

October 2015

2015 Total Remuneration Survey Post Survey Seminar

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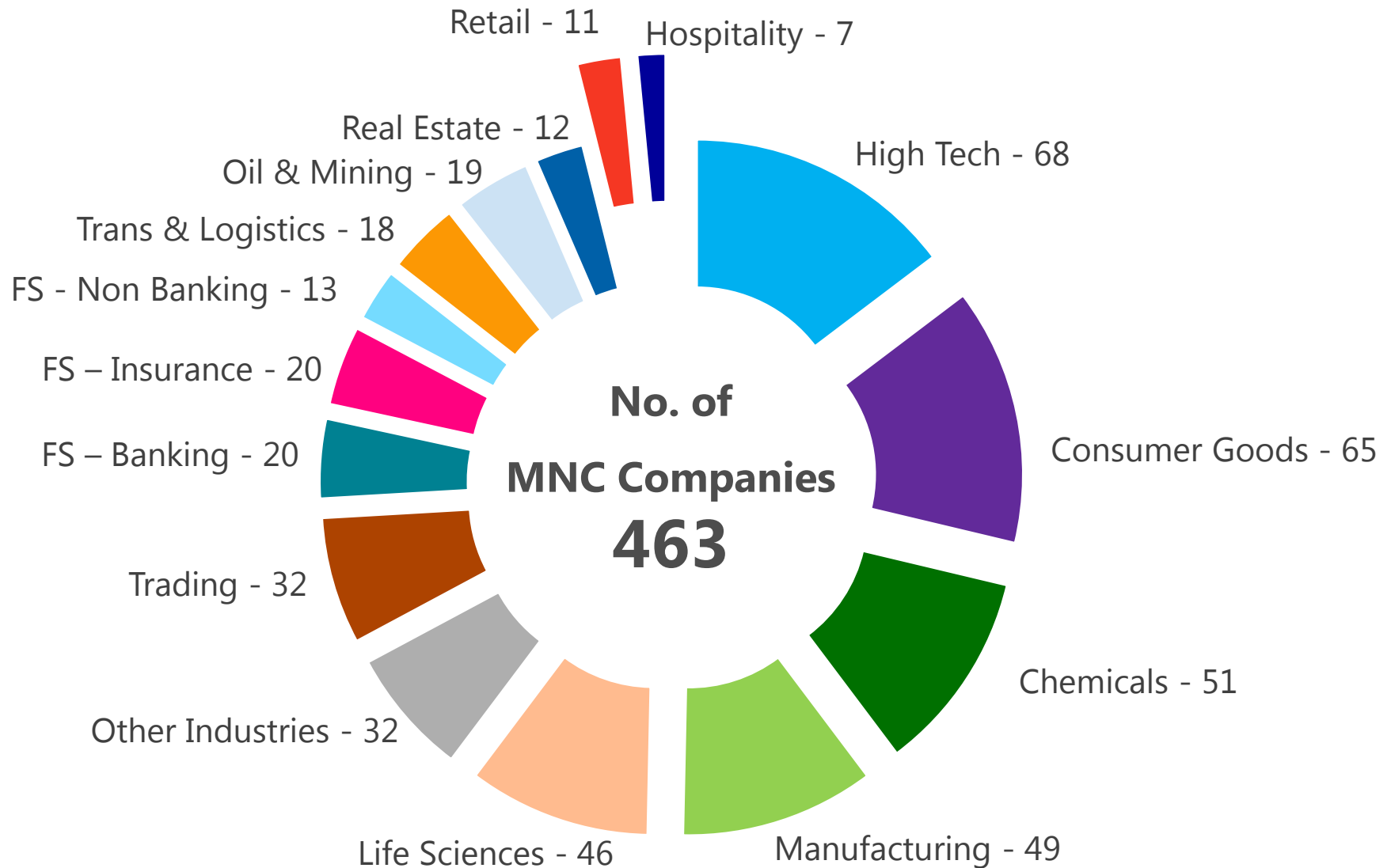


