

Detailed Findings South Korea—All Respondents



Total Compensation (in South Korean Won)

Compensation	n=	25th percentile	Median	75th percentile	Mean
Salary	177	54,000,000	64,000,000	80,000,000	67,320,228
Total compensation	177	60,000,000	75,000,000	90,480,000	78,902,555

Reported/Expected Change in Total Compensation over Past/Next 12 Months

Past 12 months	n=	Percent	Next 12 months	n=	Percent
Decreased	2	1%	Decrease	2	1%
Remained the same	27	15%	Remain the same	22	12%
Increased less than 1%	9	5%	Increase less than 1%	6	3%
Increased 1% to 2.9%	41	23%	Increase 1% to 2.9%	31	18%
Increased 3% to 3.9%	45	25%	Increase 3% to 3.9%	43	24%
Increased 4% to 4.9%	21	12%	Increase 4% to 4.9%	26	15%
Increased 5% to 6.9%	16	9%	Increase 5% to 6.9%	22	12%
Increased 7% to 9.9%	7	4%	Increase 7% to 9.9%	10	6%
Increased 10% to 14.9%	5	3%	Increase 10% to 14.9%	11	6%
Increased 15% to 19.9%	1	1%	Increase 15% to 19.9%	3	2%
Increased 20% to 24.9%	1	1%	Increase 20% to 24.9%	--	--
Increased 25% to 29.9%	--	--	Increase 25% to 29.9%	--	--
Increased 30% or greater	2	1%	Increase 30% or greater	1	1%

Annualized Salary by Position Description

Position	n=	Percent	25th percentile	Median	75th percentile	Mean
Director of project management office (PMO)	10	6%	72,000,000	88,000,000	100,000,000	90,400,000
Portfolio manager	5	3%	--	--	--	--
Program manager	12	7%	60,000,000	75,963,000	90,000,000	75,610,500
Project manager III	30	17%	60,000,000	71,324,424	80,000,000	74,633,981
Project manager II	28	16%	52,500,000	64,200,000	86,500,000	69,325,235
Project manager I	52	29%	47,353,924	55,000,000	65,000,000	55,782,521
Project management specialist	28	16%	49,000,000	60,850,000	76,500,000	62,953,375
Project management consultant	12	7%	64,000,000	69,000,000	80,500,000	71,464,033

Annualized Salary by Years of Work Experience

Years	n=	Percent	25th percentile	Median	75th percentile	Mean
Less than 3 years	--	--	--	--	--	--
3 to less than 5 years	3	2%	--	--	--	--
5 to less than 10 years	44	25%	43,000,000	50,000,000	56,650,000	50,763,507
10 to less than 15 years	40	23%	53,350,000	60,000,000	69,000,000	61,113,910
15 to less than 20 years	42	24%	62,000,000	70,000,000	83,000,000	72,995,495
20 or more years	48	27%	70,000,000	80,500,000	100,000,000	84,246,688

