,812 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 151,745 | ¥ | 166,104 | ¥ | 197,093 | ¥ | 216,927 | ¥ | 243,379 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 119,326 | ¥ | 128,338 | ¥ | 141,951 | ¥ | 149,916 | ¥ | 161,962 |
| | | 中位值 | Median | ¥ | - | ¥ | 106,527 | ¥ | 120,321 | ¥ | 132,515 | ¥ | 136,530 | ¥ | 152,593 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 139,427 | ¥ | 161,312 | ¥ | 179,061 | ¥ | 198,592 | ¥ | 216,842 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 163,858 | ¥ | 179,363 | ¥ | 212,827 | ¥ | 234,243 | ¥ | 262,807 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 98,667 | ¥ | 106,119 | ¥ | 117,375 | ¥ | 123,961 | ¥ | 133,922 |
| | | 中位值 | Median | ¥ | - | ¥ | 88,084 | ¥ | 99,489 | ¥ | 109,572 | ¥ | 112,893 | ¥ | 126,174 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 115,287 | ¥ | 133,384 | ¥ | 148,060 | ¥ | 164,210 | ¥ | 179,300 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 135,489 | ¥ | 148,310 | ¥ | 175,980 | ¥ | 193,688 | ¥ | 217,307 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 66,551 | ¥ | 71,578 | ¥ | 79,170 | ¥ | 83,612 | ¥ | 90,331 |
| | | 中位值 | Median | ¥ | - | ¥ | 59,413 | ¥ | 67,106 | ¥ | 73,907 | ¥ | 76,147 | ¥ | 85,105 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 77,762 | ¥ | 89,968 | ¥ | 99,867 | ¥ | 110,760 | ¥ | 120,939 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 91,388 | ¥ | 100,036 | ¥ | 118,699 | ¥ | 130,644 | ¥ | 146,575 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 97,383 | ¥ | 104,739 | ¥ | 115,848 | ¥ | 122,348 | ¥ | 132,179 |
| | | 中位值 | Median | ¥ | - | ¥ | 86,938 | ¥ | 98,195 | ¥ | 108,147 | ¥ | 111,424 | ¥ | 124,533 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 113,788 | ¥ | 131,648 | ¥ | 146,134 | ¥ | 162,074 | ¥ | 176,968 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 133,726 | ¥ | 146,381 | ¥ | 173,690 | ¥ | 191,169 | ¥ | 214,480 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 105,157 | ¥ | 113,099 | ¥ | 125,096 | ¥ | 132,114 | ¥ | 142,731 |
| | | 中位值 | Median | ¥ | - | ¥ | 93,878 | ¥ | 106,034 | ¥ | 116,780 | ¥ | 120,318 | ¥ | 134,474 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 122,871 | ¥ | 142,157 | ¥ | 157,799 | ¥ | 175,011 | ¥ | 191,094 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 144,401 | ¥ | 158,065 | ¥ | 187,555 | ¥ | 206,429 | ¥ | 231,601 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 86,951 | ¥ | 93,518 | ¥ | 103,438 | ¥ | 109,241 | ¥ | 118,020 |
| | | 中位值 | Median | ¥ | - | ¥ | 77,625 | ¥ | 87,676 | ¥ | 96,562 | ¥ | 99,488 | ¥ | 111,192 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 101,598 | ¥ | 117,545 | ¥ | 130,479 | ¥ | 144,711 | ¥ | 158,010 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 119,401 | ¥ | 130,699 | ¥ | 155,084 | ¥ | 170,690 | ¥ | 191,504 |

职位: 界面设计工程师

行业: 互联网
Industry: Internet

Position: UI Engineer

省/市: 上海
Province/City: Shanghai

编码/ Position Code: SH-INTN-AD-12

职位描述

1. 专业人员职位, 在上级的领导和监督下定期完成量化的工作要求, 并能独立处理和解决所负责的任务;
2. 负责项目的界面设计和制作;
3. 根据项目需求设计制作相关效果;
4. 完成公司和其他部门分配的其他各项设计工作。

JOB DESCRIPTION

1. Position of Professional Staff, to fulfill the quantified work requirements periodically under the superior's direction and supervision and to handle and settle the tasks for which he/she is responsible independently;
2. to be in charge of the interface design and manufacture of the projects;
3. to design and make relevant effects as required by the projects;
4. to fulfill other designs assigned by the Company and other departments.

快速索引数据/ Index Data

| | |
|---|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥37,752 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥57,205 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥64,070 |
| 预计2007年增幅: 2007 Annual Raise: | 7.76% |
| 本科以上学历比例: % of Sample with bachelor degree or above: | 58% |
| 平均工作年限: Average Year of Work Experience: | 7.63 年 |
| 本行业总样本数: Total Number of Samples: | 133 |
| 2006年离职率: Voluntary Attrition Rate: | 22% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥614 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 69% | ¥103 |
| 商业医疗保险 Commercial Healthy Insurance | 66% | ¥68 |
| 商业人身意外险 Commercial Accidental Insurance | 27% | ¥18 |
| 补充养老保险 Supplementary Insurance Plans | 11% | ¥425 |
| 补充住房公积金 Housing Allowance | 16% | ¥170 |
| 有薪假期(天) Pay Leave | 100% | 8.58 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 85,699 | ¥ 126,221 | ¥ 170,001 | ¥ 85,853 | 1.34 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | ¥ 66,513 | ¥ 97,963 | ¥ 131,941 | ¥ 66,632 | 1.04 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 70,990 | ¥ 104,556 | ¥ 140,822 | ¥ 71,117 | 1.11 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative(Other nationalities) | ¥ 61,396 | ¥ 90,427 | ¥ 121,792 | ¥ 61,507 | 0.96 |
| 民营/私营企业 Local Private Enterprise | ¥ 55,641 | ¥ 81,950 | ¥ 110,374 | ¥ 55,740 | 0.87 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 58,838 | ¥ 86,659 | ¥ 116,717 | ¥ 58,944 | 0.92 |
| 行业平均 Industry Average | ¥ 63,955 | ¥ 94,195 | ¥ 126,866 | ¥ 64,070 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|---|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 4,510 |
| 月固定津贴 Allowances | 57% | | ¥ 374 |
| 月奖金/提成 Monthly Bonus/Commision | 37% | | ¥ 794 |
| 月其它浮动收入 Other Monthly Bonus | 10% | | ¥ 575 |
| 月总收入 Monthly Total Income | | | ¥ 5,072 |
| 年奖金收入 Annual Bonus | 25% | | ¥ 8,035 |
| 月薪数量 The Number of Salary | | | 12.74 |
| 总年薪 Annual Total Income | | | ¥ 66,632 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 37% | ¥57,022 |
| 良好 Intermediate | 18% | ¥63,429 |
| 熟练 Advanced | 34% | ¥69,836 |
| 精通 Proficient | 11% | ¥73,680 |

综合分析/ Comprehensive Analysis

| 公司性质 | | 人民币/年 | | 工作年资(年) | | Work Experience (years) | | | | |
|--|-------------------|--------|----------|----------|-----------|-------------------------|-----------|-----------|-----------|--|
| | | | RMB/Year | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | |
| Company Type | | | | | | | | | | |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ 36,996 | ¥ 41,407 | ¥ 48,164 | ¥ 55,468 | ¥ 62,617 | ¥ 67,237 | |
| | | 中位值 | Median | ¥ 35,363 | ¥ 40,568 | ¥ 42,405 | ¥ 51,903 | ¥ 59,259 | ¥ 64,773 | |
| | | 75百分位值 | 75th%ile | ¥ 43,627 | ¥ 54,405 | ¥ 68,776 | ¥ 75,962 | ¥ 82,634 | ¥ 94,953 | |
| | | 90百分位值 | 90th%ile | ¥ 56,037 | ¥ 66,110 | ¥ 89,522 | ¥ 97,976 | ¥ 121,642 | ¥ 138,066 | |
| | 大专 College | 平均值 | Average | ¥ 44,186 | ¥ 49,456 | ¥ 57,526 | ¥ 66,249 | ¥ 74,788 | ¥ 80,305 | |
| | | 中位值 | Median | ¥ 42,237 | ¥ 48,453 | ¥ 50,647 | ¥ 61,991 | ¥ 70,777 | ¥ 77,363 | |
| | | 75百分位值 | 75th%ile | ¥ 52,106 | ¥ 64,980 | ¥ 82,144 | ¥ 90,727 | ¥ 98,696 | ¥ 113,408 | |
| | | 90百分位值 | 90th%ile | ¥ 66,929 | ¥ 78,959 | ¥ 106,922 | ¥ 117,019 | ¥ 145,285 | ¥ 164,902 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 50,500 | ¥ 56,523 | ¥ 65,746 | ¥ 75,715 | ¥ 85,475 | ¥ 91,780 | |
| | | 中位值 | Median | ¥ 48,272 | ¥ 55,377 | ¥ 57,885 | ¥ 70,849 | ¥ 80,890 | ¥ 88,418 | |
| | | 75百分位值 | 75th%ile | ¥ 59,552 | ¥ 74,265 | ¥ 93,882 | ¥ 103,691 | ¥ 112,799 | ¥ 129,614 | |
| | | 90百分位值 | 90th%ile | ¥ 76,493 | ¥ 90,242 | ¥ 122,201 | ¥ 133,740 | ¥ 166,046 | ¥ 188,465 | |
| | 硕士 Master | 平均值 | Average | ¥ 58,595 | ¥ 65,582 | ¥ 76,284 | ¥ 87,852 | ¥ 99,176 | ¥ 106,492 | |
| | | 中位值 | Median | ¥ 56,010 | ¥ 64,253 | ¥ 67,163 | ¥ 82,206 | ¥ 93,856 | ¥ 102,590 | |
| | | 75百分位值 | 75th%ile | ¥ 69,098 | ¥ 86,169 | ¥ 108,930 | ¥ 120,311 | ¥ 130,879 | ¥ 150,389 | |
| | | 90百分位值 | 90th%ile | ¥ 88,754 | ¥ 104,707 | ¥ 141,788 | ¥ 155,177 | ¥ 192,661 | ¥ 218,674 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 48,029 | ¥ 53,756 | ¥ 62,528 | ¥ 72,010 | ¥ 81,291 | ¥ 87,288 | |
| | | 中位值 | Median | ¥ 45,910 | ¥ 52,666 | ¥ 55,052 | ¥ 67,382 | ¥ 76,931 | ¥ 84,090 | |
| | | 75百分位值 | 75th%ile | ¥ 56,637 | ¥ 70,630 | ¥ 89,287 | ¥ 98,616 | ¥ 107,278 | ¥ 123,270 | |
| | | 90百分位值 | 90th%ile | ¥ 72,749 | ¥ 85,825 | ¥ 116,220 | ¥ 127,194 | ¥ 157,919 | ¥ 179,241 | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ 35,573 | ¥ 39,815 | ¥ 46,312 | ¥ 53,334 | ¥ 60,209 | ¥ 64,651 | |
| | | 中位值 | Median | ¥ 34,003 | ¥ 39,008 | ¥ 40,774 | ¥ 49,907 | ¥ 56,980 | ¥ 62,282 | |
| | | 75百分位值 | 75th%ile | ¥ 41,949 | ¥ 52,313 | ¥ 66,131 | ¥ 73,040 | ¥ 79,456 | ¥ 91,301 | |
| | | 90百分位值 | 90th%ile | ¥ 53,882 | ¥ 63,567 | ¥ 86,079 | ¥ 94,207 | ¥ 116,963 | ¥ 132,756 | |
| | 大专 College | 平均值 | Average | ¥ 42,487 | ¥ 47,553 | ¥ 55,313 | ¥ 63,701 | ¥ 71,912 | ¥ 77,217 | |
| | | 中位值 | Median | ¥ 40,612 | ¥ 46,589 | ¥ 48,699 | ¥ 59,607 | ¥ 68,055 | ¥ 74,387 | |
| | | 75百分位值 | 75th%ile | ¥ 50,102 | ¥ 62,481 | ¥ 78,985 | ¥ 87,237 | ¥ 94,900 | ¥ 109,046 | |
| | | 90百分位值 | 90th%ile | ¥ 64,355 | ¥ 75,923 | ¥ 102,810 | ¥ 112,518 | ¥ 139,697 | ¥ 158,559 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 48,558 | ¥ 54,349 | ¥ 63,217 | ¥ 72,803 | ¥ 82,187 | ¥ 88,250 | |
| | | 中位值 | Median | ¥ 46,416 | ¥ 53,247 | ¥ 55,658 | ¥ 68,124 | ¥ 77,779 | ¥ 85,017 | |
| | | 75百分位值 | 75th%ile | ¥ 57,262 | ¥ 71,409 | ¥ 90,271 | ¥ 99,703 | ¥ 108,460 | ¥ 124,629 | |
| | | 90百分位值 | 90th%ile | ¥ 73,551 | ¥ 86,772 | ¥ 117,501 | ¥ 128,596 | ¥ 159,659 | ¥ 181,217 | |
| | 硕士 Master | 平均值 | Average | ¥ 56,341 | ¥ 63,060 | ¥ 73,350 | ¥ 84,473 | ¥ 95,361 | ¥ 102,396 | |
| | | 中位值 | Median | ¥ 53,856 | ¥ 61,781 | ¥ 64,580 | ¥ 79,044 | ¥ 90,246 | ¥ 98,644 | |
| | | 75百分位值 | 75th%ile | ¥ 66,440 | ¥ 82,855 | ¥ 104,741 | ¥ 115,684 | ¥ 125,845 | ¥ 144,605 | |
| | | 90百分位值 | 90th%ile | ¥ 85,340 | ¥ 100,680 | ¥ 136,335 | ¥ 149,209 | ¥ 185,251 | ¥ 210,263 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 46,181 | ¥ 51,689 | ¥ 60,123 | ¥ 69,240 | ¥ 78,165 | ¥ 83,931 | |
| | | 中位值 | Median | ¥ 44,144 | ¥ 50,641 | ¥ 52,934 | ¥ 64,790 | ¥ 73,972 | ¥ 80,856 | |
| | | 75百分位值 | 75th%ile | ¥ 54,459 | ¥ 67,914 | ¥ 85,853 | ¥ 94,823 | ¥ 103,152 | ¥ 118,529 | |
| | | 90百分位值 | 90th%ile | ¥ 69,951 | ¥ 82,525 | ¥ 111,750 | ¥ 122,302 | ¥ 151,845 | ¥ 172,347 | |

