



HR MARKET INTELLIGENCE

2020 October Release

ALL-INDUSTRY

Sample Report for Illustration Only

BACKGROUND

The coronavirus pandemic has posed significant challenges for the world's economy. With the large-scale restrictions of economic activities and heightened uncertainties, companies are concerned towards the global recovery and thus their 2021 salary increase budget planning.

According to our another recent survey, namely the 2021 Pay Increase Budget Sentiment for Asia Pacific, the top 3 influential factors for determining the upcoming budget are 1) Global/ Regional Business Performance, 2) Local Business Performance, and 3) Market Pay Increase Rate. While the global economy recovery will largely depend on countries' ability to contain and mitigate the impact of coronavirus, Comptify has launched this HR Market Intelligence Survey to serve as a barometer for the plan of 2021, covering the Pay Increase, Employee Turnover and Manpower Tension.

PAY INCREASE BUDGET PLANNING

No doubt that 2020 is a tough year for many of us. Many companies had held back their budget for 2020 salary increase. Though the outlook for 2021 could be more positive, companies in general are still conservative towards their 2021 budget planning in comparing to the past few years.

Based on the survey result, in general, for companies with pay freeze (0% salary increase) in 2020, their 2021 budget are slightly higher than those with pay increase (> 0%) in 2020, which may be showing a good sign for the 2021 situation. However, there still a small portion of companies indicated that they would continue to have pay freeze in 2021.

REPORT USAGE

While every effort was made to ensure that the information published in this report was timely and reflective of market situations, there can be no guarantee that such information is reflective as of the date it is received or that it will continue to be reflective in the future due to the continuously changing external environment.

While this report may serve as an effective market guide, we strongly recommend that it should be used along with internal/external professional opinions and other information to ensure the data is interpreted correctly.

PAY INCREASE FY2020 ACTUAL (EXCLUDING ZEROS WITH PAY FREEZE)

LOCATION	# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	MERIT INCREASE (%)				PROMOTION & SPECIAL (%)				TOTAL PAY INCREASE (%)			
			P25	P50	P75	AVG	P25	P50	P75	AVG	P25	P50	P75	AVG
Australia	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
China	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Hong Kong	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
India	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Indonesia	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Japan	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Malaysia	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Singapore	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
South Korea	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Taiwan	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Thailand	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%

PAY INCREASE FY2021 FORECAST (EXCLUDING ZEROS WITH PAY FREEZE)

LOCATION	# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	MERIT INCREASE (%)				PROMOTION & SPECIAL (%)				TOTAL PAY INCREASE (%)			
			P25	P50	P75	AVG	P25	P50	P75	AVG	P25	P50	P75	AVG
Australia	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
China	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Hong Kong	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
India	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Indonesia	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Japan	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Malaysia	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Singapore	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
South Korea	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Taiwan	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%
Thailand	50	10.0%	3.0%	3.0%	3.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.5%	3.5%	3.5%	3.5%

*Result will be based on your data contribution.

ATTRITION RATE (2019 JULY - 2020 JUNE)

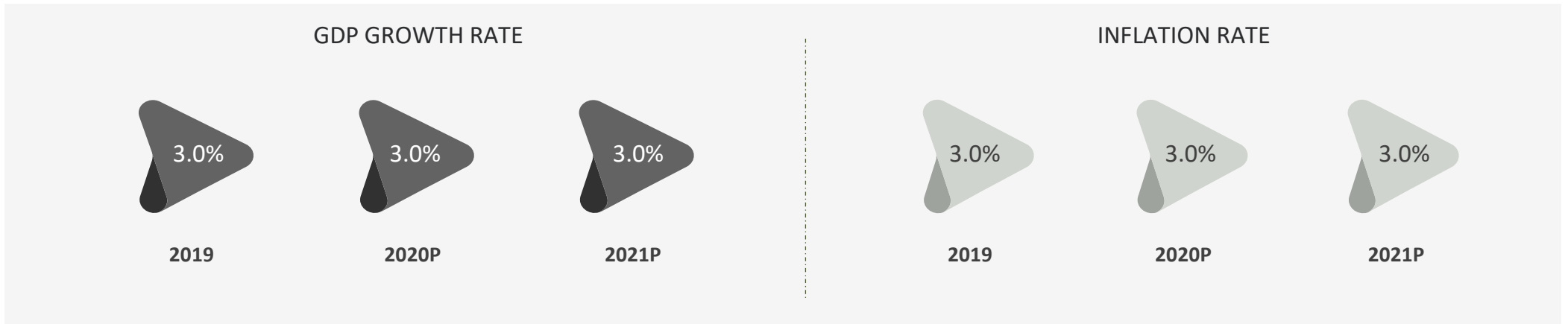
LOCATION	# OF SAMPLE	VOLUNTARY ATTRITION (%)						INVOLUNTARY ATTRITION (%)					
		OVERALL		SALES (AVG)		NON-SALES (AVG)		OVERALL		SALES (AVG)		NON-SALES (AVG)	
		P50	AVG	MGMT	GENERAL	MGMT	GENERAL	P50	AVG.	MGMT	GENERAL	MGMT	GENERAL
Australia	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
China	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Hong Kong	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
India	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Indonesia	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Japan	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Malaysia	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Singapore	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
South Korea	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Taiwan	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Thailand	50	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%