Survey Demographics



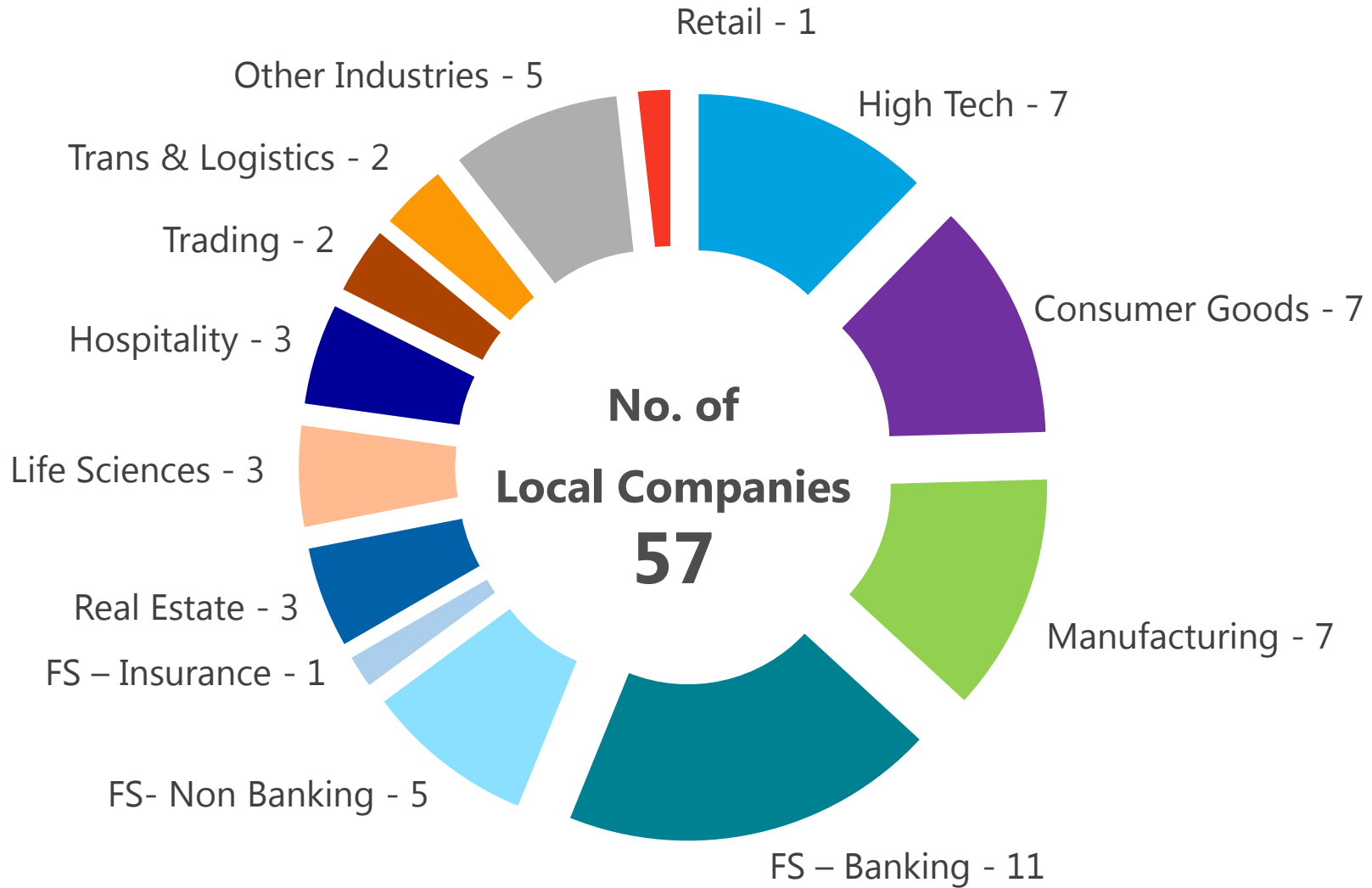
2015 Participants' Profile - MNC

2 new industries: Retail and Hospitality



2015 Participants' Profile - Local

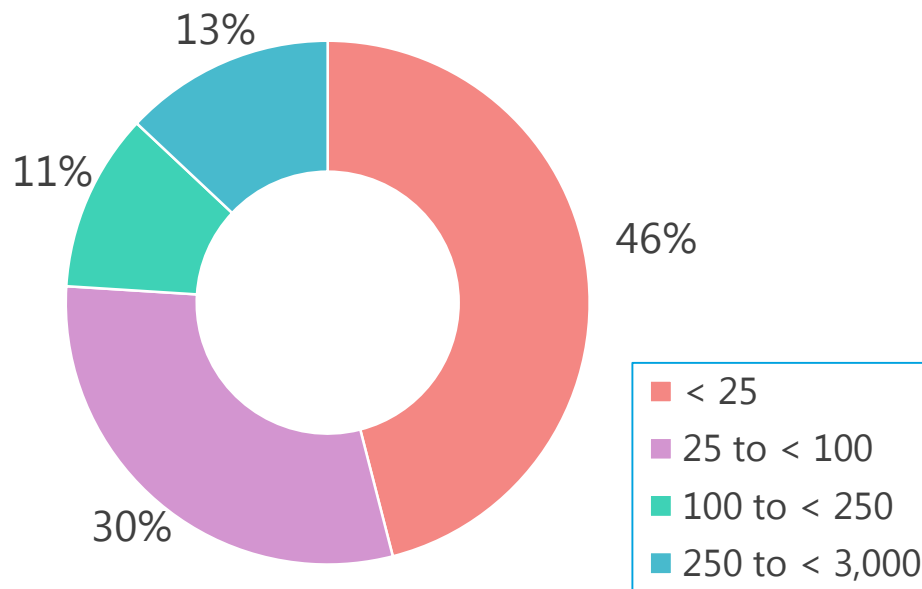
Good number of participants in Banking, Consumer Goods, Manufacturing, High tech and Non-banking industry