职位: 网站策划
Position: Website Designer

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-IN-07

职位描述

1. 专业人员职位, 在上级的领导和监督下定期完成量化的工作要求, 并能独立处理和解决所负责的任务;
2. 负责整个网站营销模式的策划;
3. 确保网站风格统一, 且具有特色, 提升点击率;
4. 与系统设计人员共同确定网站开发的整体技术架构;
5. 负责网站策划、各栏目内容组织、功能需求分析以及网站推广方案建议。

JOB DESCRIPTION

1. Position of Professional Staff, to fulfill the quantified work requirements periodically under the superior's direction and supervision and to handle and settle the tasks for which he/she is responsible independently;
2. to be in charge of design the marketing mode of the whole website;
3. to ensure the unified style and unique features of the website and to increase its click rate;
4. to determine, together with the designing staff of the system, the entire technical structure of the website development;
5. to be in charge of designing the website, organizing various columns, analysing the function demand and proposing the website marketing schemes.

快速索引数据/ Index Data

| | |
|---|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥38,162 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥58,986 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥64,294 |
| 预计2007年增幅: 2007 Annual Raise: | 7.76% |
| 本科以上学历比例: % of Sample with bachelor degree or above: | 36% |
| 平均工作年限: Average Year of Work Experience: | 5.18 年 |
| 本行业总样本数: Total Number of Samples: | 147 |
| 2006年离职率: Voluntary Attrition Rate: | 22% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥624 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 69% | ¥103 |
| 商业医疗保险 Commercial Healthy Insurance | 66% | ¥68 |
| 商业人身意外险 Commercial Accidental Insurance | 27% | ¥18 |
| 补充养老保险 Supplementary Insurance Plans | 11% | ¥425 |
| 补充住房公积金 Housing Allowance | 16% | ¥170 |
| 有薪假期(天) Pay Leave | 100% | 8.58 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 73,732 | ¥ 108,400 | ¥ 140,731 | ¥ 82,641 | 1.29 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | ¥ 60,391 | ¥ 88,785 | ¥ 115,267 | ¥ 67,687 | 1.05 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 64,395 | ¥ 94,673 | ¥ 122,910 | ¥ 72,175 | 1.12 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative(Other nationalities) | ¥ 54,643 | ¥ 80,334 | ¥ 104,295 | ¥ 61,245 | 0.95 |
| 民营/私营企业 Local Private Enterprise | ¥ 50,625 | ¥ 74,428 | ¥ 96,628 | ¥ 56,742 | 0.88 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 52,972 | ¥ 77,878 | ¥ 101,106 | ¥ 59,372 | 0.92 |
| 行业平均 Industry Average | ¥ 57,364 | ¥ 84,335 | ¥ 109,489 | ¥ 64,294 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|---|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥ 4,582 |
| 月固定津贴 | Allowances | | 57% | ¥ 380 |
| 月奖金/提成 | Monthly Bonus/Commision | | 37% | ¥ 807 |
| 月其它浮动收入 | Other Monthly Bonus | | 10% | ¥ 584 |
| 月总收入 | Monthly Total Income | | | ¥ 5,152 |
| 年奖金收入 | Annual Bonus | | 25% | ¥ 8,162 |
| 月薪数量 | The Number of Salary | | | 12.74 |
| 总年薪 | Annual Total Income | | | ¥ 67,687 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 34% | ¥58,185 |
| 良好 Intermediate | 42% | ¥63,313 |
| 熟练 Advanced | 18% | ¥70,724 |
| 精通 Proficient | 6% | ¥81,834 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | |
|---|-------------------|--------|----------|---------------------------------|-----------|-----------|-----------|-----------|-----------|--|
| 人民币/年 RMB/Year | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | |
| Company Type | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ 38,830 | ¥ 44,778 | ¥ 52,084 | ¥ 59,983 | ¥ 67,714 | ¥ 72,710 | |
| | | 中位值 | Median | ¥ 38,242 | ¥ 43,870 | ¥ 45,857 | ¥ 56,128 | ¥ 64,082 | ¥ 70,045 | |
| | | 75百分位值 | 75th%ile | ¥ 47,178 | ¥ 58,834 | ¥ 74,375 | ¥ 82,145 | ¥ 89,361 | ¥ 102,681 | |
| | | 90百分位值 | 90th%ile | ¥ 60,599 | ¥ 71,491 | ¥ 96,809 | ¥ 105,951 | ¥ 131,543 | ¥ 149,304 | |
| | 大专 College | 平均值 | Average | ¥ 45,460 | ¥ 52,423 | ¥ 60,977 | ¥ 70,224 | ¥ 79,275 | ¥ 85,123 | |
| | | 中位值 | Median | ¥ 44,771 | ¥ 51,360 | ¥ 53,686 | ¥ 65,711 | ¥ 75,023 | ¥ 82,004 | |
| | | 75百分位值 | 75th%ile | ¥ 55,233 | ¥ 68,878 | ¥ 87,073 | ¥ 96,170 | ¥ 104,617 | ¥ 120,212 | |
| | | 90百分位值 | 90th%ile | ¥ 70,945 | ¥ 83,697 | ¥ 113,338 | ¥ 124,040 | ¥ 154,002 | ¥ 174,795 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 51,897 | ¥ 59,846 | ¥ 69,611 | ¥ 80,167 | ¥ 90,500 | ¥ 97,176 | |
| | | 中位值 | Median | ¥ 51,110 | ¥ 58,632 | ¥ 61,288 | ¥ 75,015 | ¥ 85,646 | ¥ 93,616 | |
| | | 75百分位值 | 75th%ile | ¥ 63,053 | ¥ 78,631 | ¥ 99,402 | ¥ 109,787 | ¥ 119,431 | ¥ 137,234 | |
| | | 90百分位值 | 90th%ile | ¥ 80,990 | ¥ 95,548 | ¥ 129,386 | ¥ 141,603 | ¥ 175,808 | ¥ 199,545 | |
| | 硕士 Master | 平均值 | Average | ¥ 60,583 | ¥ 69,863 | ¥ 81,262 | ¥ 93,585 | ¥ 105,648 | ¥ 113,442 | |
| | | 中位值 | Median | ¥ 59,665 | ¥ 68,446 | ¥ 71,546 | ¥ 87,571 | ¥ 99,982 | ¥ 109,285 | |
| | | 75百分位值 | 75th%ile | ¥ 73,607 | ¥ 91,793 | ¥ 116,040 | ¥ 128,163 | ¥ 139,421 | ¥ 160,204 | |
| | | 90百分位值 | 90th%ile | ¥ 94,546 | ¥ 111,541 | ¥ 151,042 | ¥ 165,305 | ¥ 205,234 | ¥ 232,945 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 47,354 | ¥ 54,607 | ¥ 63,518 | ¥ 73,150 | ¥ 82,578 | ¥ 88,670 | |
| | | 中位值 | Median | ¥ 46,636 | ¥ 53,500 | ¥ 55,923 | ¥ 68,448 | ¥ 78,149 | ¥ 85,421 | |
| | | 75百分位值 | 75th%ile | ¥ 57,534 | ¥ 71,748 | ¥ 90,701 | ¥ 100,177 | ¥ 108,976 | ¥ 125,221 | |
| | | 90百分位值 | 90th%ile | ¥ 73,901 | ¥ 87,184 | ¥ 118,060 | ¥ 129,208 | ¥ 160,419 | ¥ 182,079 | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ 36,884 | ¥ 42,533 | ¥ 49,474 | ¥ 56,976 | ¥ 64,320 | ¥ 69,065 | |
| | | 中位值 | Median | ¥ 36,325 | ¥ 41,671 | ¥ 43,558 | ¥ 53,314 | ¥ 60,870 | ¥ 66,534 | |
| | | 75百分位值 | 75th%ile | ¥ 44,813 | ¥ 55,885 | ¥ 70,647 | ¥ 78,028 | ¥ 84,882 | ¥ 97,535 | |
| | | 90百分位值 | 90th%ile | ¥ 57,561 | ¥ 67,908 | ¥ 91,957 | ¥ 100,640 | ¥ 124,950 | ¥ 141,821 | |
| | 大专 College | 平均值 | Average | ¥ 43,181 | ¥ 49,795 | ¥ 57,921 | ¥ 66,704 | ¥ 75,302 | ¥ 80,857 | |
| | | 中位值 | Median | ¥ 42,527 | ¥ 48,786 | ¥ 50,995 | ¥ 62,417 | ¥ 71,263 | ¥ 77,894 | |
| | | 75百分位值 | 75th%ile | ¥ 52,464 | ¥ 65,426 | ¥ 82,708 | ¥ 91,350 | ¥ 99,374 | ¥ 114,187 | |
| | | 90百分位值 | 90th%ile | ¥ 67,389 | ¥ 79,502 | ¥ 107,657 | ¥ 117,822 | ¥ 146,283 | ¥ 166,034 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 49,295 | ¥ 56,846 | ¥ 66,122 | ¥ 76,149 | ¥ 85,964 | ¥ 92,306 | |
| | | 中位值 | Median | ¥ 48,548 | ¥ 55,693 | ¥ 58,216 | ¥ 71,255 | ¥ 81,353 | ¥ 88,923 | |
| | | 75百分位值 | 75th%ile | ¥ 59,893 | ¥ 74,690 | ¥ 94,419 | ¥ 104,284 | ¥ 113,444 | ¥ 130,355 | |
| | | 90百分位值 | 90th%ile | ¥ 76,931 | ¥ 90,759 | ¥ 122,900 | ¥ 134,505 | ¥ 166,996 | ¥ 189,543 | |
| | 硕士 Master | 平均值 | Average | ¥ 57,546 | ¥ 66,361 | ¥ 77,189 | ¥ 88,894 | ¥ 100,353 | ¥ 107,756 | |
| | | 中位值 | Median | ¥ 56,675 | ¥ 65,015 | ¥ 67,960 | ¥ 83,181 | ¥ 94,970 | ¥ 103,807 | |
| | | 75百分位值 | 75th%ile | ¥ 69,918 | ¥ 87,192 | ¥ 110,223 | ¥ 121,739 | ¥ 132,433 | ¥ 152,174 | |
| | | 90百分位值 | 90th%ile | ¥ 89,807 | ¥ 105,950 | ¥ 143,471 | ¥ 157,019 | ¥ 194,947 | ¥ 221,269 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 44,980 | ¥ 51,870 | ¥ 60,334 | ¥ 69,483 | ¥ 78,439 | ¥ 84,226 | |
| | | 中位值 | Median | ¥ 44,299 | ¥ 50,818 | ¥ 53,120 | ¥ 65,018 | ¥ 74,232 | ¥ 81,140 | |
| | | 75百分位值 | 75th%ile | ¥ 54,650 | ¥ 68,152 | ¥ 86,155 | ¥ 95,156 | ¥ 103,514 | ¥ 118,945 | |
| | | 90百分位值 | 90th%ile | ¥ 70,197 | ¥ 82,814 | ¥ 112,142 | ¥ 122,732 | ¥ 152,378 | ¥ 172,952 | |

