

**C&B Professionals Club  
HR SHARE Club**

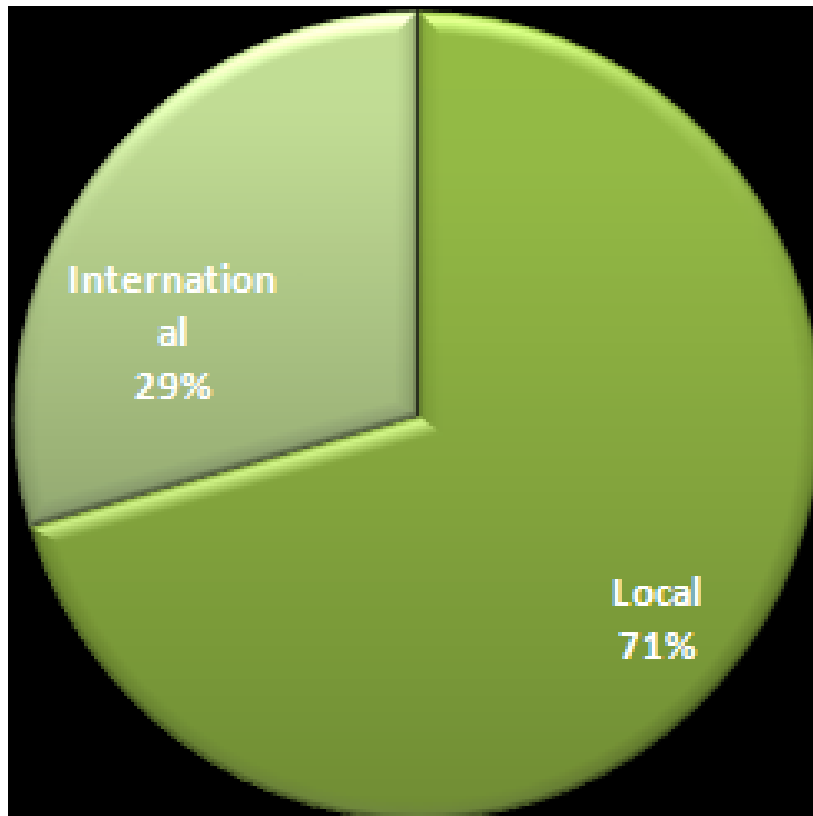
**Annual Salary Increase and HR  
Budget Plan Survey 2019-20  
Oct 2019**

This survey is conducted by The CENTER HR to provide relevant compensation information for club members and HR professional respondents. We would like to thank all the 17 company respondents for filling in this survey.

# Participants' Profile

There are 17 company respondents filling in this survey. They come from different investment types of companies and sectors.

