



# Salary Budget Planning Report

## Custom Peer Group Analysis

### Asia Pacific

2020 - Quarter 4 Edition

**SAMPLE**



# Sample Country

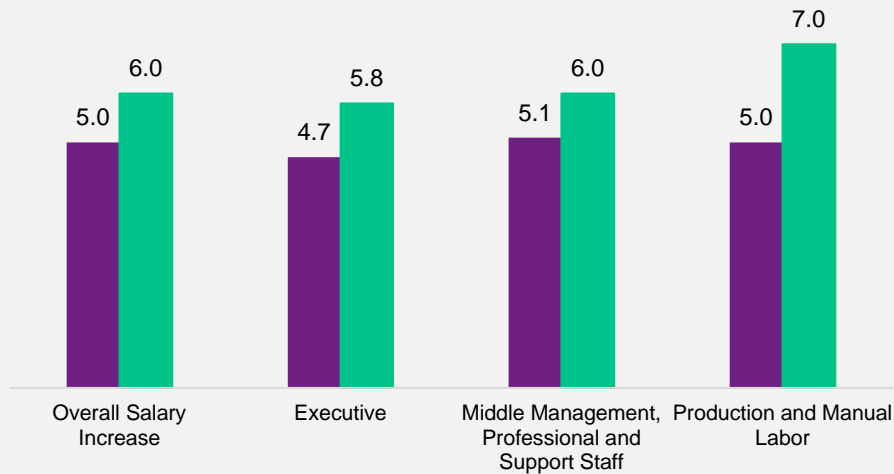
## Industry X

### Salary Budget Planning Data



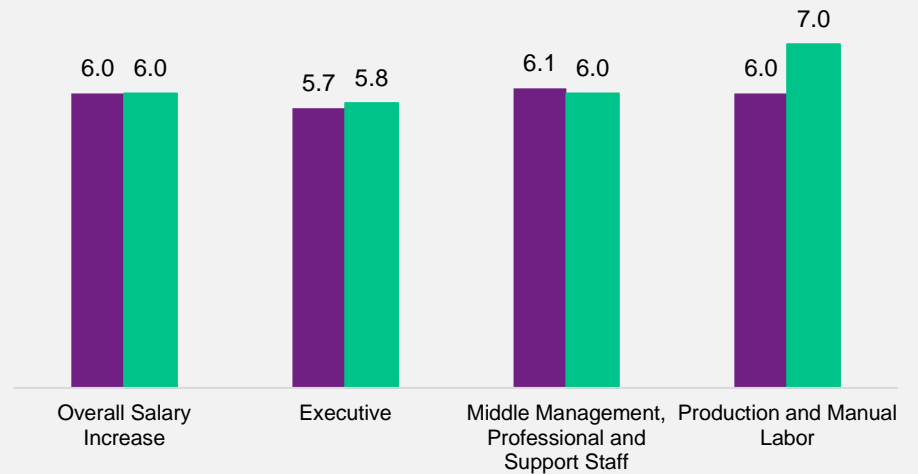
#### 2020-2021 Salary Budget Increase Overall by Employee Group Including Salary Freezes (Median)

■ 2020 Actual ■ 2021 Forecast



#### 2020-2021 Salary Budget Increase Overall by Employee Group Excluding Salary Freezes (Median)

■ 2020 Actual ■ 2021 Forecast



Employee Group	2020 Actual			2021 Forecast			Difference
	P25	P50	P75	P25	P50	P75	P50
Overall Salary Increase (including Salary Freezes)	--	--	--	--	--	--	--
Overall Salary Increase (excluding Salary Freezes)	--	--	--	--	--	--	--
Executive (including Salary Freezes)	--	--	--	--	--	--	--
Executive (excluding Salary Freezes)	--	--	--	--	--	--	--
Middle Management, Professional and Support Staff (including Salary Freezes)	--	--	--	--	--	--	--
Middle Management, Professional and Support Staff (excluding Salary Freezes)	--	--	--	--	--	--	--
Production and Manual Labor (including Salary Freezes)	--	--	--	--	--	--	--
Production and Manual Labor (excluding Salary Freezes)	--	--	--	--	--	--	--