职位: 网页设计|制作
Position: Web Designer/Production

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-IN-09

职位描述

1. 专业人员职位,在上级的领导和监督下定期完成量化的工作要求,并能独立处理和解决所负责的任务;
2. 负责网页、网站整体栏目的设计制作;
3. 负责网站页面、图形、动画、广告等设计;
4. 负责网站相关的美术策划。

JOB DESCRIPTION

1. Position of Professional Staff, to fulfill the quantified work requirements periodically under the superior's direction and supervision and to handle and settle the tasks for which he/she is responsible independently;
2. to be in charge of designing and making the web pages and the entire columns of the website;
3. to be in charge of designing the website page, figure, animation, advertisement and so on;
4. to be in charge of the art designing related to the website;

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥26,527 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥48,161 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥51,533 |
| 预计2007年增幅: 2007 Annual Raise: | 7.76% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 36% |
| 平均工作年数: Average Year of Work Experience: | 5.18 年 |
| 本行业总样本数: Total Number of Samples: | 147 |
| 2006年离职率: Voluntary Attrition Rate: | 22% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥503 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 69% | ¥103 |
| 商业医疗保险 Commercial Healthy Insurance | 66% | ¥68 |
| 商业人身意外险 Commercial Accidental Insurance | 27% | ¥18 |
| 补充养老保险 Supplementary Insurance Plans | 11% | ¥425 |
| 补充住房公积金 Housing Allowance | 16% | ¥170 |
| 有薪假期(天) Pay Leave | 100% | 8.58 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 61,087 | ¥ 89,808 | ¥ 116,595 | ¥ 68,467 | 1.33 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 48,756 | ¥ 71,680 | ¥ 93,059 | ¥ 54,646 | 1.06 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 55,508 | ¥ 81,607 | ¥ 105,948 | ¥ 62,215 | 1.21 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 46,162 | ¥ 67,866 | ¥ 88,108 | ¥ 51,739 | 1.00 |
| 民营/私营企业 Local Private Enterprise | ¥ 40,802 | ¥ 59,987 | ¥ 77,879 | ¥ 45,732 | 0.89 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 44,973 | ¥ 66,118 | ¥ 85,839 | ¥ 50,406 | 0.98 |
| 行业平均 Industry Average | ¥ 45,978 | ¥ 67,596 | ¥ 87,757 | ¥ 51,533 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|--|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 3,699 |
| 月固定津贴 Allowances | | 57% | ¥ 306 |
| 月奖金/提成 Monthly Bonus/Commision | | 37% | ¥ 651 |
| 月其它浮动收入 Other Monthly Bonus | | 10% | ¥ 472 |
| 月总收入 Monthly Total Income | | | ¥ 4,160 |
| 年奖金收入 Annual Bonus | | 25% | ¥ 6,590 |
| 月薪数量 The Number of Salary | | | 12.74 |
| 总年薪 Annual Total Income | | | ¥ 54,646 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 34% | ¥46,636 |
| 良好 Intermediate | 42% | ¥50,747 |
| 熟练 Advanced | 17% | ¥54,729 |
| 精通 Proficient | 7% | ¥65,591 |