FY2021 MANPOWER TENSION (HEADCOUNT MOVEMENT)

LOCATION	# OF SAMPLE	UPSIZING		MAINTAINING		DOWNSIZING	
		% OF COMPANIES	MOVEMENT (%) AVG.	% OF COMPANIES	MOVEMENT (%) AVG.	% OF COMPANIES	MOVEMENT (%) AVG.
Australia	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
China	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Hong Kong	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
India	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Indonesia	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Japan	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Malaysia	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Singapore	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
South Korea	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Taiwan	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%
Thailand	50	25.0%	+10.0%	50.0%	-	25.0%	-10.0%

*Result will be based on your data contribution.

ECONOMICS TRENDS



NOTE: P = PROJECTION FIGURES

PAY INCREASE - FY2020 & FY2021

ALL-INDUSTRY	FY2020 ACTUAL						FY2021 FORECAST					
	# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)				# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)			
			P25	P50	P75	AVG			P25	P50	P75	AVG
MERIT INCREASE	50	10.0%	3.0%	3.0%	3.0%	3.0%	50	10.0%	3.0%	3.0%	3.0%	3.0%
PROMOTION & SPECIAL	-	-	0.5%	0.5%	0.5%	0.5%	-	-	0.5%	0.5%	0.5%	0.5%
TOTAL PAY INCREASE	-	-	3.5%	3.5%	3.5%	3.5%	-	-	3.5%	3.5%	3.5%	3.5%

PAY INCREASE - BY COVID-19 BUSINESS IMPACT

SAMPLE ONLY

REMAIN INTACT/ROBUST

ALL-INDUSTRY	FY2020 ACTUAL						FY2021 FORECAST					
	# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)				# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)			
			P25	P50	P75	AVG.			P25	P50	P75	AVG.
MERIT INCREASE	50	10.0%	3.0%	3.0%	3.0%	3.0%	50	10.0%	3.0%	3.0%	3.0%	3.0%
TOTAL PAY INCREASE	-	-	3.5%	3.5%	3.5%	3.5%	-	-	3.5%	3.5%	3.5%	3.5%

MODERATELY AFFECTED

ALL-INDUSTRY	FY2020 ACTUAL						FY2021 FORECAST					
	# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)				# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)			
			P25	P50	P75	AVG.			P25	P50	P75	AVG.
MERIT INCREASE	50	10.0%	3.0%	3.0%	3.0%	3.0%	50	10.0%	3.0%	3.0%	3.0%	3.0%
TOTAL PAY INCREASE	-	-	3.5%	3.5%	3.5%	3.5%	-	-	3.5%	3.5%	3.5%	3.5%

SEVERELY AFFECTED

ALL-INDUSTRY	FY2020 ACTUAL						FY2021 FORECAST					
	# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)				# OF SAMPLE	% OF COMPANIES WITH PAY FREEZE	PAY INCREASE % (EXCLUDING ZEROS)			
			P25	P50	P75	AVG.			P25	P50	P75	AVG.
MERIT INCREASE	50	10.0%	3.0%	3.0%	3.0%	3.0%	50	10.0%	3.0%	3.0%	3.0%	3.0%
TOTAL PAY INCREASE	-	-	3.5%	3.5%	3.5%	3.5%	-	-	3.5%	3.5%	3.5%	3.5%

NOTE:
 DEGREE OF BUSINESS IMPACT BY COVID-19 - ESTIMATED BY REFERRING TO THE USUAL BUSINESS METRICS E.G. REVENUE, PROFIT, SHIPMENT VOLUME, ETC.