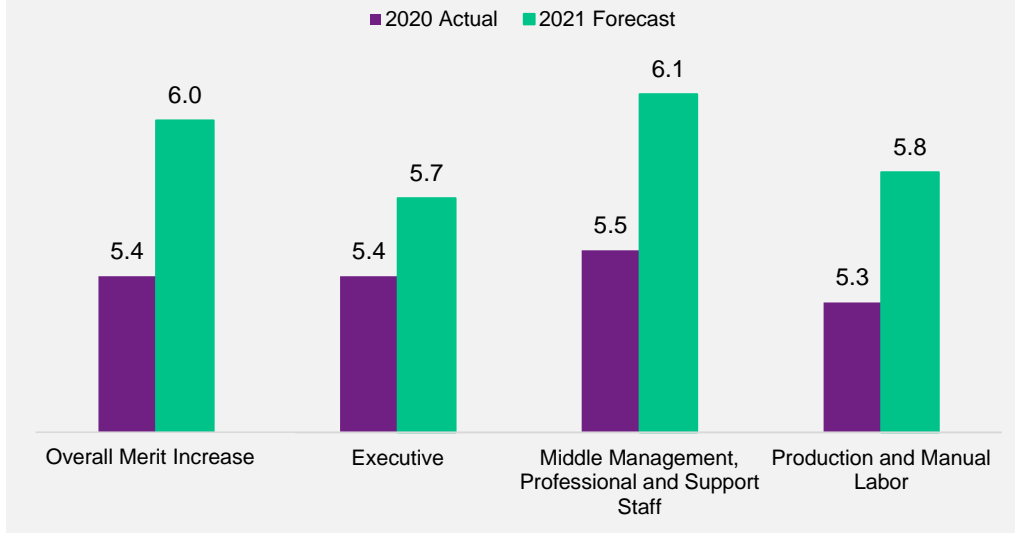
# Sample Country

Industry X

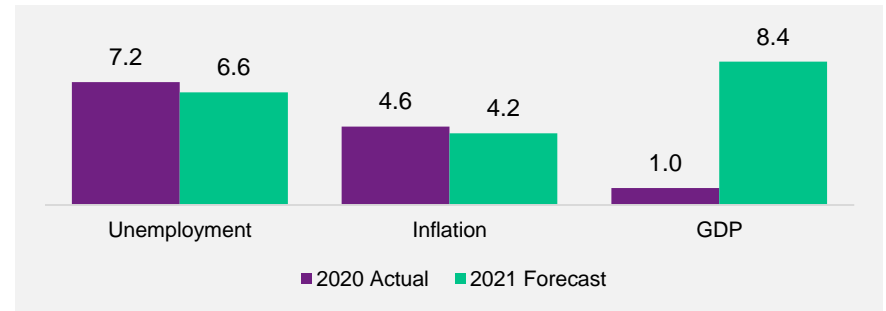
Salary Budget Planning Data



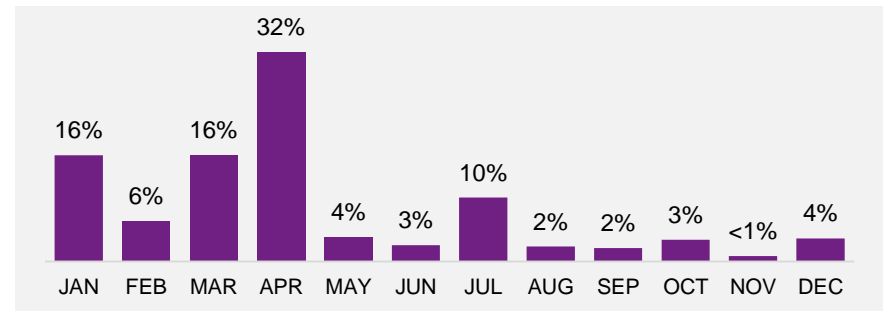
## 2020-2021 Merit Only Increase Overall by Employee Group Excluding Salary Freezes (Median)



## Key Economic Data

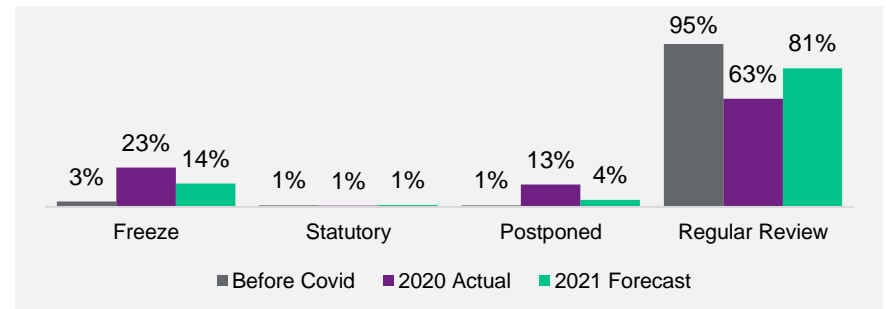


## Most Prevalent Salary Review Month



Employee Group	2020 Actual			2021 Forecast			Difference
	P25	P50	P75	P25	P50	P75	P50
Overall Merit Increase	--	--	--	--	--	--	--
Executive	--	--	--	--	--	--	--
Middle Management, Professional and Support Staff	--	--	--	--	--	--	--
Production and Manual Labor	--	--	--	--	--	--	--