South Korea—All Respondents

Annualized Salary by Technique Experience

Years	n=	Percent	25th percentile	Median	75th percentile	Mean
<i>Agile/interactive/incremental project management/Scrum</i>						
None	57	43%	48,000,000	60,000,000	76,926,000	62,044,974
1 to 5 years	47	35%	55,858,832	65,000,000	75,000,000	68,025,407
6 years or more	30	22%	60,000,000	71,000,000	100,000,000	77,619,457
<i>Extreme project management</i>						
None	68	49%	48,000,000	60,000,000	71,000,000	61,676,241
1 to 5 years	37	27%	56,300,000	70,000,000	80,000,000	73,926,398
6 years or more	33	24%	60,000,000	68,000,000	81,000,000	72,544,224
<i>Process-based project management</i>						
None	22	15%	45,000,000	53,745,000	68,000,000	57,213,199
1 to 5 years	66	46%	50,000,000	60,000,000	72,000,000	63,864,673
6 years or more	55	38%	61,700,000	75,000,000	92,000,000	76,963,138
<i>Event chain project management</i>						
None	69	53%	48,000,000	60,000,000	75,901,368	63,127,242
1 to 5 years	38	29%	56,300,000	66,700,000	83,367,424	73,922,675
6 years or more	23	18%	60,000,000	66,300,000	80,000,000	67,169,565
<i>Project portfolio management</i>						
None	63	48%	45,000,000	55,858,832	76,926,000	62,085,264
1 to 5 years	44	34%	55,663,500	61,000,000	71,824,424	65,447,471
6 years or more	24	18%	65,000,000	81,900,000	100,000,000	82,670,154
<i>Program management</i>						
None	53	37%	43,873,000	54,000,000	70,000,000	58,771,000
1 to 5 years	47	33%	55,858,832	65,000,000	80,000,000	68,609,134
6 years or more	42	30%	63,000,000	75,000,000	93,406,592	78,269,333
<i>Earned value management</i>						
None	42	30%	50,000,000	61,000,000	78,000,000	64,473,979
1 to 5 years	55	39%	50,000,000	60,000,000	72,000,000	64,650,565
6 years or more	43	31%	60,000,000	67,000,000	90,000,000	73,847,761
<i>Lean project management</i>						
None	57	43%	45,000,000	55,327,000	70,000,000	61,212,939
1 to 5 years	52	39%	55,429,416	65,850,000	78,463,000	69,240,921
6 years or more	25	19%	60,000,000	74,000,000	100,000,000	76,365,781

South Korea—All Respondents

Annualized Salary by Technique Experience (Continued)

Years	n=	Percent	25th percentile	Median	75th percentile	Mean
<i>Critical chain project management</i>						
None	51	37%	48,000,000	60,000,000	75,901,368	62,721,486
1 to 5 years	50	36%	53,490,000	62,500,000	72,000,000	66,625,023
6 years or more	37	27%	60,000,000	72,000,000	85,000,000	73,559,310
<i>Waterfall project management</i>						
None	62	47%	45,000,000	60,000,000	72,000,000	61,603,270
1 to 5 years	43	33%	54,000,000	65,000,000	80,800,000	69,491,212
6 years or more	26	20%	61,700,000	72,000,000	85,000,000	74,949,426
<i>Risk management</i>						
None	26	18%	48,000,000	57,500,000	76,926,000	61,916,385
1 to 5 years	64	44%	50,000,000	60,000,000	70,000,000	61,944,664
6 years or more	55	38%	60,000,000	72,000,000	94,000,000	76,607,070
<i>Change management</i>						
None	38	27%	50,000,000	62,784,200	76,926,000	64,635,698
1 to 5 years	56	40%	49,000,000	58,150,000	71,324,424	61,283,831
6 years or more	47	33%	63,000,000	75,000,000	93,406,592	78,013,240
<i>Resource management</i>						
None	33	24%	45,000,000	60,000,000	72,000,000	60,255,812
1 to 5 years	54	39%	50,000,000	60,000,000	72,000,000	64,942,211
6 years or more	50	36%	60,000,000	73,000,000	92,000,000	75,830,615

Annualized Salary by Years Worked in Project Management

Years	n=	Percent	25th percentile	Median	75th percentile	Mean
Less than 3 years	5	3%	--	--	--	--
3 to less than 5 years	17	10%	48,000,000	55,327,000	60,000,000	54,717,927
5 to less than 10 years	80	45%	50,000,000	60,000,000	67,150,000	60,182,843
10 to less than 15 years	37	21%	65,000,000	72,000,000	90,000,000	78,376,880
15 to less than 20 years	26	15%	63,000,000	75,963,000	92,000,000	76,803,982
20 or more years	12	7%	73,500,000	80,500,000	100,000,000	86,916,667

South Korea—All Respondents

Annualized Salary by Highest Formal Education Level Obtained

Education	n=	Percent	25th percentile	Median	75th percentile	Mean
High school degree	1	1%	--	--	--	--
Some college or associate's degree	2	1%	--	--	--	--
4-year college degree	116	66%	52,000,000	63,000,000	73,500,000	64,998,760
Master's degree	47	27%	52,700,000	70,000,000	88,000,000	71,881,223
Doctoral degree	11	6%	60,000,000	72,000,000	84,000,000	71,181,818