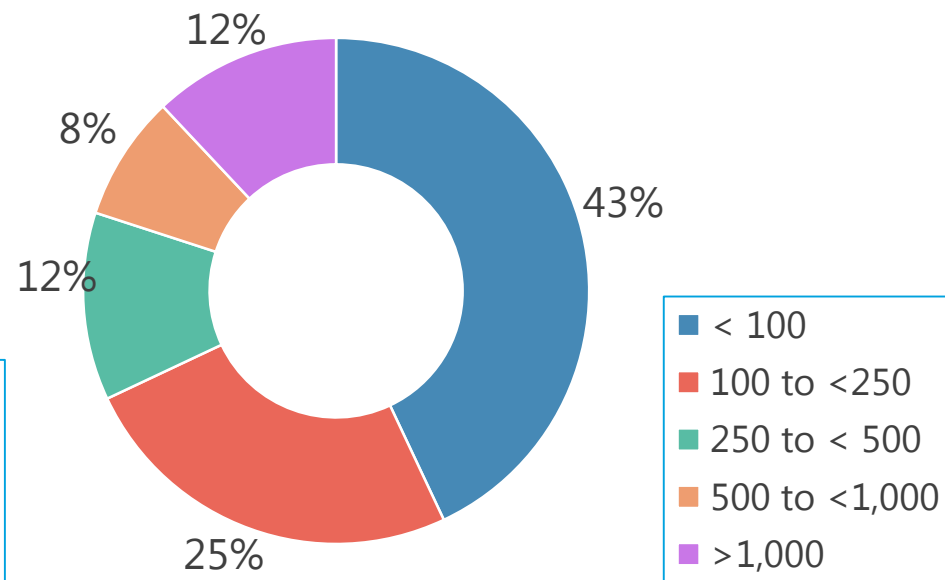
Survey Demographics

A good variation of companies by company size and number of employees

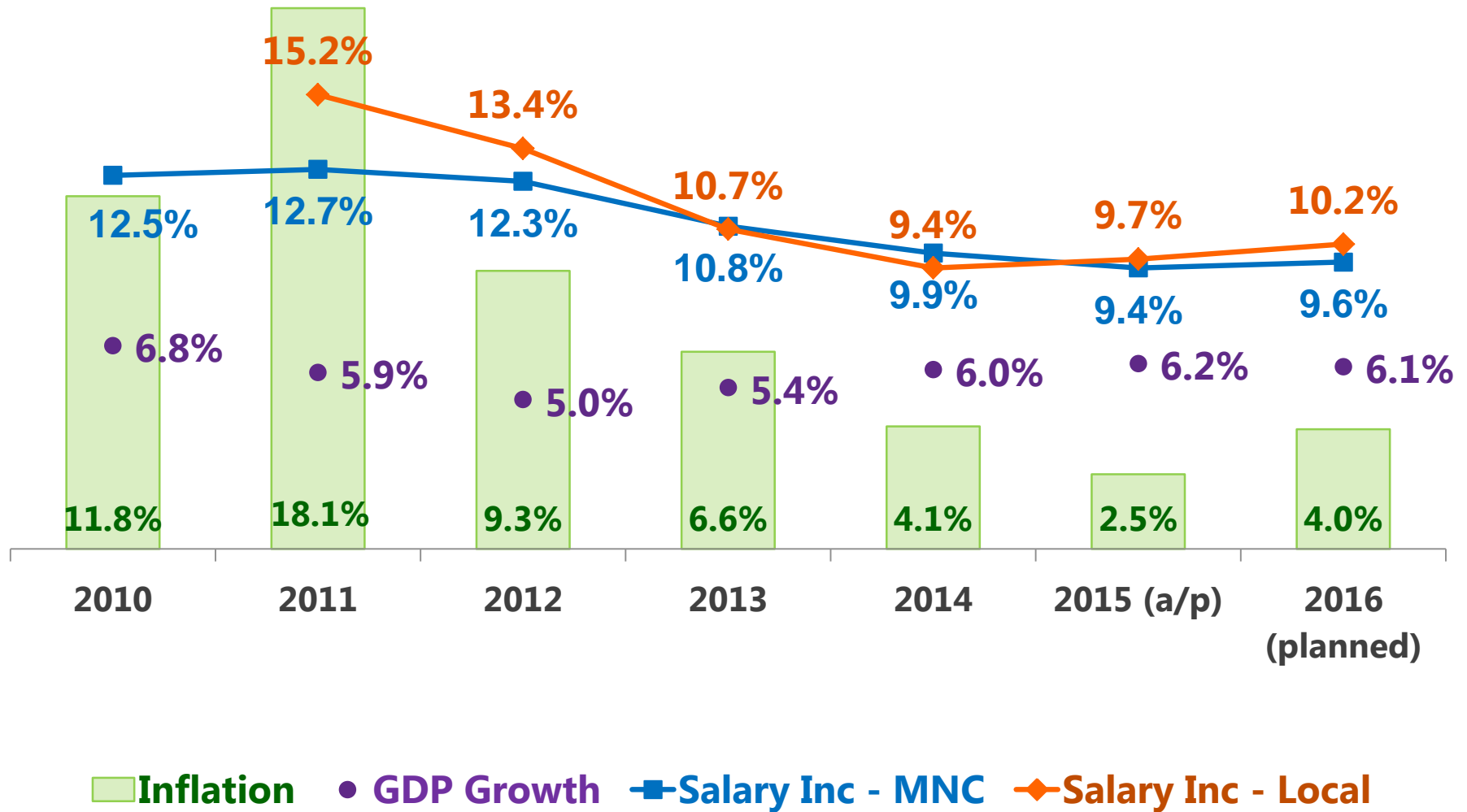
Revenue (USD in million)