## Salary Review Status



# Sample Country

Industry X

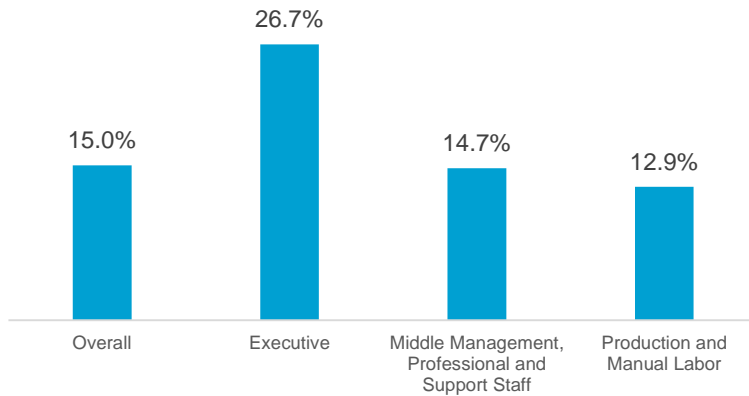
Salary Budget Planning Data

## Business Outlook

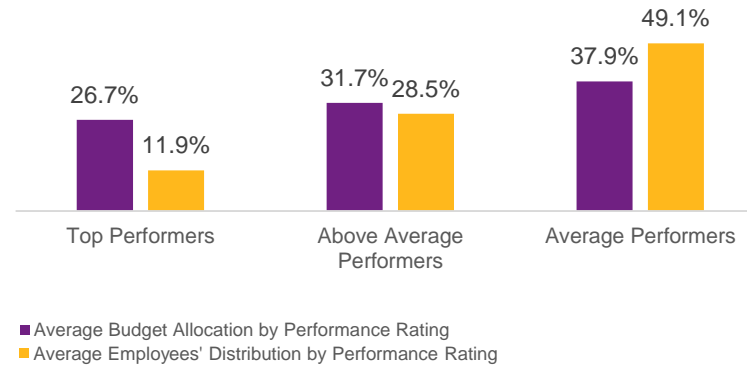


## Variable Pay

Projected 2021 Payout for 2020 Performance Year, median

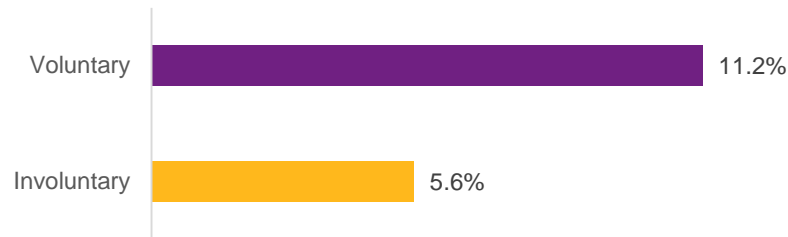


## Salary Increase Budget Allocation by Performance Rating



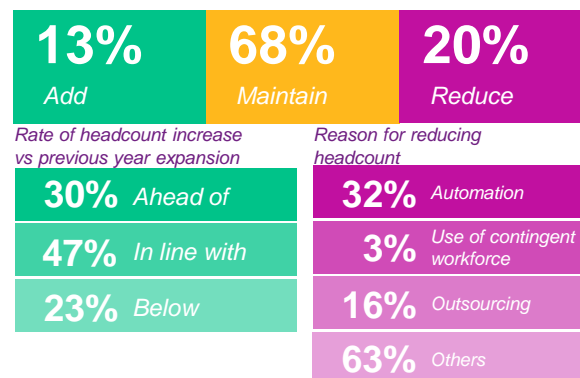
## Attrition

Average attrition in the past 12 months



## Recruitment

Recruitment plan in the next 12 months



Top three functions for recruitment in the next 12 months

- 1 Sales (64%)
- 2 Technical Skilled Trades (41%)
- 3 Information Technology (38%)
4. Engineering (33%)
5. Marketing (33%)
6. Finance (8%)