综合分析/ Comprehensive Analysis

| 公司性质 | | 人民币/年 RMB/Year | | 工作年资(年) Work Experience (years) | | | | | | |
|--|-------------------|----------------|----------|---------------------------------|----------|-----------|-----------|-----------|-----------|--|
| | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | |
| Company Type | | | | | | | | | | |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ 30,055 | ¥ 34,658 | ¥ 40,314 | ¥ 46,427 | ¥ 52,411 | ¥ 56,278 | |
| | | 中位值 | Median | ¥ 29,599 | ¥ 33,956 | ¥ 35,494 | ¥ 43,443 | ¥ 49,600 | ¥ 54,216 | |
| | | 75百分位值 | 75th%ile | ¥ 36,516 | ¥ 45,538 | ¥ 57,566 | ¥ 63,581 | ¥ 69,166 | ¥ 79,476 | |
| | | 90百分位值 | 90th%ile | ¥ 46,904 | ¥ 55,335 | ¥ 74,931 | ¥ 82,006 | ¥ 101,815 | ¥ 115,563 | |
| | 大专 College | 平均值 | Average | ¥ 36,173 | ¥ 41,713 | ¥ 48,520 | ¥ 55,878 | ¥ 63,080 | ¥ 67,734 | |
| | | 中位值 | Median | ¥ 35,625 | ¥ 40,868 | ¥ 42,719 | ¥ 52,287 | ¥ 59,697 | ¥ 65,252 | |
| | | 75百分位值 | 75th%ile | ¥ 43,949 | ¥ 54,807 | ¥ 69,285 | ¥ 76,523 | ¥ 83,245 | ¥ 95,654 | |
| | | 90百分位值 | 90th%ile | ¥ 56,452 | ¥ 66,599 | ¥ 90,184 | ¥ 98,700 | ¥ 122,541 | ¥ 139,087 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 41,898 | ¥ 48,316 | ¥ 56,199 | ¥ 64,722 | ¥ 73,064 | ¥ 78,454 | |
| | | 中位值 | Median | ¥ 41,263 | ¥ 47,336 | ¥ 49,480 | ¥ 60,562 | ¥ 69,145 | ¥ 75,579 | |
| | | 75百分位值 | 75th%ile | ¥ 50,905 | ¥ 63,482 | ¥ 80,251 | ¥ 88,635 | ¥ 96,421 | ¥ 110,794 | |
| | | 90百分位值 | 90th%ile | ¥ 65,386 | ¥ 77,139 | ¥ 104,458 | ¥ 114,321 | ¥ 141,936 | ¥ 161,100 | |
| | 硕士 Master | 平均值 | Average | ¥ 48,911 | ¥ 56,403 | ¥ 65,606 | ¥ 75,555 | ¥ 85,294 | ¥ 91,586 | |
| | | 中位值 | Median | ¥ 48,170 | ¥ 55,259 | ¥ 57,762 | ¥ 70,699 | ¥ 80,719 | ¥ 88,230 | |
| | | 75百分位值 | 75th%ile | ¥ 59,426 | ¥ 74,107 | ¥ 93,683 | ¥ 103,471 | ¥ 112,559 | ¥ 129,339 | |
| | | 90百分位值 | 90th%ile | ¥ 76,331 | ¥ 90,051 | ¥ 121,942 | ¥ 133,456 | ¥ 165,693 | ¥ 188,065 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 38,231 | ¥ 44,086 | ¥ 51,280 | ¥ 59,056 | ¥ 66,668 | ¥ 71,587 | |
| | | 中位值 | Median | ¥ 37,651 | ¥ 43,192 | ¥ 45,149 | ¥ 55,261 | ¥ 63,093 | ¥ 68,964 | |
| | | 75百分位值 | 75th%ile | ¥ 46,449 | ¥ 57,925 | ¥ 73,226 | ¥ 80,876 | ¥ 87,981 | ¥ 101,096 | |
| | | 90百分位值 | 90th%ile | ¥ 59,663 | ¥ 70,387 | ¥ 95,314 | ¥ 104,314 | ¥ 129,512 | ¥ 146,998 | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ 28,342 | ¥ 32,684 | ¥ 38,017 | ¥ 43,782 | ¥ 49,425 | ¥ 53,071 | |
| | | 中位值 | Median | ¥ 27,913 | ¥ 32,021 | ¥ 33,471 | ¥ 40,968 | ¥ 46,774 | ¥ 51,127 | |
| | | 75百分位值 | 75th%ile | ¥ 34,436 | ¥ 42,943 | ¥ 54,287 | ¥ 59,958 | ¥ 65,225 | ¥ 74,948 | |
| | | 90百分位值 | 90th%ile | ¥ 44,231 | ¥ 52,182 | ¥ 70,662 | ¥ 77,334 | ¥ 96,014 | ¥ 108,978 | |
| | 大专 College | 平均值 | Average | ¥ 34,112 | ¥ 39,337 | ¥ 45,756 | ¥ 52,694 | ¥ 59,486 | ¥ 63,874 | |
| | | 中位值 | Median | ¥ 33,595 | ¥ 38,539 | ¥ 40,285 | ¥ 49,308 | ¥ 56,296 | ¥ 61,534 | |
| | | 75百分位值 | 75th%ile | ¥ 41,445 | ¥ 51,685 | ¥ 65,337 | ¥ 72,164 | ¥ 78,502 | ¥ 90,204 | |
| | | 90百分位值 | 90th%ile | ¥ 53,235 | ¥ 62,804 | ¥ 85,046 | ¥ 93,076 | ¥ 115,559 | ¥ 131,162 | |
| | 本科 Bachelor | 平均值 | Average | ¥ 39,511 | ¥ 45,563 | ¥ 52,997 | ¥ 61,034 | ¥ 68,901 | ¥ 73,984 | |
| | | 中位值 | Median | ¥ 38,912 | ¥ 44,639 | ¥ 46,661 | ¥ 57,112 | ¥ 65,206 | ¥ 71,273 | |
| | | 75百分位值 | 75th%ile | ¥ 48,005 | ¥ 59,865 | ¥ 75,678 | ¥ 83,585 | ¥ 90,927 | ¥ 104,481 | |
| | | 90百分位值 | 90th%ile | ¥ 61,661 | ¥ 72,744 | ¥ 98,506 | ¥ 107,808 | ¥ 133,849 | ¥ 151,921 | |
| | 硕士 Master | 平均值 | Average | ¥ 46,124 | ¥ 53,189 | ¥ 61,868 | ¥ 71,250 | ¥ 80,434 | ¥ 86,368 | |
| | | 中位值 | Median | ¥ 45,425 | ¥ 52,111 | ¥ 54,471 | ¥ 66,671 | ¥ 76,120 | ¥ 83,203 | |
| | | 75百分位值 | 75th%ile | ¥ 56,040 | ¥ 69,885 | ¥ 88,345 | ¥ 97,576 | ¥ 106,146 | ¥ 121,969 | |
| | | 90百分位值 | 90th%ile | ¥ 71,982 | ¥ 84,920 | ¥ 114,994 | ¥ 125,853 | ¥ 156,253 | ¥ 177,350 | |
| | 博士 Doctor | 平均值 | Average | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 中位值 | Median | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 75百分位值 | 75th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | | 90百分位值 | 90th%ile | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | ¥ - | |
| | 所有学历 All | 平均值 | Average | ¥ 36,052 | ¥ 41,574 | ¥ 48,358 | ¥ 55,691 | ¥ 62,870 | ¥ 67,508 | |
| | | 中位值 | Median | ¥ 35,506 | ¥ 40,732 | ¥ 42,576 | ¥ 52,112 | ¥ 59,498 | ¥ 65,034 | |
| | | 75百分位值 | 75th%ile | ¥ 43,803 | ¥ 54,625 | ¥ 69,054 | ¥ 76,269 | ¥ 82,968 | ¥ 95,336 | |
| | | 90百分位值 | 90th%ile | ¥ 56,264 | ¥ 66,377 | ¥ 89,884 | ¥ 98,371 | ¥ 122,133 | ¥ 138,623 | |

职位: 市场经理
Position: Marketing Manager

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai

编码/ Position Code: SH-INTN-MK-02

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 与销售部门、客户服务部门以及其他部门保持沟通以便能分析市场趋势和客户需求;
4. 负责与销售有关的广告宣传计划、促销活动等, 并负责其策划, 执行, 及评估;
5. 进行商业调查, 提供产品和服务的市场定位分析报告;
6. 推广新产品, 协调相关事宜。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to keep in contact with sales staff, customer services department and other departments for the purpose of analysing the market tendency and the customer's demand;
4. to be in charge of such things related to the sales as the advertising & propaganda plan and promotion activities and to be responsible for the design, implementation and assessment thereof;
5. to carry out business surveys and to provide the analysis reports on the market orientation in terms of the products and services;
6. to promote the new products and to coordinate relevant affairs.

快速索引数据/ Index Data

| | |
|--|----------|
| 全国本年平均年薪: | ¥74,939 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥138,907 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥150,019 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 65% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 8.26 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 163 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| 福利项目 | 享有者比例 % Eligible | 平均值 Average |
|---------------------------------|---------------------|----------------|
| 法定福利个人缴纳部分 | 100% | ¥813 |
| Legal Benefits of individual | | |
| 法定福利企业缴纳部分 | 100% | ¥1,108 |
| Legal Benefits of enterprise | | |
| 培训计划 | 79% | ¥802 |
| Training Plan | | |
| 商业医疗保险 | 61% | ¥76 |
| Commercial Healthy Insurance | | |
| 商业人身意外险 | 62% | ¥26 |
| Commercial Accidental Insurance | | |
| 补充养老保险 | 25% | ¥926 |
| Supplementary Insurance Plans | | |
| 补充住房公积金 | 28% | ¥415 |
| Housing Allowance | | |
| 带薪年假 (天) | 100% | 14.02 |
| Pay Leave | | |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资 (欧美企业) Wholly Owned Foreign Enterprise (European and American) | ¥ 224,188 | ¥ 310,699 | ¥ 367,476 | ¥ 224,114 | 1.49 |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 157,018 | ¥ 217,609 | ¥ 257,375 | ¥ 156,966 | 1.05 |
| 合资/合作 (欧美企业) Joint Venture/ Cooperative (European and American) | ¥ 177,726 | ¥ 246,308 | ¥ 291,318 | ¥ 177,667 | 1.18 |
| 合资/合作 (非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 150,210 | ¥ 208,174 | ¥ 246,215 | ¥ 150,160 | 1.00 |
| 民营/私营企业 Local Private Enterprise | ¥ 126,419 | ¥ 175,202 | ¥ 207,218 | ¥ 126,377 | 0.84 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 138,677 | ¥ 192,190 | ¥ 227,311 | ¥ 138,631 | 0.92 |
| 行业平均 Industry Average | ¥ 150,069 | ¥ 207,978 | ¥ 245,984 | ¥ 150,019 | 1.00 |

薪资组成 C&B Component

| 公司性质 | | 外商独资（非欧美企业） | |
|--------------|-------------------------|---|-----------|
| Company Type | | Wholly Owned Foreign Enterprise (Other nationalities) | |
| 薪资项目名称 | | 享有者比例 | 平均值 |
| Salary Item | | % Eligible | Average |
| 月基本工资 | Base Salary | | ¥ 8,790 |
| 月固定津贴 | Allowances | 82% | ¥ 2,001 |
| 月奖金/提成 | Monthly Bonus/Commision | 40% | ¥ 2,035 |
| 月其它浮动收入 | Other Monthly Bonus | 18% | ¥ 1,240 |
| 月总收入 | Monthly Total Income | | ¥ 11,478 |
| 年奖金收入 | Annual Bonus | 69% | ¥ 19,950 |
| 月薪数量 | The Number of Salary | | 12.47 |
| 总年薪 | Annual Total Income | | ¥ 156,966 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 21% | ¥116,796 |
| 良好 Intermediate | 35% | ¥134,298 |
| 熟练 Advanced | 26% | ¥162,901 |
| 精通 Proficient | 17% | ¥205,468 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|---|-----|---------|-----|---------|-----|---------|------|---------|------|---------|
| | | 人民币/年 | RMB/Year | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 117,795 | ¥ | 126,691 | ¥ | 140,130 | ¥ | 147,992 | ¥ | 159,884 |
| | | 中位值 | Median | ¥ | - | ¥ | 105,160 | ¥ | 118,776 | ¥ | 130,814 | ¥ | 134,778 | ¥ | 150,634 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 137,637 | ¥ | 159,241 | ¥ | 176,763 | ¥ | 196,044 | ¥ | 214,059 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 161,755 | ¥ | 177,061 | ¥ | 210,095 | ¥ | 231,237 | ¥ | 259,434 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 141,727 | ¥ | 152,431 | ¥ | 168,600 | ¥ | 178,059 | ¥ | 192,367 |
| | | 中位值 | Median | ¥ | - | ¥ | 126,526 | ¥ | 142,908 | ¥ | 157,391 | ¥ | 162,161 | ¥ | 181,239 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 165,601 | ¥ | 191,594 | ¥ | 212,676 | ¥ | 235,874 | ¥ | 257,550 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 194,618 | ¥ | 213,035 | ¥ | 252,780 | ¥ | 278,217 | ¥ | 312,143 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 183,309 | ¥ | 197,154 | ¥ | 218,066 | ¥ | 230,301 | ¥ | 248,807 |
| | | 中位值 | Median | ¥ | - | ¥ | 163,648 | ¥ | 184,837 | ¥ | 203,570 | ¥ | 209,738 | ¥ | 234,413 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 214,188 | ¥ | 247,808 | ¥ | 275,074 | ¥ | 305,078 | ¥ | 333,114 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 251,719 | ¥ | 275,539 | ¥ | 326,945 | ¥ | 359,845 | ¥ | 403,725 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 139,931 | ¥ | 150,499 | ¥ | 166,463 | ¥ | 175,802 | ¥ | 189,929 |
| | | 中位值 | Median | ¥ | - | ¥ | 124,922 | ¥ | 141,097 | ¥ | 155,397 | ¥ | 160,106 | ¥ | 178,942 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 163,502 | ¥ | 189,166 | ¥ | 209,981 | ¥ | 232,884 | ¥ | 254,285 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 192,152 | ¥ | 210,335 | ¥ | 249,576 | ¥ | 274,691 | ¥ | 308,187 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | 112,581 | ¥ | 121,084 | ¥ | 133,928 | ¥ | 141,442 | ¥ | 152,808 |
| | | 中位值 | Median | ¥ | - | ¥ | 100,506 | ¥ | 113,520 | ¥ | 125,025 | ¥ | 128,813 | ¥ | 143,968 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 131,546 | ¥ | 152,194 | ¥ | 168,940 | ¥ | 187,367 | ¥ | 204,586 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 154,596 | ¥ | 169,225 | ¥ | 200,797 | ¥ | 221,003 | ¥ | 247,952 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | 135,455 | ¥ | 145,685 | ¥ | 161,138 | ¥ | 170,179 | ¥ | 183,854 |
| | | 中位值 | Median | ¥ | - | ¥ | 120,926 | ¥ | 136,584 | ¥ | 150,426 | ¥ | 154,984 | ¥ | 173,218 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 158,272 | ¥ | 183,115 | ¥ | 203,264 | ¥ | 225,435 | ¥ | 246,151 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 186,005 | ¥ | 203,607 | ¥ | 241,593 | ¥ | 265,904 | ¥ | 298,329 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | 175,196 | ¥ | 188,429 | ¥ | 208,415 | ¥ | 220,109 | ¥ | 237,796 |
| | | 中位值 | Median | ¥ | - | ¥ | 156,405 | ¥ | 176,657 | ¥ | 194,560 | ¥ | 200,456 | ¥ | 224,039 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 204,708 | ¥ | 236,840 | ¥ | 262,901 | ¥ | 291,576 | ¥ | 318,371 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 240,579 | ¥ | 263,344 | ¥ | 312,475 | ¥ | 343,920 | ¥ | 385,857 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | 133,738 | ¥ | 143,839 | ¥ | 159,096 | ¥ | 168,022 | ¥ | 181,524 |
| | | 中位值 | Median | ¥ | - | ¥ | 119,393 | ¥ | 134,852 | ¥ | 148,519 | ¥ | 153,020 | ¥ | 171,022 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | 156,266 | ¥ | 180,794 | ¥ | 200,687 | ¥ | 222,577 | ¥ | 243,031 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | 183,648 | ¥ | 201,026 | ¥ | 238,531 | ¥ | 262,534 | ¥ | 294,548 |