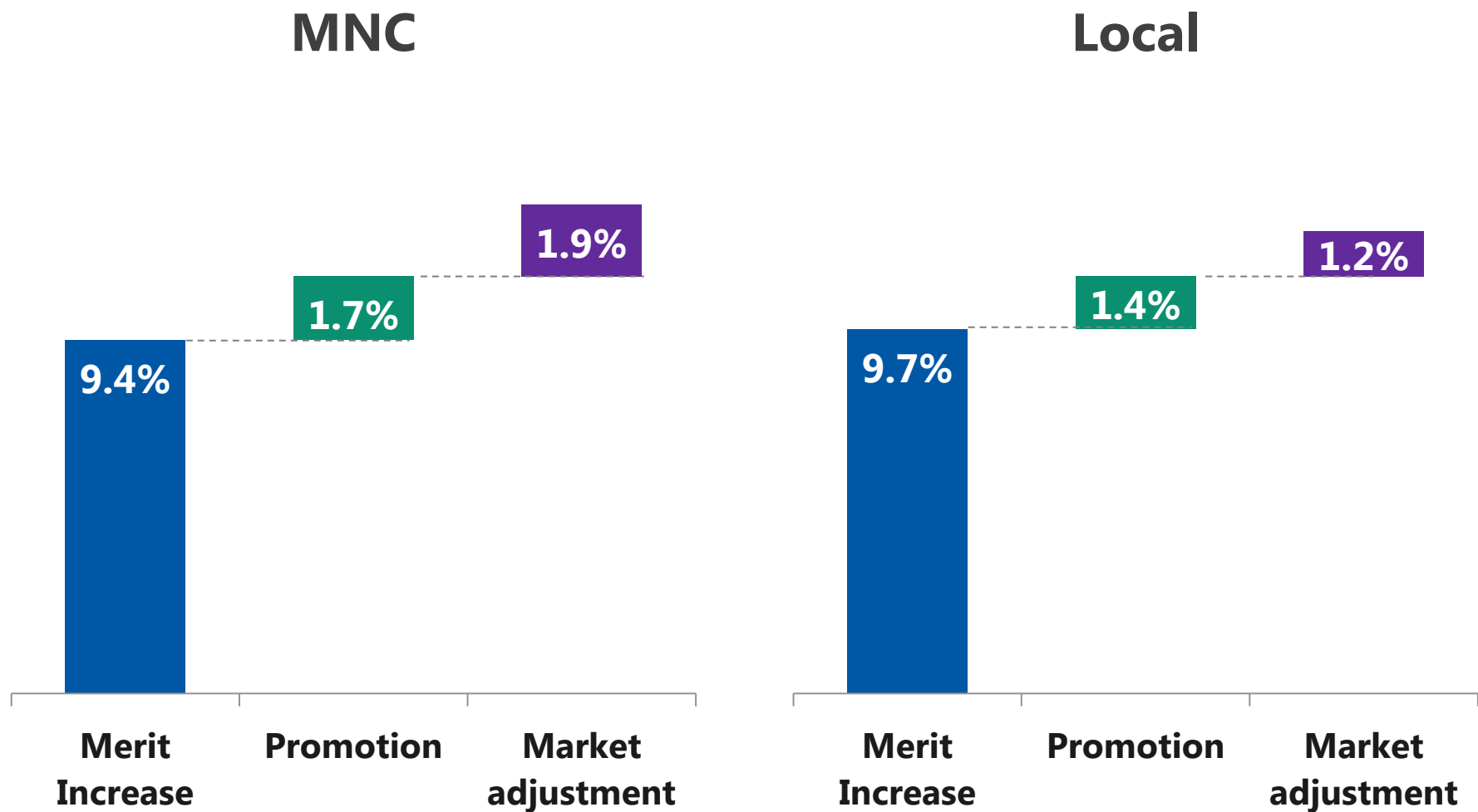
Total Employees



Salary Increase Trend in relation to Inflation and GDP




Total Salary Increase Budget for 2015



Average 2015 Salary Increase Trend across Industries - MNC

Chemicals, Life Sciences, Manufacturing are in the top 3

Top 3 industries



1	Chemicals	10.3%
2	Life Sciences	10.1%
3	Manufacturing	10.1%

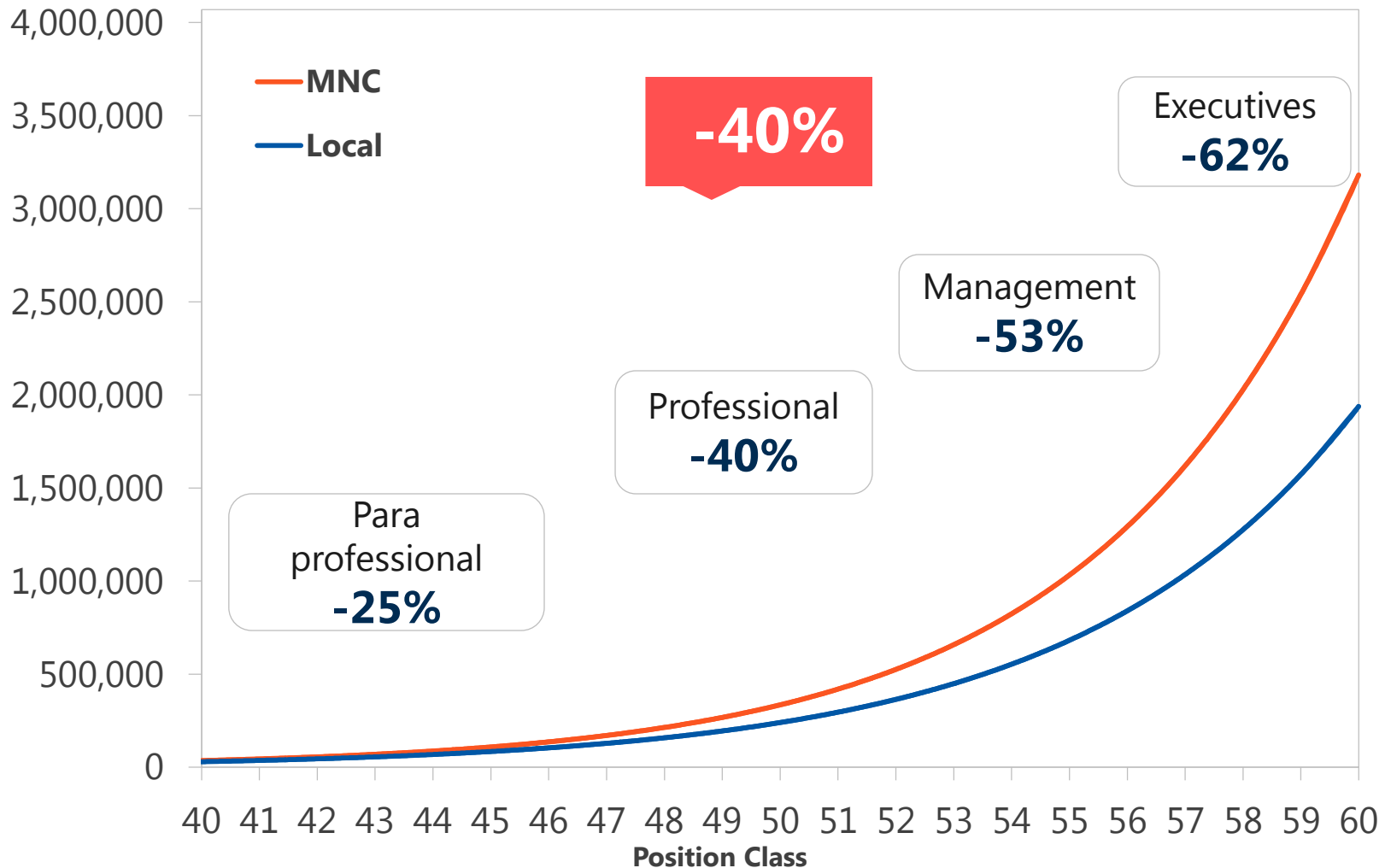
Bottom 3 industries



3	Non- Banking	7.9%
2	Hospitality	6.7%
1	Oil & Mining	6.2%

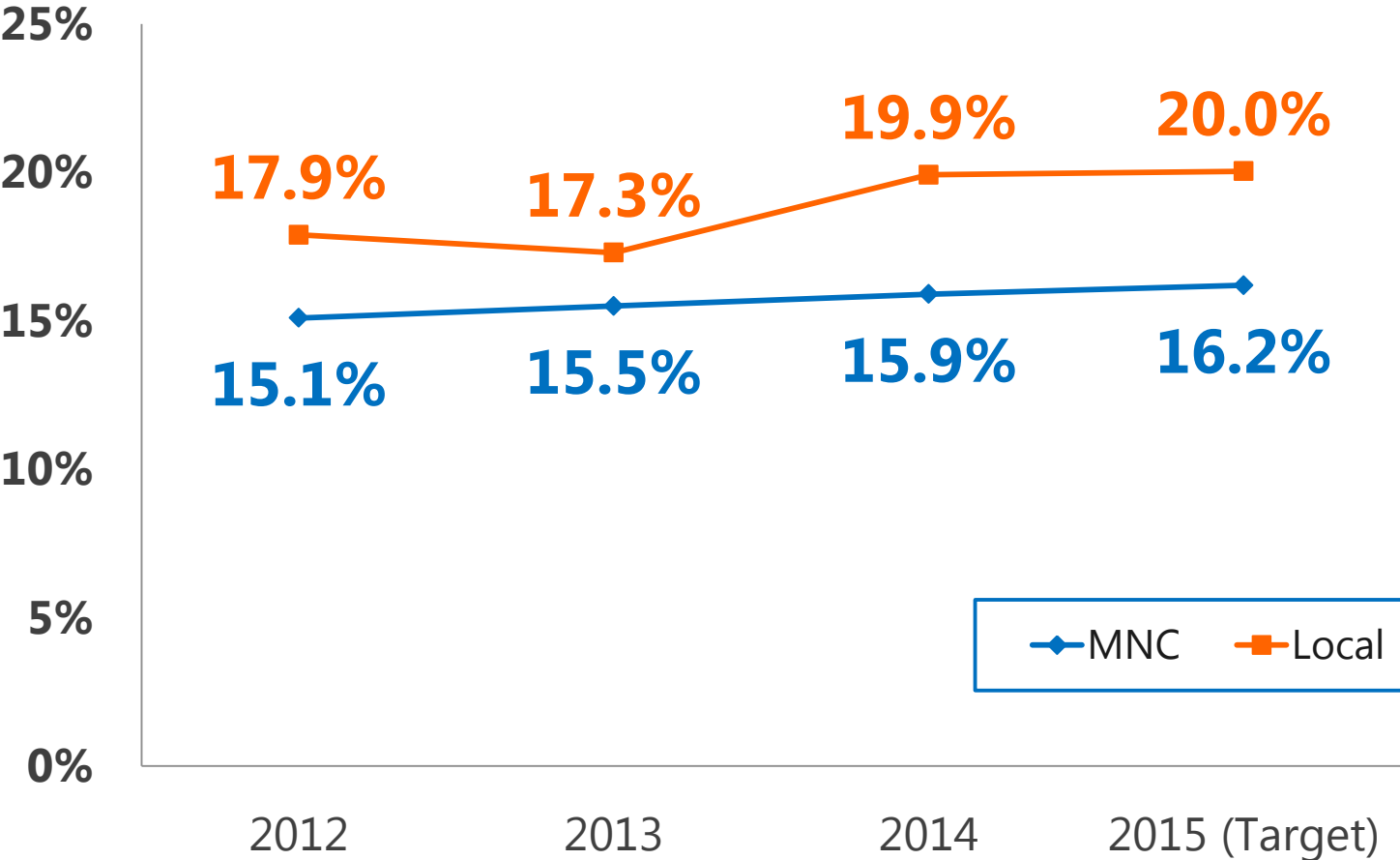
Pay Difference between Local Companies and MNCs