Annualized Salary by Degree in Project Management

Degree	n=	Percent	25th percentile	Median	75th percentile	Mean
Have a degree in PM	32	18%	50,000,000	62,284,200	85,500,000	67,050,538
No degree in PM	144	82%	54,000,000	64,705,272	76,413,680	67,222,660

Annualized Salary by PMP® Status

Status	n=	Percent	25th percentile	Median	75th percentile	Mean
Have a PMP® certification	159	90%	54,000,000	64,410,544	78,000,000	67,245,878
PMP for less than 1 year	2	1%	--	--	--	--
PMP for 1 to less than 5 years	88	56%	50,000,000	57,686,432	69,000,000	59,579,059
PMP for 5 to less than 10 years	46	29%	60,000,000	68,000,000	83,367,424	72,612,329
PMP for 10 to less than 20 years	22	14%	75,000,000	85,500,000	100,000,000	86,635,013
PMP for 20 or more years	--	--	--	--	--	--
Do not have a PMP® certification	18	10%	48,000,000	62,000,000	84,000,000	67,976,985

Annualized Salary by Amount of Training per Year

Days	n=	Percent	25th percentile	Median	75th percentile	Mean
Less than 5 days	36	21%	53,000,000	63,205,272	80,000,000	66,111,950
5 to 9 days	48	28%	50,000,000	60,000,000	73,500,000	65,870,827
10 days or more	86	51%	55,000,000	65,200,000	80,000,000	68,498,260

Annualized Salary by Gender

Gender	n=	Percent	25th percentile	Median	75th percentile	Mean
Male	164	95%	54,000,000	65,000,000	80,000,000	68,005,930
Female	9	5%	--	--	--	--

South Korea—All Respondents

Annualized Salary by Department

Department	n=	Percent	25th percentile	Median	75th percentile	Mean
Administration/ general management	12	7%	47,500,000	59,536,432	71,824,424	64,572,417
Consulting	10	6%	51,000,000	56,745,000	68,000,000	60,319,000
Customer service/ public relations	--	--	--	--	--	--
Engineering	47	27%	50,000,000	63,000,000	80,000,000	65,147,271
Finance	2	1%	--	--	--	--
Human resources	--	--	--	--	--	--
Information technology/ information systems	23	13%	55,858,832	65,000,000	85,000,000	71,211,254
Operations/manufacturing	1	1%	--	--	--	--
Project management department or PMO	51	29%	60,000,000	68,000,000	83,367,424	71,106,012
Quality management	2	1%	--	--	--	--
Research and development	14	8%	54,000,000	60,000,000	72,000,000	61,885,714
Sales/marketing	9	5%	--	--	--	--
Supply chain management/logistics	3	2%	--	--	--	--
Training/education	2	1%	--	--	--	--
Other	1	1%	--	--	--	--

Annualized Salary by Industry

Industry	n=	Percent	25th percentile	Median	75th percentile	Mean
Aerospace	1	1%	--	--	--	--
Business services	5	3%	--	--	--	--
Construction	50	28%	52,000,000	61,000,000	72,000,000	65,131,468
Consulting	3	2%	--	--	--	--
Engineering	43	24%	50,000,000	61,700,000	81,000,000	66,403,602
Financial services	1	1%	--	--	--	--
Food and beverage	1	1%	--	--	--	--
Government	4	2%	--	--	--	--
Healthcare	4	2%	--	--	--	--
Information technology	26	15%	52,700,000	60,000,000	83,000,000	67,033,085
Insurance	1	1%	--	--	--	--
Legal	--	--	--	--	--	--
Manufacturing	19	11%	50,000,000	65,000,000	76,926,000	63,574,526
Pharmaceuticals	--	--	--	--	--	--
Real estate	--	--	--	--	--	--
Resources (agriculture, mining, etc.)	2	1%	--	--	--	--
Telecommunications	6	3%	--	--	--	--
Training/education	2	1%	--	--	--	--
Utility	3	2%	--	--	--	--
Other	6	3%	--	--	--	--