职位: 总编
Position: Chief

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai

编码/ Position Code: SH-INTN-MD-01

职位描述

1. 高层管理职位, 协助决策层制定公司发展战略, 负责其功能领域内短期及长期的公司决策和战略, 对公司中长期目标的达成产生重要影响;
2. 确定期刊杂志的主导思想和主题方向, 并完成内容结构设计;
3. 不断完善期刊的质量、栏目, 对杂志的内容整合和流程管理负责;
4. 定期召集选题会, 参与选题决策, 编排选题计划, 指导编辑业务, 派发组稿任务, 统筹可行稿件, 组织例会, 汇报编辑工作;
5. 根据工作规划, 有序安排计划和流程, 督促、检查编辑出版工作的实施与落实;
6. 建设管理编辑、记者队伍。

JOB DESCRIPTION

1. Position of Senior Management, to assist the decision makers in formulating the Company's development strategies, to be in charge of the Company's short and long-term decision-making and strategies within his/her function & field and to exert substantial influence on the accomplishment of the Company's mid and long term objectives;
2. to determine the philosophy and the subject orientation of the periodicals and to fulfill the design of the content and structure;
3. to steadily perfect the quality and columns of the periodicals and be responsible for the content integration and process management of the magazines;
4. to convene the topic-selection meetings regularly, to participate in the decision-making regarding the topic-selection, to prepare the topic-selection plans, to direct the editing, to assign the tasks of soliciting contributions, to arrange the available contributions, to organize the routine meetings and to report the editing works;
5. to arrange the plans and processes in a orderly manner as per the working planning and to urge and check the implementation and fulfillment of the editing and publishing works;
6. to set up and manage the teams of editors and journalists.

快速索引数据/ Index Data

| | |
|--|----------|
| 全国本年平均年薪: | ¥94,469 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥153,402 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥171,810 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.66% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 73% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 9.29 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 144 |
| Total Number of Samples: | |
| 2006年离职率: | 13% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥813 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,108 |
| 培训计划 Training Plan | 91% | ¥1,806 |
| 商业医疗保险 Commercial Healthy Insurance | 94% | ¥90 |
| 商业人身意外险 Commercial Accidental Insurance | 100% | ¥35 |
| 补充养老保险 Supplementary Insurance Plans | 67% | ¥1,211 |
| 补充住房公积金 Housing Allowance | 71% | ¥1,036 |
| 带薪年假(天) Pay Leave | 100% | 18.76 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 229,631 | ¥ 347,583 | ¥ 467,280 | ¥ 242,252 | 1.41 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 167,745 | ¥ 253,909 | ¥ 341,347 | ¥ 176,964 | 1.03 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 192,173 | ¥ 290,885 | ¥ 391,057 | ¥ 202,736 | 1.18 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 154,716 | ¥ 234,187 | ¥ 314,834 | ¥ 163,220 | 0.95 |
| 民营/私营企业 Local Private Enterprise | ¥ 148,201 | ¥ 224,327 | ¥ 301,578 | ¥ 156,347 | 0.91 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 151,459 | ¥ 229,257 | ¥ 308,206 | ¥ 159,783 | 0.93 |
| 行业平均 Industry Average | ¥ 162,859 | ¥ 246,513 | ¥ 331,404 | ¥ 171,810 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------------------|---------------------|----------------|
| | | 月基本工资 Base Salary | | ¥ 8,266 |
| | | 月固定津贴 Allowances | 96% | ¥ 1,755 |
| | | 月奖金/提成 Monthly Bonus/Commision | 31% | ¥ 1,462 |
| | | 月其它浮动收入 Other Monthly Bonus | 13% | ¥ 1,111 |
| | | 月总收入 Monthly Total Income | | ¥ 10,556 |
| | | 年奖金收入 Annual Bonus | 85% | ¥ 38,155 |
| | | 月薪数量 The Number of Salary | | 13.69 |
| | | 总年薪 Annual Total Income | | ¥ 176,964 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 37% | ¥152,911 |
| 良好 Intermediate | 18% | ¥170,092 |
| 熟练 Advanced | 36% | ¥187,273 |
| 精通 Proficient | 9% | ¥197,582 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 工作年资(年) Work Experience (years) | | | | | | | | | | | |
|---|-------------------|--------|----------|---------------------------------|---|-----|---|-----|---------|-----|---------|------|---------|------|---------|
| 人民币/年 RMB/Year | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 105,876 | ¥ | 121,110 | ¥ | 143,076 | ¥ | 163,780 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 101,584 | ¥ | 118,358 | ¥ | 134,900 | ¥ | 161,771 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 127,337 | ¥ | 178,504 | ¥ | 209,436 | ¥ | 278,139 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 134,736 | ¥ | 237,097 | ¥ | 316,320 | ¥ | 359,079 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 141,626 | ¥ | 162,005 | ¥ | 191,387 | ¥ | 219,083 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 135,885 | ¥ | 158,323 | ¥ | 180,451 | ¥ | 216,395 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 170,334 | ¥ | 238,778 | ¥ | 280,154 | ¥ | 372,056 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 180,232 | ¥ | 317,156 | ¥ | 423,129 | ¥ | 480,327 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 163,775 | ¥ | 187,340 | ¥ | 221,318 | ¥ | 253,345 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 157,136 | ¥ | 183,083 | ¥ | 208,671 | ¥ | 250,237 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 196,973 | ¥ | 276,120 | ¥ | 323,967 | ¥ | 430,242 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 208,418 | ¥ | 366,755 | ¥ | 489,302 | ¥ | 555,445 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 137,501 | ¥ | 157,286 | ¥ | 185,813 | ¥ | 212,702 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 131,927 | ¥ | 153,711 | ¥ | 175,195 | ¥ | 210,092 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 165,373 | ¥ | 231,823 | ¥ | 271,994 | ¥ | 361,220 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 174,982 | ¥ | 307,918 | ¥ | 410,805 | ¥ | 466,337 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 102,792 | ¥ | 117,583 | ¥ | 138,908 | ¥ | 159,010 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 98,625 | ¥ | 114,910 | ¥ | 130,971 | ¥ | 157,059 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 123,629 | ¥ | 173,305 | ¥ | 203,336 | ¥ | 270,038 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 130,812 | ¥ | 230,191 | ¥ | 307,107 | ¥ | 348,621 |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 137,501 | ¥ | 157,286 | ¥ | 185,813 | ¥ | 212,702 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 131,927 | ¥ | 153,711 | ¥ | 175,195 | ¥ | 210,092 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 165,373 | ¥ | 231,823 | ¥ | 271,994 | ¥ | 361,220 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 174,982 | ¥ | 307,918 | ¥ | 410,805 | ¥ | 466,337 |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 159,005 | ¥ | 181,884 | ¥ | 214,872 | ¥ | 245,966 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 152,559 | ¥ | 177,750 | ¥ | 202,593 | ¥ | 242,948 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 191,236 | ¥ | 268,078 | ¥ | 314,531 | ¥ | 417,711 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 202,348 | ¥ | 356,073 | ¥ | 475,051 | ¥ | 539,267 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ | - | ¥ | 133,496 | ¥ | 152,705 | ¥ | 180,401 | ¥ | 206,506 |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | 128,084 | ¥ | 149,234 | ¥ | 170,092 | ¥ | 203,973 |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | 160,557 | ¥ | 225,071 | ¥ | 264,072 | ¥ | 350,699 |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | 169,886 | ¥ | 298,950 | ¥ | 398,840 | ¥ | 452,754 |

职位:编辑
Position:Editor

行业:互联网
Industry: Internet

省/市:上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-MD-02

职位描述

1. 专业人员职位,在上级的领导和监督下定期完成量化的工作要求,并能独立处理和解决所负责的任务;
2. 负责相关内容采编策划;
3. 完成所负责栏目的内容更新工作;
4. 组织、策划和完成本栏目相关专题;
5. 协助进行外事采访活动。

JOB DESCRIPTION

1. Position of Professional Staff, to fulfill the quantified work requirements periodically under the superior's direction and supervision and to handle and settle the tasks for which he/she is responsible independently;
2. to be in charge of the collection, edition and planning of relevant contents;
3. to update the content of the columns within his/her duties;
4. to organize, plan and finish the subjects related to this column;
5. to assist in gathering news related to foreign affairs.