Big gap between Local and MNCs remained for Annual Base Salary

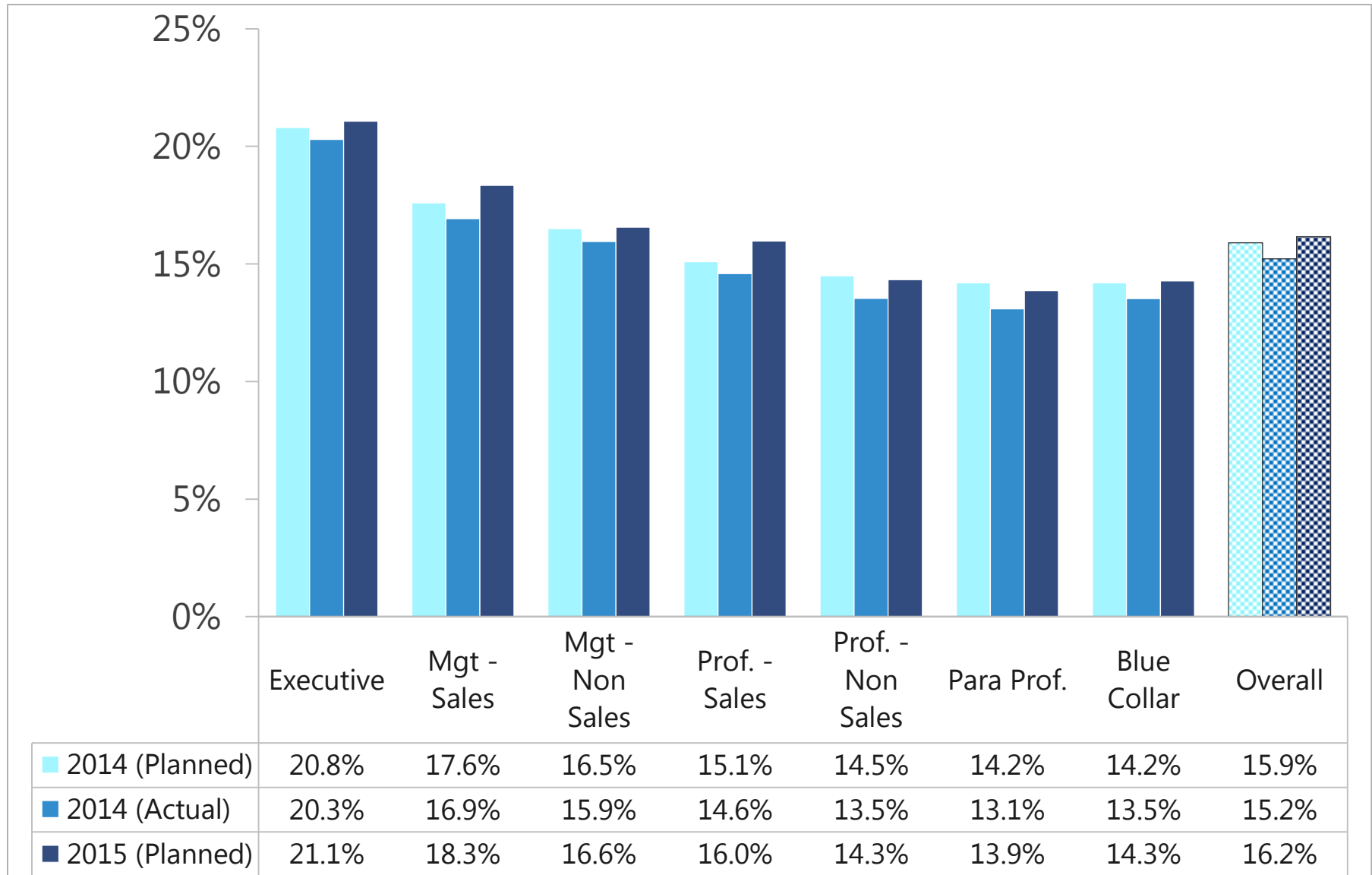


Actual Variable Bonus Trend

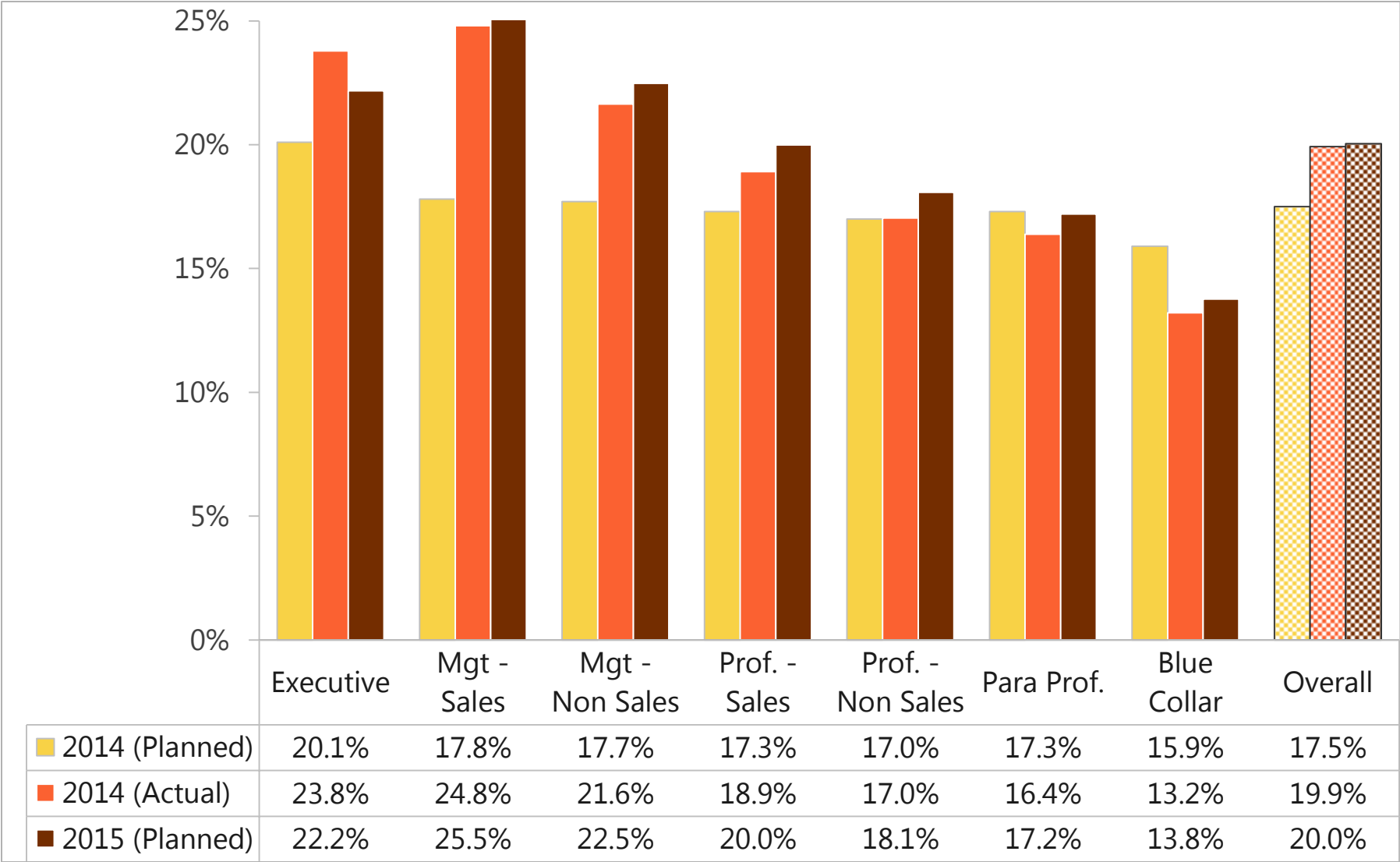
% Actual variable bonus as Base salary



Variable Bonus by Staff Category - MNCs

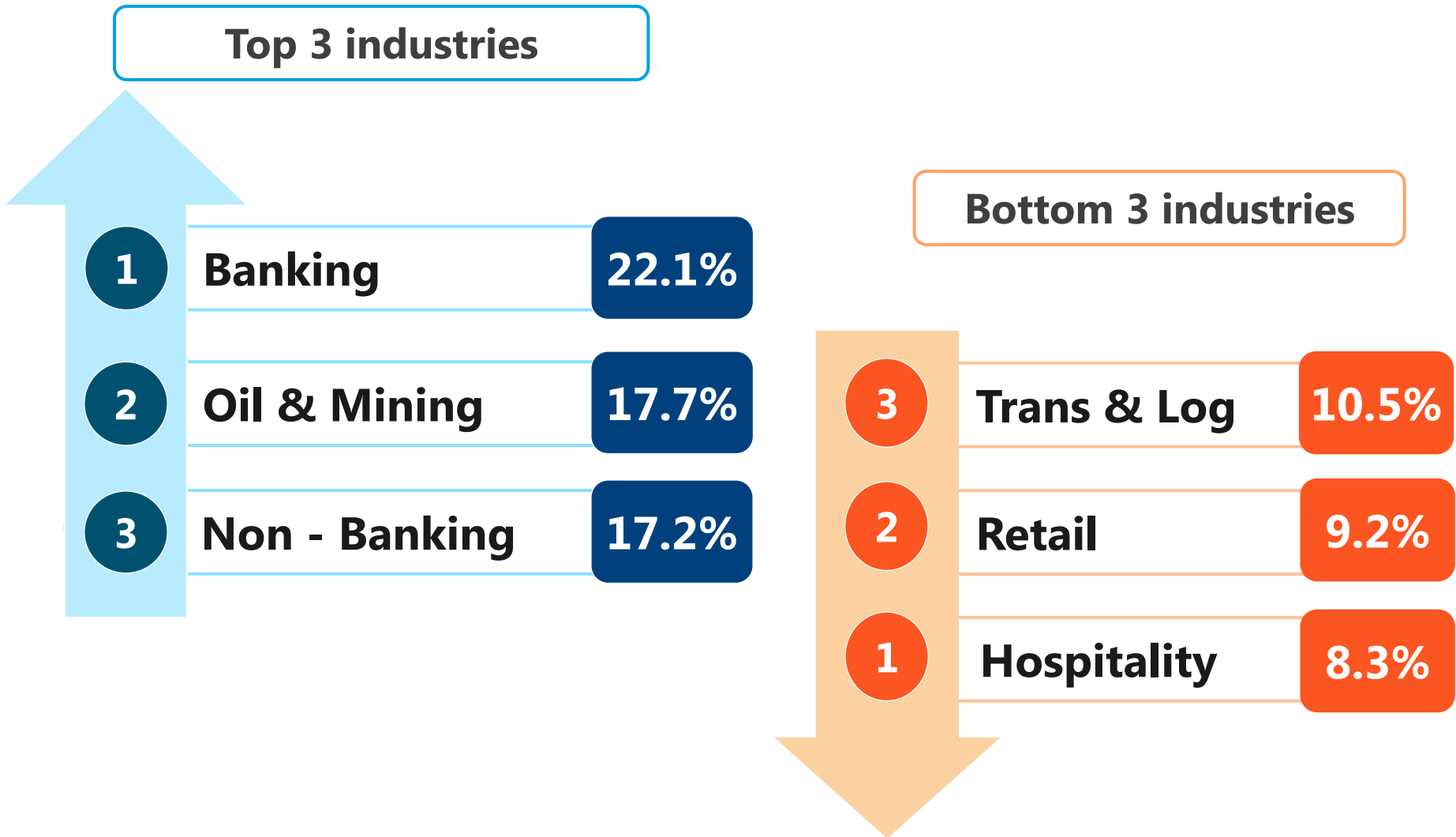


Variable Bonus by Staff Category - Local

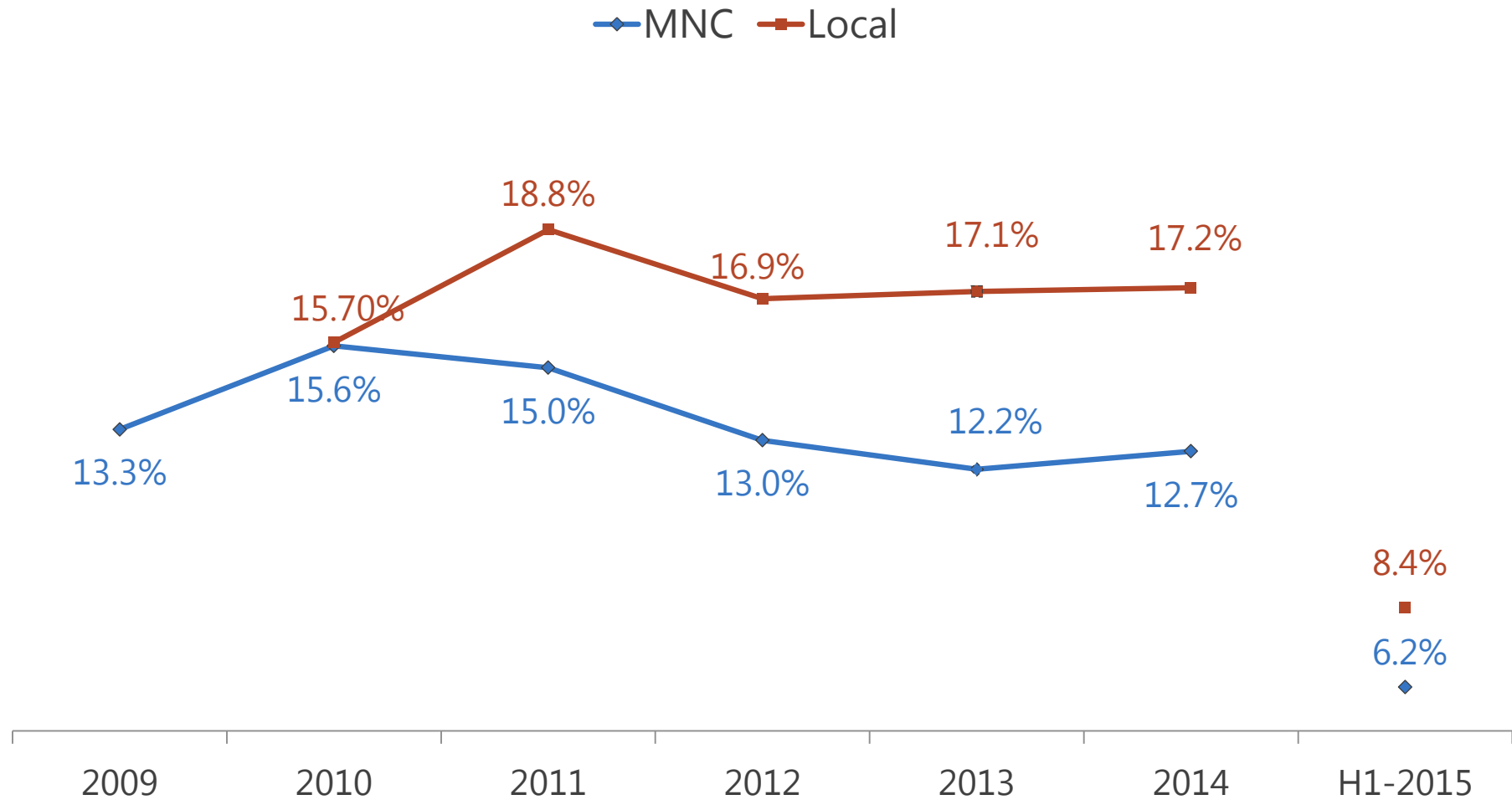


Actual Variable Bonus across Industries – Top 3 & Bottom 3