South Korea—All Respondents

Annualized Salary by Type of Project

Project type	n=	Percent	25th percentile	Median	75th percentile	Mean
Business transformation	8	5%	--	--	--	--
Construction	67	38%	51,000,000	60,000,000	80,000,000	66,079,662
Engineering	68	38%	50,000,000	62,134,200	80,400,000	65,605,489
Information technology	36	20%	55,000,000	65,200,000	75,450,688	67,285,006
Manufacturing	19	11%	50,000,000	60,000,000	70,000,000	60,680,214
Operations	7	4%	--	--	--	--
Quality management	15	8%	54,000,000	62,000,000	90,000,000	69,643,257
Regulatory compliance	3	2%	--	--	--	--
Research and development	13	7%	60,000,000	70,000,000	72,000,000	66,461,538
Supply chain management/logistics	10	6%	53,490,000	66,500,000	80,000,000	72,276,429
Other	4	2%	--	--	--	--

Annualized Salary by Number of Employees in Entire Organization

Employees	n=	Percent	25th percentile	Median	75th percentile	Mean
Fewer than 100	18	10%	45,000,000	55,000,000	65,000,000	57,039,325
100-299	19	11%	50,000,000	60,000,000	63,531,428	61,775,338
300- 999	22	12%	42,000,000	64,000,000	80,000,000	63,918,182
1,000 -2,499	32	18%	50,500,000	61,284,200	73,500,000	61,637,270
2,500- 4,999	16	9%	49,000,000	63,500,000	83,500,000	69,501,557
5,000- 9,999	36	20%	60,000,000	65,650,000	92,500,000	74,460,666
10,000 or more	34	19%	64,000,000	70,000,000	88,000,000	74,824,690

Annualized Salary by Average Project Team Size

Team size	n=	Percent	25th percentile	Median	75th percentile	Mean
1-4 people	26	22%	50,400,000	60,000,000	70,000,000	60,793,450
5-9 people	40	34%	59,536,432	68,000,000	79,000,000	68,423,650
10-14 people	19	16%	55,000,000	65,400,000	80,000,000	71,191,987
15-19 people	7	6%	--	--	--	--
20 or more people	27	23%	60,000,000	75,901,368	100,000,000	80,482,326

Annualized Salary by Average Project Budget (in USD)

Budget	n=	Percent	25th percentile	Median	75th percentile	Mean
Less than \$100,000	12	8%	54,500,000	60,000,000	66,000,000	65,866,667
\$100,000-\$499,999	20	13%	53,350,000	60,000,000	65,200,000	60,424,513
\$500,000-\$999,999	27	18%	45,000,000	62,000,000	80,000,000	61,829,630
\$1 million-\$10 million	35	23%	52,000,000	70,000,000	84,000,000	72,104,828
More than \$10 million	59	39%	56,300,000	66,300,000	83,367,424	71,037,772

South Korea—All Respondents

Project Management Career Path Within Organization

	n=	Percent
Yes—Clearly defined/in writing	55	31%
Yes—Informal	71	41%
No	36	21%
Don't know	13	7%

Project Management Career Path Connected to Roles in Upper Management

	n=	Percent
Yes—Clearly defined/in writing	46	38%
Yes—Informal	63	52%
No	3	2%
Don't know	9	7%

Defined Set of Performance Skills for Project Managers Within Organization

	n=	Percent
Yes—Clearly defined/in writing	62	36%
Yes—Informal	70	41%
No	30	18%
Don't know	8	5%

Equities Offered in Past Year by Position Description

	Stock options		Stock (i.e., shares)		Neither	
	n=	Percent	n=	Percent	n=	Percent
Total	5	3%	2	1%	165	96%
Director of project management office (PMO)	1	10%	--	--	9	90%
Portfolio manager	1	20%	--	--	4	80%
Program manager	--	--	--	--	12	100%
Project manager III			--	--	29	100%
Project manager II	2	7%	--	--	25	93%
Project manager I	--	--	1	2%	48	96%
Project management specialist	--	--	--	--	27	100%
Project management consultant	--	--	1	8%	11	92%