快速索引数据/ Index Data

| | |
|---|---------|
| 全国本年平均年薪: | ¥35,522 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥62,923 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥61,664 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.76% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 70% |
| %of Sample with bachelor degree or above: | |
| 平均工作年数: | 5.57 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 116 |
| Total Number of Samples: | |
| 2006年离职率: | 22% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| 福利项目 | 享有者比例 % Eligible | 平均值 Average |
|---------------------------------|---------------------|----------------|
| 法定福利个人缴纳部分 | 100% | ¥584 |
| Legal Benefits of individual | | |
| 法定福利企业缴纳部分 | 100% | ¥1,108 |
| Legal Benefits of enterprise | | |
| 培训计划 | 69% | ¥103 |
| Training Plan | | |
| 商业医疗保险 | 66% | ¥68 |
| Commercial Healthy Insurance | | |
| 商业人身意外险 | 27% | ¥18 |
| Commercial Accidental Insurance | | |
| 补充养老保险 | 11% | ¥425 |
| Supplementary Insurance Plans | | |
| 补充住房公积金 | 16% | ¥170 |
| Housing Allowance | | |
| 有薪假期(天) | 100% | 8.58 |
| Pay Leave | | |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 72,661 | ¥ 106,705 | ¥ 139,176 | ¥ 80,404 | 1.30 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 57,279 | ¥ 84,116 | ¥ 109,714 | ¥ 63,383 | 1.03 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 60,556 | ¥ 88,929 | ¥ 115,991 | ¥ 67,009 | 1.09 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 54,396 | ¥ 79,882 | ¥ 104,191 | ¥ 60,192 | 0.98 |
| 民营/私营企业 Local Private Enterprise | ¥ 47,384 | ¥ 69,584 | ¥ 90,760 | ¥ 52,433 | 0.85 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 52,382 | ¥ 76,925 | ¥ 100,334 | ¥ 57,964 | 0.94 |
| 行业平均 Industry Average | ¥ 55,726 | ¥ 81,835 | ¥ 106,739 | ¥ 61,664 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|--|-----------------------|---------------------|----------------|
| | | 月基本工资 | | ¥ 4,290 |
| | | 月固定津贴 | 57% | ¥ 355 |
| | | 月奖金/提成 | 37% | ¥ 756 |
| | | 月其它浮动收入 | 10% | ¥ 547 |
| | | 月总收入 | | ¥ 4,825 |
| | | 年奖金收入 | 25% | ¥ 7,643 |
| | | 月薪数量 | | 12.74 |
| | | 总年薪 | | ¥ 63,383 |

外语水平 Foreign Language Proficiency

| 外语水平 | 分布% Distribution | 平均值 Average |
|--------------|---------------------|----------------|
| 一般 | 18% | ¥55,723 |
| Elementary | | |
| 良好 | 42% | ¥59,178 |
| Intermediate | | |
| 熟练 | 28% | ¥62,897 |
| Advanced | | |
| 精通 | 13% | ¥74,614 |
| Proficient | | |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | |
|---|-------------------|--------|----------|-------|--------|----------|---------|---------|---------|-------------------------|---------|------|---------|---|---------|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 26,626 | ¥ | 30,704 | ¥ | 35,714 | ¥ | 41,130 | ¥ | 46,431 | ¥ | 49,857 |
| | | 中位值 | Median | ¥ | 26,222 | ¥ | 30,081 | ¥ | 31,444 | ¥ | 38,487 | ¥ | 43,941 | ¥ | 48,030 |
| | | 75百分位值 | 75th%ile | ¥ | 32,350 | ¥ | 40,342 | ¥ | 50,998 | ¥ | 56,327 | ¥ | 61,274 | ¥ | 70,408 |
| | | 90百分位值 | 90th%ile | ¥ | 41,552 | ¥ | 49,021 | ¥ | 66,382 | ¥ | 72,650 | ¥ | 90,199 | ¥ | 102,377 |
| | 大专 College | 平均值 | Average | ¥ | 38,764 | ¥ | 44,701 | ¥ | 51,995 | ¥ | 59,880 | ¥ | 67,598 | ¥ | 72,585 |
| | | 中位值 | Median | ¥ | 38,176 | ¥ | 43,795 | ¥ | 45,778 | ¥ | 56,031 | ¥ | 63,972 | ¥ | 69,925 |
| | | 75百分位值 | 75th%ile | ¥ | 47,097 | ¥ | 58,733 | ¥ | 74,247 | ¥ | 82,004 | ¥ | 89,207 | ¥ | 102,505 |
| | | 90百分位值 | 90th%ile | ¥ | 60,495 | ¥ | 71,368 | ¥ | 96,643 | ¥ | 105,769 | ¥ | 131,318 | ¥ | 149,048 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 45,988 | ¥ | 53,032 | ¥ | 61,685 | ¥ | 71,039 | ¥ | 80,196 | ¥ | 86,112 |
| | | 中位值 | Median | ¥ | 45,291 | ¥ | 51,956 | ¥ | 54,310 | ¥ | 66,474 | ¥ | 75,895 | ¥ | 82,957 |
| | | 75百分位值 | 75th%ile | ¥ | 55,874 | ¥ | 69,678 | ¥ | 88,084 | ¥ | 97,287 | ¥ | 105,832 | ¥ | 121,609 |
| | | 90百分位值 | 90th%ile | ¥ | 71,769 | ¥ | 84,669 | ¥ | 114,654 | ¥ | 125,480 | ¥ | 155,790 | ¥ | 176,825 |
| | 硕士 Master | 平均值 | Average | ¥ | 56,020 | ¥ | 64,601 | ¥ | 75,142 | ¥ | 86,537 | ¥ | 97,691 | ¥ | 104,898 |
| | | 中位值 | Median | ¥ | 55,172 | ¥ | 63,291 | ¥ | 66,158 | ¥ | 80,975 | ¥ | 92,452 | ¥ | 101,054 |
| | | 75百分位值 | 75th%ile | ¥ | 68,064 | ¥ | 84,879 | ¥ | 107,300 | ¥ | 118,511 | ¥ | 128,921 | ¥ | 148,139 |
| | | 90百分位值 | 90th%ile | ¥ | 87,426 | ¥ | 103,140 | ¥ | 139,667 | ¥ | 152,855 | ¥ | 189,777 | ¥ | 215,401 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 44,343 | ¥ | 51,135 | ¥ | 59,479 | ¥ | 68,498 | ¥ | 77,327 | ¥ | 83,032 |
| | | 中位值 | Median | ¥ | 43,671 | ¥ | 50,098 | ¥ | 52,367 | ¥ | 64,096 | ¥ | 73,180 | ¥ | 79,989 |
| | | 75百分位值 | 75th%ile | ¥ | 53,876 | ¥ | 67,186 | ¥ | 84,933 | ¥ | 93,807 | ¥ | 102,047 | ¥ | 117,258 |
| | | 90百分位值 | 90th%ile | ¥ | 69,202 | ¥ | 81,640 | ¥ | 110,553 | ¥ | 120,992 | ¥ | 150,218 | ¥ | 170,500 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 25,904 | ¥ | 29,871 | ¥ | 34,746 | ¥ | 40,014 | ¥ | 45,172 | ¥ | 48,505 |
| | | 中位值 | Median | ¥ | 25,511 | ¥ | 29,266 | ¥ | 30,591 | ¥ | 37,443 | ¥ | 42,749 | ¥ | 46,727 |
| | | 75百分位值 | 75th%ile | ¥ | 31,472 | ¥ | 39,248 | ¥ | 49,615 | ¥ | 54,799 | ¥ | 59,612 | ¥ | 68,499 |
| | | 90百分位值 | 90th%ile | ¥ | 40,425 | ¥ | 47,692 | ¥ | 64,581 | ¥ | 70,680 | ¥ | 87,753 | ¥ | 99,601 |
| | 大专 College | 平均值 | Average | ¥ | 37,712 | ¥ | 43,489 | ¥ | 50,585 | ¥ | 58,256 | ¥ | 65,765 | ¥ | 70,616 |
| | | 中位值 | Median | ¥ | 37,141 | ¥ | 42,607 | ¥ | 44,537 | ¥ | 54,512 | ¥ | 62,238 | ¥ | 68,029 |
| | | 75百分位值 | 75th%ile | ¥ | 45,820 | ¥ | 57,140 | ¥ | 72,234 | ¥ | 79,780 | ¥ | 86,788 | ¥ | 99,725 |
| | | 90百分位值 | 90th%ile | ¥ | 58,854 | ¥ | 69,433 | ¥ | 94,022 | ¥ | 102,900 | ¥ | 127,756 | ¥ | 145,006 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 44,741 | ¥ | 51,594 | ¥ | 60,012 | ¥ | 69,113 | ¥ | 78,021 | ¥ | 83,777 |
| | | 中位值 | Median | ¥ | 44,063 | ¥ | 50,547 | ¥ | 52,837 | ¥ | 64,671 | ¥ | 73,836 | ¥ | 80,707 |
| | | 75百分位值 | 75th%ile | ¥ | 54,359 | ¥ | 67,789 | ¥ | 85,695 | ¥ | 94,648 | ¥ | 102,962 | ¥ | 118,311 |
| | | 90百分位值 | 90th%ile | ¥ | 69,822 | ¥ | 82,373 | ¥ | 111,545 | ¥ | 122,077 | ¥ | 151,565 | ¥ | 172,030 |
| | 硕士 Master | 平均值 | Average | ¥ | 54,501 | ¥ | 62,849 | ¥ | 73,104 | ¥ | 84,190 | ¥ | 95,042 | ¥ | 102,053 |
| | | 中位值 | Median | ¥ | 53,675 | ¥ | 61,575 | ¥ | 64,364 | ¥ | 78,779 | ¥ | 89,944 | ¥ | 98,314 |
| | | 75百分位值 | 75th%ile | ¥ | 66,218 | ¥ | 82,578 | ¥ | 104,390 | ¥ | 115,297 | ¥ | 125,424 | ¥ | 144,121 |
| | | 90百分位值 | 90th%ile | ¥ | 85,055 | ¥ | 100,343 | ¥ | 135,879 | ¥ | 148,710 | ¥ | 184,631 | ¥ | 209,560 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 43,140 | ¥ | 49,748 | ¥ | 57,866 | ¥ | 66,640 | ¥ | 75,230 | ¥ | 80,780 |
| | | 中位值 | Median | ¥ | 42,487 | ¥ | 48,739 | ¥ | 50,947 | ¥ | 62,358 | ¥ | 71,195 | ¥ | 77,820 |
| | | 75百分位值 | 75th%ile | ¥ | 52,414 | ¥ | 65,364 | ¥ | 82,630 | ¥ | 91,263 | ¥ | 99,279 | ¥ | 114,079 |
| | | 90百分位值 | 90th%ile | ¥ | 67,325 | ¥ | 79,426 | ¥ | 107,554 | ¥ | 117,711 | ¥ | 146,144 | ¥ | 165,876 |

职位:美工
Position: Art Editor

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-MD-04

职位描述

1. 专业人员职位,在上级的领导和监督下定期完成量化的工作要求,并能独立处理和解决所负责的任务;
2. 网站页面设计制作、改版、日常维护;
3. 平面印刷品的设计、广告创意;
4. 软件产品界面的设计与制作。

JOB DESCRIPTION

1. Position of Professional Staff, to fulfill the quantified work requirements periodically under the superior's direction and supervision and to handle and settle the tasks for which he/she is responsible independently;
2. to conduct the design, manufacture, correction and daily maintenance of the web pages;
3. to provide the design and advertising creative ideas for the graphic pressworks;
4. to design and make the interface for software products.