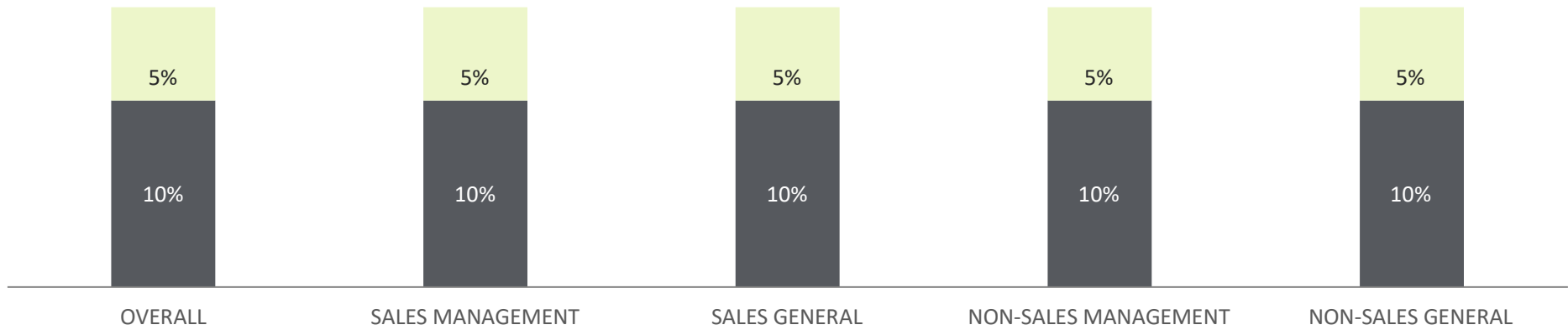
SAMPLE ONLY

AVERAGE ATTRITION RATE (2019 JULY - 2020 JUNE)

OF SAMPLE = 50

■ VOLUNTARY ATTRITION (%)

■ INVOLUNTARY ATTRITION (%)

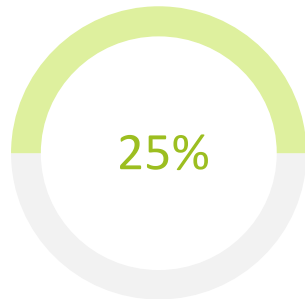


FY2021 MANPOWER TENSION

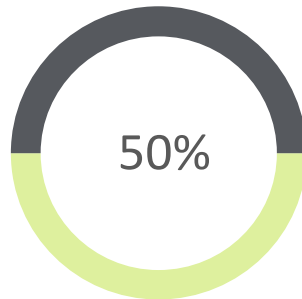
OF SAMPLE = 50

HEADCOUNT MOVEMENT

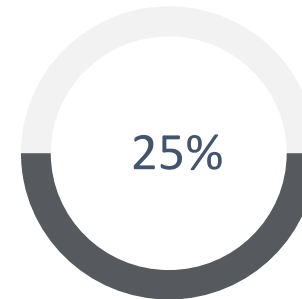
MARKET AVERAGE = +10.0%



% CO. WITH HEADCOUNT INCREASE



% CO. WITH HEADCOUNT MAINTAIN



% CO. WITH HEADCOUNT DECREASE

HEADCOUNT MOVEMENT

MARKET AVERAGE = -10.0%



DEFINITION OF TERMS

SAMPLE ONLY

PAY INCREASE

Merit Increase

Salary increase with consideration of individual performance

Promo Increase

Salary increase for promotion and special market/internal conditions (e.g. for the purpose of market catch-up, internal equity)

Total Increase

Total salary increase which is equivalent to Merit Increase plus Promo Increase

ATTRITION RATE

Sales

Referring to front-end position directly involved in sales activities

Non-Sales

Referring to back-end position not directly involved in sales activities

Managerial

Referring to managerial positions (e.g. company/function heads, senior managers and middle managers)

General

Referring to all the positions below managerial level

MANPOWER TENDENCY

Upsizing

A forward look of manpower increase based on company's planning

Maintaining

A forward look of no increase/decrease in manpower based on company's planning

Downsizing

A forward look of manpower decrease based on company's planning

DATA HANDLING

1. Pay Increase was denoted as the budget as percentage of total salary cost excluding vacant positions
2. Merit Pay Increase and Total Pay Increase did not include companies exercising pay freeze
3. Total Pay Increase did not take into account companies without promo & special pay adjustments budget
4. Economic Indicators (GDP Growth & Inflation) – Weighted results of available data from IMF, World Bank, United Nations, Asian Development Bank and government statistics

DATA SOURCE

Unless otherwise specified, all the data shown in graphs and tables in this report were collected, compiled and/or created by Comptify. The forecast figures in this report were the aggregated result of market survey(s) and Comptify's proprietary predictive model with consideration of market situations.

Companies should consider multiple factors and individual circumstance, apart from figures in this report, for every future budgeting and/or planning.

STATISTICAL AGGREGATION

For the purposes of this report, median (P50) and average (Avg) were provided where there were three observations or more. Interquartile ranges (P25 & P75) were provided where there were five observations or more.



Being an independent management and rewards consulting firm, Comptify Analytics ("Comptify") renders a wide range of services and insights for Asia Pacific, aiming at advancing and re-shaping the professional space through HRTech – Big data and applied technology. We work regularly to support clients on HR analytics and process automation ranging from listed companies to multinational corporations round the globe.

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