Banking, Oil & Mining, Non Banking provide higher Variable Bonus compared to others



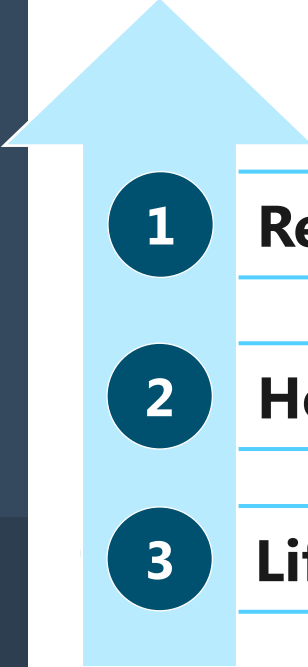
2014 Staff Turnover Trend



Staff Turnover across Industries - MNC

Top 3 & Bottom 3

Top 3 industries



1	Retail	42.1%
2	Hospitality	22.3%
3	Life Sciences	16.7%

Bottom 3 industries



3	Banking	8.8%
2	Trading	8.4%
1	Oil & Mining	6.0%

Hot Jobs in 2015

Sales and Marketing positions are still “hot”

Difficult to Attract



1

**Sales
Management - Manager**

2

**Sales
Professional - Senior**

3

**Marketing
Management - Manager**

Difficult to Retain



1

**Sales
Professional- Experienced**

2

**Sales
Management – Manager**

3

**Marketing
Professional - Senior**

Hiring Intention predicted for next 12 months – MNC

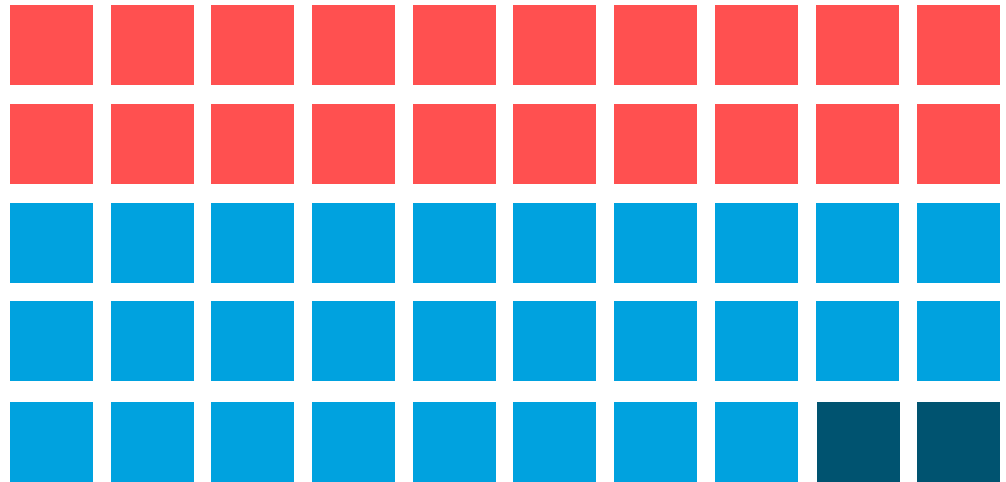
More than half of companies maintain headcount