快速索引数据/ Index Data

| | |
|--|---------|
| 全国本年平均年薪: National Average Annual Compensation: | ¥31,331 |
| 城市本年平均年薪: City Average Annual Compensation: | ¥49,473 |
| 本城市本行业平均年薪: Industry Average Annual Compensation: | ¥47,494 |
| 预计2007年增幅: 2007 Annual Raise: | 7.76% |
| 本科以上学历比例: %of Sample with bachelor degree or above: | 64% |
| 平均工作年限: Average Year of Work Experience: | 6.86 年 |
| 本行业总样本数: Total Number of Samples: | 128 |
| 2006年离职率: Voluntary Attrition Rate: | 22% |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|--|---------------------|----------------|
| 法定福利个人缴纳部分 Legal Benefits of individual | 100% | ¥451 |
| 法定福利企业缴纳部分 Legal Benefits of enterprise | 100% | ¥1,278 |
| 培训计划 Training Plan | 69% | ¥103 |
| 商业医疗保险 Commercial Healthy Insurance | 66% | ¥68 |
| 商业人身意外险 Commercial Accidental Insurance | 27% | ¥18 |
| 补充养老保险 Supplementary Insurance Plans | 11% | ¥425 |
| 补充住房公积金 Housing Allowance | 16% | ¥170 |
| 有薪假期(天) Pay Leave | 100% | 8.58 |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥ 62,891 | ¥ 93,338 | ¥ 124,377 | ¥ 65,066 | 1.37 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | ¥ 47,283 | ¥ 70,174 | ¥ 93,509 | ¥ 48,918 | 1.03 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥ 52,792 | ¥ 78,349 | ¥ 104,404 | ¥ 54,618 | 1.15 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative (Other nationalities) | ¥ 43,610 | ¥ 64,723 | ¥ 86,247 | ¥ 45,119 | 0.95 |
| 民营/私营企业 Local Private Enterprise | ¥ 39,938 | ¥ 59,273 | ¥ 78,984 | ¥ 41,319 | 0.87 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥ 42,233 | ¥ 62,679 | ¥ 83,523 | ¥ 43,694 | 0.92 |
| 行业平均 Industry Average | ¥ 45,906 | ¥ 68,130 | ¥ 90,786 | ¥ 47,494 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 享有者比例 % Eligible | 平均值 Average |
|-----------------------------------|--|---------------------|----------------|
| 薪资项目名称 Salary Item | | | |
| 月基本工资 Base Salary | | | ¥ 3,311 |
| 月固定津贴 Allowances | | 57% | ¥ 274 |
| 月奖金/提成 Monthly Bonus/Commision | | 37% | ¥ 583 |
| 月其它浮动收入 Other Monthly Bonus | | 10% | ¥ 422 |
| 月总收入 Monthly Total Income | | | ¥ 3,724 |
| 年奖金收入 Annual Bonus | | 25% | ¥ 5,899 |
| 月薪数量 The Number of Salary | | | 12.74 |
| 总年薪 Annual Total Income | | | ¥ 48,918 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 35% | ¥42,269 |
| 良好 Intermediate | 18% | ¥45,594 |
| 熟练 Advanced | 39% | ¥49,868 |
| 精通 Proficient | 9% | ¥54,618 |

综合分析/ Comprehensive Analysis

| 公司性质 | | | | 人民币/年 | | RMB/Year | | 工作年资(年) | | Work Experience (years) | | | | | |
|---|-------------------|--------|----------|-------|--------|----------|--------|---------|---------|-------------------------|---------|------|---------|---|---------|
| | | | | | | | | < 2 | 2-3 | 3-5 | 5-8 | 8-10 | > 10 | | |
| Company Type | | | | | | | | | | | | | | | |
| 外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | 26,362 | ¥ | 30,399 | ¥ | 35,360 | ¥ | 40,722 | ¥ | 45,971 | ¥ | 49,362 |
| | | 中位值 | Median | ¥ | 25,962 | ¥ | 29,783 | ¥ | 31,132 | ¥ | 38,105 | ¥ | 43,505 | ¥ | 47,553 |
| | | 75百分位值 | 75th%ile | ¥ | 32,029 | ¥ | 39,942 | ¥ | 50,493 | ¥ | 55,768 | ¥ | 60,666 | ¥ | 69,710 |
| | | 90百分位值 | 90th%ile | ¥ | 41,140 | ¥ | 48,535 | ¥ | 65,723 | ¥ | 71,929 | ¥ | 89,304 | ¥ | 101,362 |
| | 大专 College | 平均值 | Average | ¥ | 30,459 | ¥ | 35,124 | ¥ | 40,856 | ¥ | 47,051 | ¥ | 53,116 | ¥ | 57,034 |
| | | 中位值 | Median | ¥ | 29,997 | ¥ | 34,412 | ¥ | 35,971 | ¥ | 44,027 | ¥ | 50,267 | ¥ | 54,944 |
| | | 75百分位值 | 75th%ile | ¥ | 37,007 | ¥ | 46,150 | ¥ | 58,340 | ¥ | 64,435 | ¥ | 70,095 | ¥ | 80,544 |
| | | 90百分位值 | 90th%ile | ¥ | 47,534 | ¥ | 56,078 | ¥ | 75,938 | ¥ | 83,109 | ¥ | 103,184 | ¥ | 117,116 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 35,250 | ¥ | 40,649 | ¥ | 47,282 | ¥ | 54,452 | ¥ | 61,471 | ¥ | 66,006 |
| | | 中位值 | Median | ¥ | 34,716 | ¥ | 39,825 | ¥ | 41,629 | ¥ | 50,953 | ¥ | 58,174 | ¥ | 63,587 |
| | | 75百分位值 | 75th%ile | ¥ | 42,828 | ¥ | 53,409 | ¥ | 67,517 | ¥ | 74,571 | ¥ | 81,121 | ¥ | 93,214 |
| | | 90百分位值 | 90th%ile | ¥ | 55,011 | ¥ | 64,900 | ¥ | 87,883 | ¥ | 96,182 | ¥ | 119,415 | ¥ | 135,538 |
| | 硕士 Master | 平均值 | Average | ¥ | 41,752 | ¥ | 48,148 | ¥ | 56,004 | ¥ | 64,497 | ¥ | 72,810 | ¥ | 78,181 |
| | | 中位值 | Median | ¥ | 41,120 | ¥ | 47,171 | ¥ | 49,308 | ¥ | 60,352 | ¥ | 68,905 | ¥ | 75,317 |
| | | 75百分位值 | 75th%ile | ¥ | 50,728 | ¥ | 63,261 | ¥ | 79,972 | ¥ | 88,327 | ¥ | 96,086 | ¥ | 110,409 |
| | | 90百分位值 | 90th%ile | ¥ | 65,159 | ¥ | 76,871 | ¥ | 104,095 | ¥ | 113,924 | ¥ | 141,443 | ¥ | 160,541 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 34,223 | ¥ | 39,465 | ¥ | 45,905 | ¥ | 52,866 | ¥ | 59,681 | ¥ | 64,083 |
| | | 中位值 | Median | ¥ | 33,705 | ¥ | 38,665 | ¥ | 40,416 | ¥ | 49,469 | ¥ | 56,480 | ¥ | 61,735 |
| | | 75百分位值 | 75th%ile | ¥ | 41,581 | ¥ | 51,854 | ¥ | 65,551 | ¥ | 72,399 | ¥ | 78,759 | ¥ | 90,499 |
| | | 90百分位值 | 90th%ile | ¥ | 53,409 | ¥ | 63,009 | ¥ | 85,324 | ¥ | 93,380 | ¥ | 115,937 | ¥ | 131,591 |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | 25,594 | ¥ | 29,514 | ¥ | 34,330 | ¥ | 39,536 | ¥ | 44,632 | ¥ | 47,924 |
| | | 中位值 | Median | ¥ | 25,206 | ¥ | 28,916 | ¥ | 30,225 | ¥ | 36,995 | ¥ | 42,238 | ¥ | 46,168 |
| | | 75百分位值 | 75th%ile | ¥ | 31,096 | ¥ | 38,779 | ¥ | 49,022 | ¥ | 54,144 | ¥ | 58,899 | ¥ | 67,680 |
| | | 90百分位值 | 90th%ile | ¥ | 39,942 | ¥ | 47,121 | ¥ | 63,809 | ¥ | 69,834 | ¥ | 86,703 | ¥ | 98,410 |
| | 大专 College | 平均值 | Average | ¥ | 29,572 | ¥ | 34,101 | ¥ | 39,666 | ¥ | 45,680 | ¥ | 51,569 | ¥ | 55,373 |
| | | 中位值 | Median | ¥ | 29,124 | ¥ | 33,410 | ¥ | 34,923 | ¥ | 42,745 | ¥ | 48,803 | ¥ | 53,344 |
| | | 75百分位值 | 75th%ile | ¥ | 35,929 | ¥ | 44,806 | ¥ | 56,641 | ¥ | 62,559 | ¥ | 68,054 | ¥ | 78,198 |
| | | 90百分位值 | 90th%ile | ¥ | 46,150 | ¥ | 54,445 | ¥ | 73,726 | ¥ | 80,688 | ¥ | 100,178 | ¥ | 113,705 |
| | 本科 Bachelor | 平均值 | Average | ¥ | 34,223 | ¥ | 39,465 | ¥ | 45,905 | ¥ | 52,866 | ¥ | 59,681 | ¥ | 64,083 |
| | | 中位值 | Median | ¥ | 33,705 | ¥ | 38,665 | ¥ | 40,416 | ¥ | 49,469 | ¥ | 56,480 | ¥ | 61,735 |
| | | 75百分位值 | 75th%ile | ¥ | 41,581 | ¥ | 51,854 | ¥ | 65,551 | ¥ | 72,399 | ¥ | 78,759 | ¥ | 90,499 |
| | | 90百分位值 | 90th%ile | ¥ | 53,409 | ¥ | 63,009 | ¥ | 85,324 | ¥ | 93,380 | ¥ | 115,937 | ¥ | 131,591 |
| | 硕士 Master | 平均值 | Average | ¥ | 40,536 | ¥ | 46,745 | ¥ | 54,373 | ¥ | 62,618 | ¥ | 70,690 | ¥ | 75,904 |
| | | 中位值 | Median | ¥ | 39,922 | ¥ | 45,798 | ¥ | 47,872 | ¥ | 58,594 | ¥ | 66,898 | ¥ | 73,123 |
| | | 75百分位值 | 75th%ile | ¥ | 49,251 | ¥ | 61,419 | ¥ | 77,643 | ¥ | 85,755 | ¥ | 93,287 | ¥ | 107,193 |
| | | 90百分位值 | 90th%ile | ¥ | 63,261 | ¥ | 74,632 | ¥ | 101,063 | ¥ | 110,606 | ¥ | 137,323 | ¥ | 155,865 |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - |
| | 所有学历 All | 平均值 | Average | ¥ | 33,227 | ¥ | 38,316 | ¥ | 44,568 | ¥ | 51,326 | ¥ | 57,942 | ¥ | 62,217 |
| | | 中位值 | Median | ¥ | 32,723 | ¥ | 37,539 | ¥ | 39,239 | ¥ | 48,028 | ¥ | 54,834 | ¥ | 59,937 |
| | | 75百分位值 | 75th%ile | ¥ | 40,370 | ¥ | 50,343 | ¥ | 63,641 | ¥ | 70,291 | ¥ | 76,465 | ¥ | 87,863 |
| | | 90百分位值 | 90th%ile | ¥ | 51,854 | ¥ | 61,174 | ¥ | 82,838 | ¥ | 90,661 | ¥ | 112,560 | ¥ | 127,758 |