## ■ By Investment Source

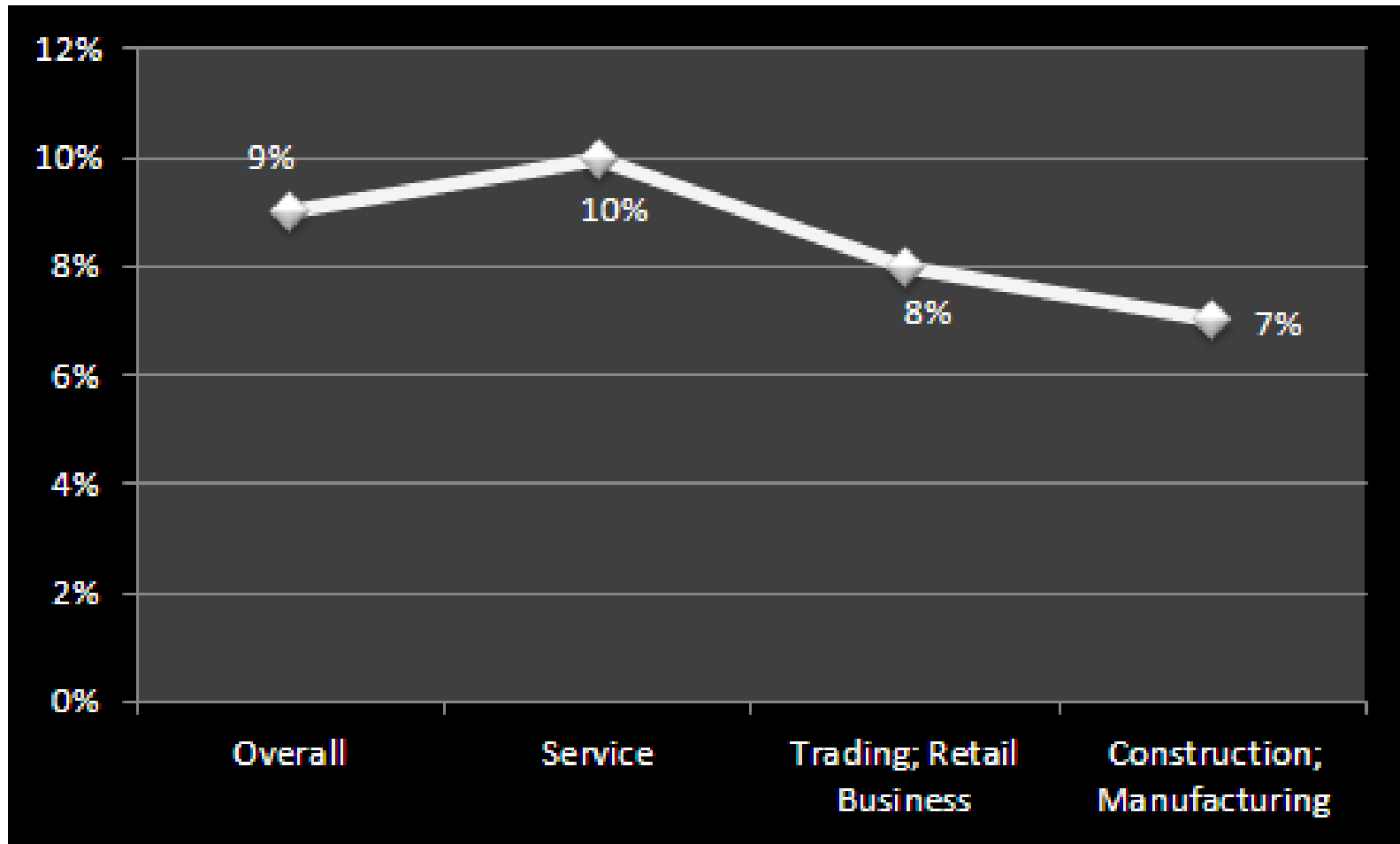


## ■ By industry

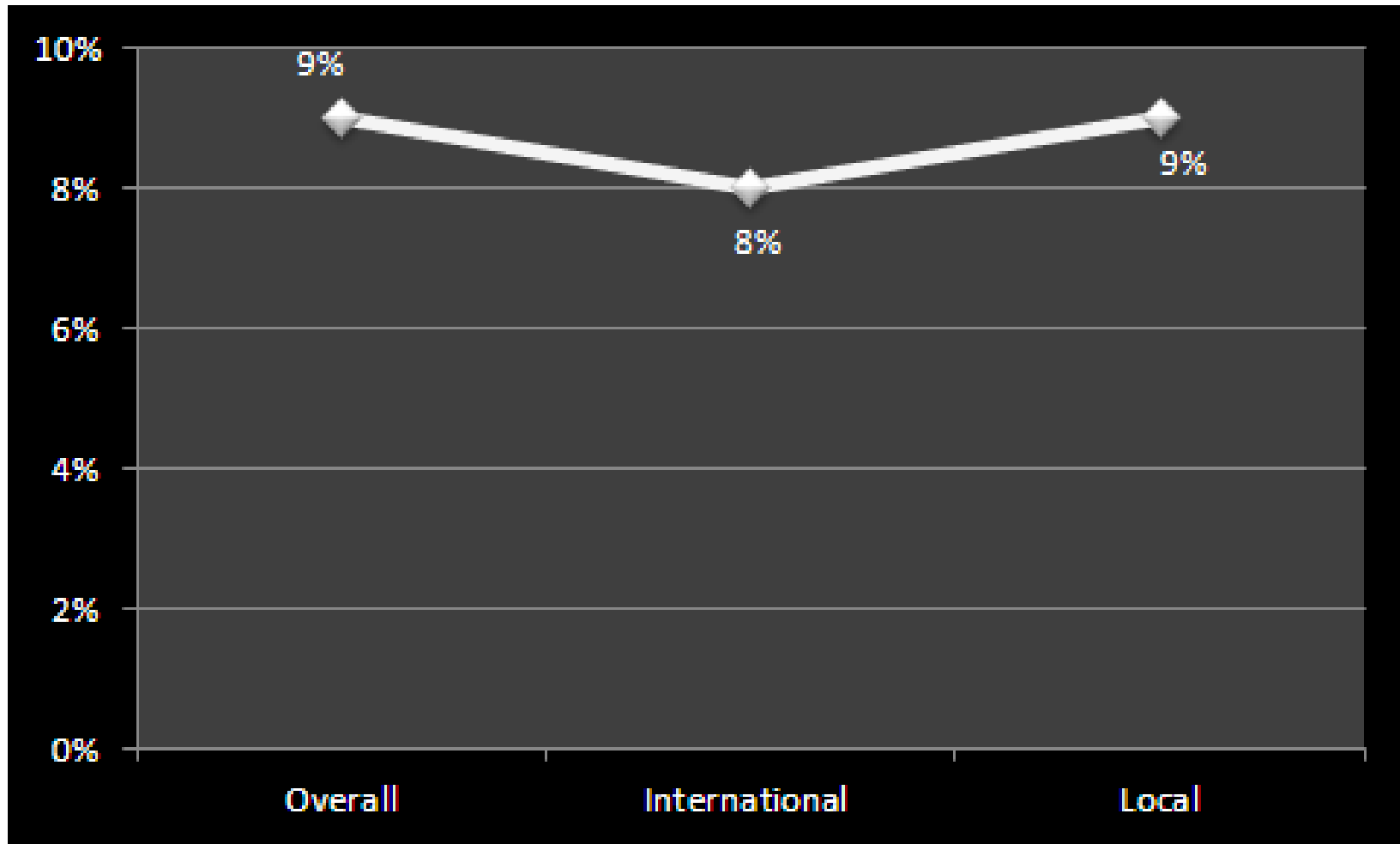


# Salary increase 2020 P – by Sector

Average annual salary increase by sectors.

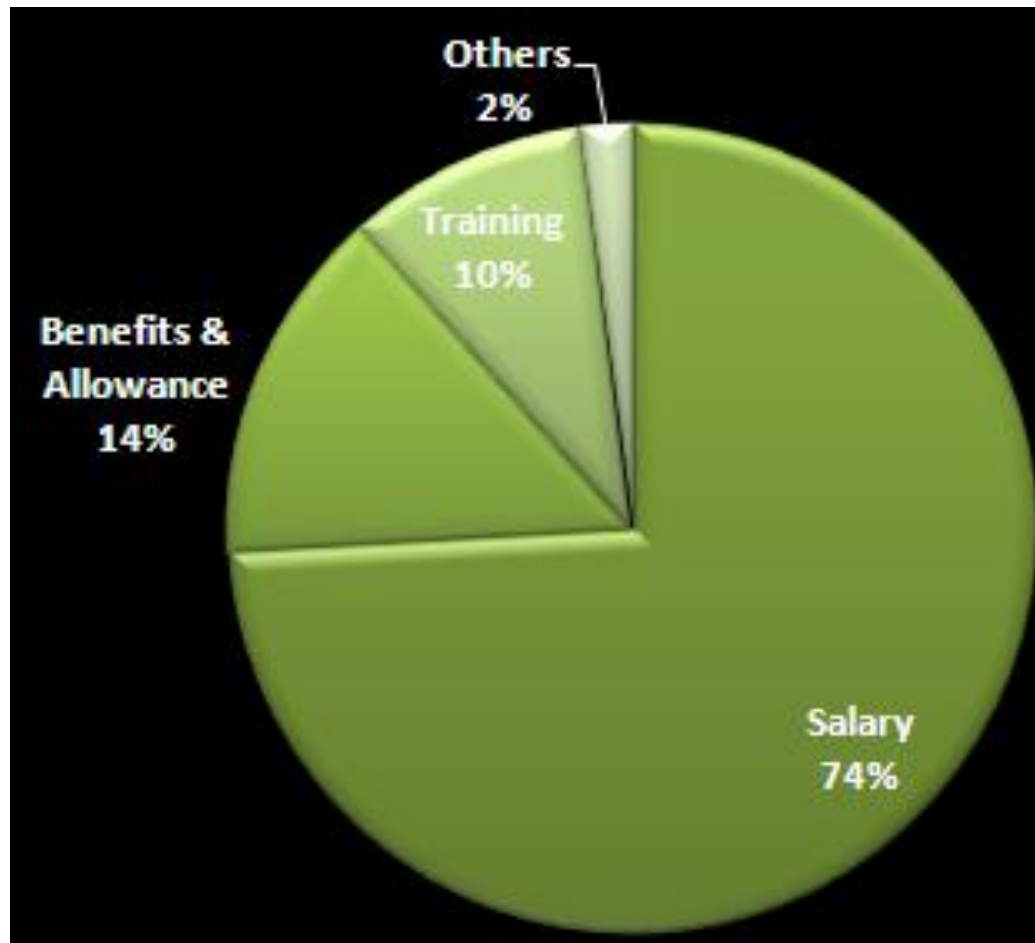


# Salary Increase 2020 P – by Source of Investment



# Total HR Budget 2020 P

Average components of HR budget plan for 2020.



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# Average Bonus Paid 2020 P

Average bonus is paid at average of 1.3 months

# Staff Turnover Rate 2019

Staff Turnover	Min	Max	Average
Rate	4%	30%	14%

# Thank You



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