Employee Benefits Offered by Position Description

	Company car/allowance		Cell phone usage		Paid life insurance	
	n=	Percent	n=	Percent	n=	Percent
Total	32	19%	58	34%	67	39%
Director of project management office (PMO)	3	30%	5	50%	5	50%
Portfolio manager	1	20%	2	40%	3	60%
Program manager	5	42%	6	50%	9	75%
Project manager III	9	32%	10	36%	7	25%
Project manager II	5	19%	10	37%	9	33%
Project manager I	3	6%	11	22%	20	41%
Project management specialist	6	22%	10	37%	10	37%
Project management consultant	--	--	4	33%	4	33%

South Korea—All Respondents

Mean Number of Vacation Days by Position Description

	After 1 year		After 10 years	
	n=	Mean	n=	Mean
Total	163	13.9	137	21.9
Director of project management office (PMO)	10	12.7	7	19.0
Portfolio manager	4	16.0	3	28.0
Program manager	11	16.6	11	22.9
Project manager III	29	14.0	24	22.0
Project manager II	24	13.0	20	20.4
Project manager I	46	12.5	40	21.3
Project management specialist	27	16.2	22	22.2
Project management consultant	12	13.3	10	25.1

Pension Plans Offered by Position Description

	Defined benefit plans		Defined contribution plans		Other pension plans	
	n=	Percent	n=	Percent	n=	Percent
Total	82	48%	32	19%	19	11%
Director of project management office (PMO)	5	56%	--	--	1	11%
Portfolio manager	2	40%	2	40%	--	--
Program manager	7	58%	4	33%	2	17%
Project manager III	10	33%	8	27%	6	20%
Project manager II	12	44%	3	11%	4	15%
Project manager I	25	52%	8	17%	1	2%
Project management specialist	16	59%	3	11%	3	11%
Project management consultant	5	42%	4	33%	2	17%

Mean Hours Worked by Position Description

	Hours expected		Actual hours worked	
	n=	Mean	n=	Mean
Total	173	40.6	172	49.4
Director of project management office (PMO)	10	40.5	10	48.1
Portfolio manager	5	40.0	5	46.6
Program manager	12	41.9	12	53.2
Project manager III	30	40.8	30	50.6
Project manager II	27	40.2	27	48.5
Project manager I	49	40.9	48	50.5
Project management specialist	28	39.9	28	47.7
Project management consultant	12	41.3	12	46.6

South Korea—All Respondents

Annualized Salary by Position Description—Self-Employed Only

Position	n=	Percent	25th percentile	Median	75th percentile	Mean
Director of project management office (PMO)	--	--	--	--	--	--
Portfolio manager	--	--	--	--	--	--
Program manager	2	12%	--	--	--	--
Project manager III	4	24%	--	--	--	--
Project manager II	3	18%	--	--	--	--
Project manager I	5	29%	--	--	--	--
Project management specialist	3	18%	--	--	--	--
Project management consultant	--	--	--	--	--	--

Annualized Salary by Position Description—Excluding Self-Employed

Position	n=	Percent	25th percentile	Median	75th percentile	Mean
Director of project management office (PMO)	10	6%	72,000,000	88,000,000	100,000,000	90,400,000
Portfolio manager	5	3%	--	--	--	--
Program manager	10	6%	60,000,000	69,500,000	85,000,000	71,732,600
Project manager III	26	16%	60,000,000	71,324,424	80,000,000	72,964,822
Project manager II	25	16%	54,000,000	70,000,000	90,000,000	71,924,264
Project manager I	47	29%	44,877,760	54,000,000	64,000,000	55,121,087
Project management specialist	25	16%	50,000,000	61,700,000	81,000,000	63,507,780
Project management consultant	12	8%	64,000,000	69,000,000	80,500,000	71,464,033