职位: 网站产品经理
Position: Website Products Manager

行业: 互联网
Industry: Internet

省/市: 上海
Province/City: Shanghai
编码/ Position Code: SH-INTN-MK-07

职位描述

1. 中层管理职位, 负责其功能领域内主要目标和计划, 制定、参与或协助上层执行相关的政策和制度;
2. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估;
3. 制定所负责网站产品的战略计划包括产品的设计、开发管理和实施, 及后期的市场营销;
4. 制定产品发展时间表, 并控制整个计划的进程;
5. 寻找新的应用以促进产品的销售并延长产品生命周期;

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to be in charge of the Department's daily management work and the members' management, direction, training and assessment;
3. to lay down the strategic plan for the website products he/she is responsible for, including the design, development, management, implementation and last-stage marketing of the products;
4. to formulate the schedule for the products development and to control over the progress of the whole plan;
5. to seek for new applications to boost the sales of the products and extend the life cycle of the products;

快速索引数据/ Index Data

| | |
|--|----------|
| 全国本年平均年薪: | ¥84,649 |
| National Average Annual Compensation: | |
| 城市本年平均年薪: | ¥150,722 |
| City Average Annual Compensation: | |
| 本城市本行业平均年薪: | ¥162,780 |
| Industry Average Annual Compensation: | |
| 预计2007年增幅: | 7.52% |
| 2007 Annual Raise: | |
| 本科以上学历比例: | 78% |
| % of Sample with bachelor degree or above: | |
| 平均工作年数: | 8.84 年 |
| Average Year of Work Experience: | |
| 本行业总样本数: | 122 |
| Total Number of Samples: | |
| 2006年离职率: | 18% |
| Voluntary Attrition Rate: | |

福利分析/ Benefits

| | 享有者比例 % Eligible | 平均值 Average |
|---------------------------------|---------------------|----------------|
| 法定福利个人缴纳部分 | 100% | ¥813 |
| Legal Benefits of individual | | |
| 法定福利企业缴纳部分 | 100% | ¥1,108 |
| Legal Benefits of enterprise | | |
| 培训计划 | 79% | ¥802 |
| Training Plan | | |
| 商业医疗保险 | 61% | ¥76 |
| Commercial Healthy Insurance | | |
| 商业人身意外险 | 62% | ¥26 |
| Commercial Accidental Insurance | | |
| 补充养老保险 | 25% | ¥926 |
| Supplementary Insurance Plans | | |
| 补充住房公积金 | 28% | ¥415 |
| Housing Allowance | | |
| 有薪假期(天) | 100% | 14.02 |
| Pay Leave | | |

本行业薪酬水平按公司性质分布/ By Company Type

| 公司性质 Company Type | 中位值 Median | 75百分位值 75th%ile | 90百分位值 90th%ile | 平均值 Average | 相当于平均年薪的倍数 Ratio to Average |
|--|---------------|--------------------|--------------------|----------------|--------------------------------|
| 外商独资(欧美企业) Wholly Owned Foreign Enterprise(European and American) | ¥238,414 | ¥333,057 | ¥394,908 | ¥236,127 | 1.45 |
| 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | ¥174,152 | ¥243,285 | ¥288,465 | ¥172,481 | 1.06 |
| 合资/合作(欧美企业) Joint Venture/ Cooperative(European and American) | ¥201,967 | ¥282,141 | ¥334,537 | ¥200,029 | 1.23 |
| 合资/合作(非欧美企业) Joint Venture/ Cooperative(Other nationalities) | ¥154,672 | ¥216,072 | ¥256,198 | ¥153,188 | 0.94 |
| 民营/私营企业 Local Private Enterprise | ¥137,738 | ¥192,415 | ¥228,148 | ¥136,416 | 0.84 |
| 国营企业/国内上市 State Owned Enterprise/Public Company | ¥148,559 | ¥207,533 | ¥246,073 | ¥147,134 | 0.90 |
| 行业平均 Industry Average | ¥164,357 | ¥229,601 | ¥272,239 | ¥162,780 | 1.00 |

薪资组成 C&B Component

| 公司性质 Company Type | 外商独资(非欧美企业) Wholly Owned Foreign Enterprise(Other nationalities) | 薪资项目名称 Salary Item | 享有者比例 % Eligible | 平均值 Average |
|----------------------|---|-----------------------|---------------------|----------------|
| 月基本工资 | Base Salary | | | ¥9,658 |
| 月固定津贴 | Allowances | | 82% | ¥2,199 |
| 月奖金/提成 | Monthly Bonus/Commision | | 40% | ¥2,236 |
| 月其它浮动收入 | Other Monthly Bonus | | 18% | ¥1,362 |
| 月总收入 | Monthly Total Income | | | ¥12,613 |
| 年奖金收入 | Annual Bonus | | 69% | ¥21,922 |
| 月薪数量 | The Number of Salary | | | 12.47 |
| 总年薪 | Annual Total Income | | | ¥172,481 |

外语水平 Foreign Language Proficiency

| | 分布% Distribution | 平均值 Average |
|--------------------|---------------------|----------------|
| 一般 Elementary | 20% | ¥120,220 |
| 良好 Intermediate | 35% | ¥149,551 |
| 熟练 Advanced | 33% | ¥180,527 |
| 精通 Proficient | 13% | ¥220,716 |

综合分析/ Comprehensive Analysis

| 公司性质 | | 人民币/年 RMB/Year | | 工作年资(年) Work Experience (years) | | | | | | | | | | |
|--|-------------------|----------------|----------|---------------------------------|---|-----------|-----------|-----------|-----------|-----------|---|------|---|------|
| | | | | < 2 | | 2-3 | | 3-5 | | 5-8 | | 8-10 | | > 10 |
| Company Type | | | | | | | | | | | | | | |
| 外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities) | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ 123,646 | ¥ 130,156 | ¥ 142,888 | ¥ 153,956 | ¥ 167,826 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 110,384 | ¥ 124,677 | ¥ 137,312 | ¥ 142,860 | ¥ 155,343 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 144,475 | ¥ 167,152 | ¥ 185,544 | ¥ 205,782 | ¥ 224,693 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 169,790 | ¥ 185,857 | ¥ 220,532 | ¥ 242,724 | ¥ 272,322 | | | | |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ 155,300 | ¥ 163,475 | ¥ 179,467 | ¥ 193,369 | ¥ 210,790 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 138,642 | ¥ 156,594 | ¥ 172,464 | ¥ 179,432 | ¥ 195,111 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 181,460 | ¥ 209,943 | ¥ 233,043 | ¥ 258,462 | ¥ 282,214 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 213,256 | ¥ 233,436 | ¥ 276,988 | ¥ 304,861 | ¥ 342,036 | | | | |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ 187,590 | ¥ 197,465 | ¥ 216,782 | ¥ 233,574 | ¥ 254,617 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 167,469 | ¥ 189,153 | ¥ 208,323 | ¥ 216,740 | ¥ 235,679 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 219,189 | ¥ 253,594 | ¥ 281,498 | ¥ 312,202 | ¥ 340,892 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 257,597 | ¥ 281,973 | ¥ 334,579 | ¥ 368,248 | ¥ 413,152 | | | | |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ 153,762 | ¥ 161,857 | ¥ 177,690 | ¥ 191,454 | ¥ 208,703 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 137,270 | ¥ 155,044 | ¥ 170,757 | ¥ 177,656 | ¥ 193,179 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 179,663 | ¥ 207,864 | ¥ 230,736 | ¥ 255,903 | ¥ 279,420 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 211,145 | ¥ 231,125 | ¥ 274,245 | ¥ 301,842 | ¥ 338,649 | | | | |
| 所有公司性质 Overall | 中专 High School | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 大专 College | 平均值 | Average | ¥ | - | ¥ 116,691 | ¥ 122,834 | ¥ 134,851 | ¥ 145,296 | ¥ 158,386 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 104,175 | ¥ 117,664 | ¥ 129,589 | ¥ 134,825 | ¥ 146,605 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 136,348 | ¥ 157,750 | ¥ 175,108 | ¥ 194,207 | ¥ 212,054 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 160,240 | ¥ 175,403 | ¥ 208,127 | ¥ 229,071 | ¥ 257,004 | | | | |
| | 本科 Bachelor | 平均值 | Average | ¥ | - | ¥ 146,564 | ¥ 154,280 | ¥ 169,372 | ¥ 182,492 | ¥ 198,933 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 130,844 | ¥ 147,786 | ¥ 162,763 | ¥ 169,340 | ¥ 184,136 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 171,253 | ¥ 198,134 | ¥ 219,935 | ¥ 243,924 | ¥ 266,340 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 201,261 | ¥ 220,306 | ¥ 261,408 | ¥ 287,713 | ¥ 322,797 | | | | |
| | 硕士 Master | 平均值 | Average | ¥ | - | ¥ 177,038 | ¥ 186,358 | ¥ 204,588 | ¥ 220,436 | ¥ 240,295 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 158,049 | ¥ 178,513 | ¥ 196,605 | ¥ 204,549 | ¥ 222,422 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 206,860 | ¥ 239,330 | ¥ 265,664 | ¥ 294,641 | ¥ 321,717 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 243,107 | ¥ 266,112 | ¥ 315,760 | ¥ 347,534 | ¥ 389,913 | | | | |
| | 博士 Doctor | 平均值 | Average | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 中位值 | Median | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ | - | ¥ |
| | 所有学历 All | 平均值 | Average | ¥ | - | ¥ 145,113 | ¥ 152,752 | ¥ 167,695 | ¥ 180,685 | ¥ 196,963 | | | | |
| | | 中位值 | Median | ¥ | - | ¥ 129,548 | ¥ 146,323 | ¥ 161,152 | ¥ 167,663 | ¥ 182,313 | | | | |
| | | 75百分位值 | 75th%ile | ¥ | - | ¥ 169,557 | ¥ 196,172 | ¥ 217,757 | ¥ 241,509 | ¥ 263,703 | | | | |
| | | 90百分位值 | 90th%ile | ¥ | - | ¥ 199,268 | ¥ 218,125 | ¥ 258,819 | ¥ 284,864 | ¥ 319,601 | | | | |