40%

56%

4%



Recruit to add head count

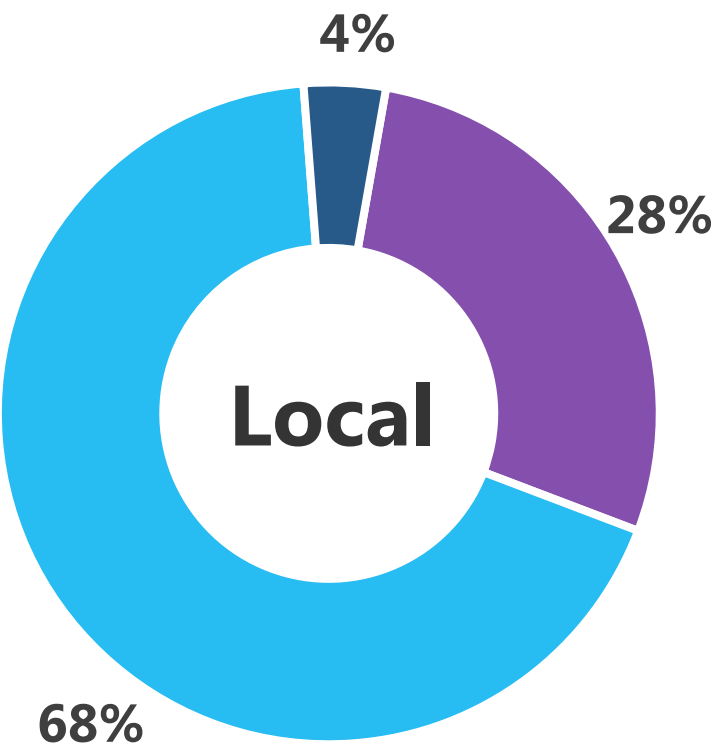
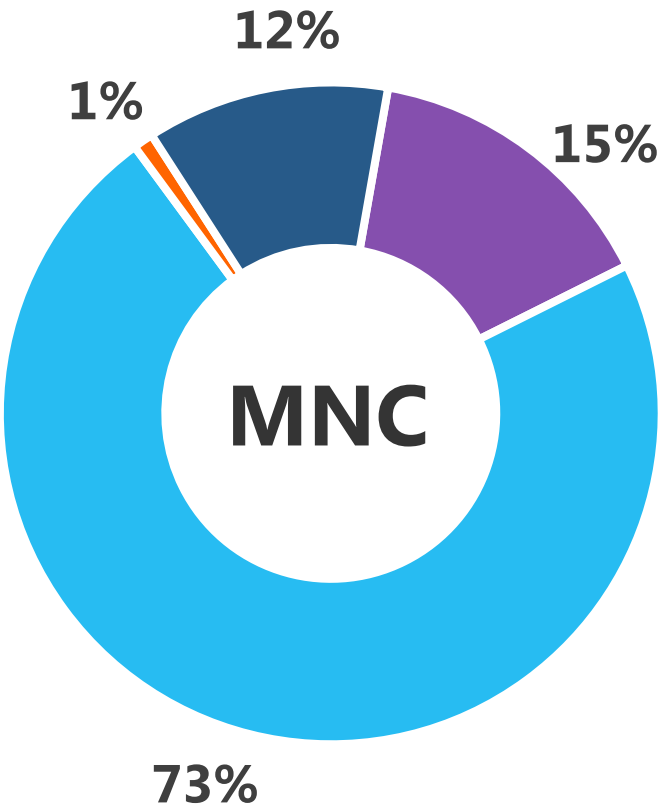


No headcount change



Reduce

Other Compensation Trend - Number of Months Paid



Benefits Survey

Participant Profile

310
Participants

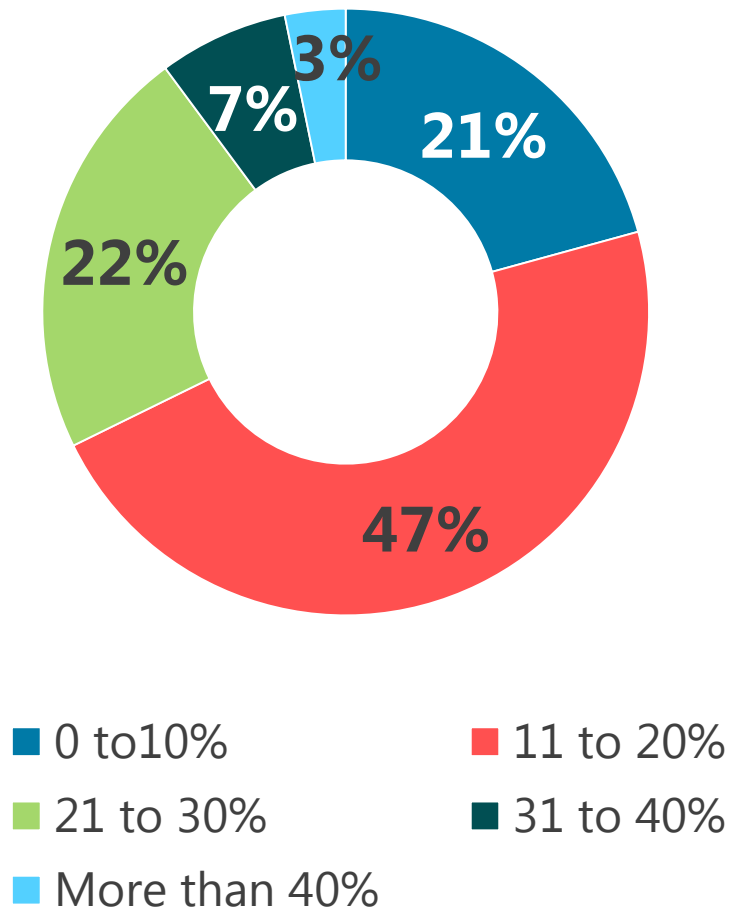
9
Industries

Main Items:

- Working hours
- Telecommuting
- Annual Leave
- Parental Leave
- Dependent Care Support
- Sick & Hospitalization Leave
- Travel Insurance
- Air Travel Policy
- Travel Expenses – Domestic & Overseas
- Health, Accident, Life Insurance
- Medical Check-up
- Car Benefits
- Loans (Car, Housing, Personal)
- Training & Development policy
- Foreign Language Training
- Allowances (transportation, meal, acting , ...)
- Golf club, Recreational club, Fitness club membership
- Long Service Awards
- Outing trip
- Congratulations & Condolences
- Domestic Relocation
- Long-term incentives
- Referral Program
- ... and more

Benefits Survey

Total Benefits expenditure



Frequency of Benefits Review

