

# Asia Pacific supply chain management industry



# Supply chain management industry

Increasing complexity and changes to the ecosystem of the flow of goods and services makes it a time of tremendous transformation for the supply chain management. Now more than ever, it is important for organizations to manage the whole supply chain, from sourcing, manufacturing, retail and address the impacts head on with up-to-date remuneration data and HR insights to navigate through the new normal.

## Make relevant compensation and benefits decisions with the right provider.

Mercer's APAC Supply Chain Management Survey (SCMS) provides consistent, accurate and high quality data that is industry specific, to help organizations stay ahead of compensation and benefits information in the market.



## Wide range

of participants from fashion, apparel, footwear, hypermarket/ supermarket, electronics and more!\*

### 1500+\*

organizations

## 15 locations

across APAC

### 1170+\*

groups

### 5000+\*

jobs at all levels

### 1,030,000+\*

incumbents

# Survey features



## Base salary

Monthly base salary (gross before tax),  
Number of months guaranteed per year.



## Fixed cash allowance

Shift, meal, mobile phone, car, transportation, housing and others.



## Short term incentives

Variable bonus, incentives, sales, commissions and others.



## Long term incentives

Stock options, share options, restricted share units, long term cash and others.

## Over 800 specializations in 20 job families

Including the supply chain vertical from design, sourcing, production, logistics to retail, such as creative & design, e-commerce, engineering and science, material sourcing, environmental sustainability, vendor compliance, manufacturing production planning and control, quality management, product commercialization and retail.

**Online data submission** via [Mercer Data Connector](#) – our innovative, award winning application that streamlines, simplifies, and modernizes the submission process.

[Find out more](#) how it will benefit you!

## APAC policy and practices data

A summary of organizations' remuneration policies, including benefits.

## Online results delivery

Customizable data cuts and comparison across geographies on Mercer WIN platform

## HR insights and more

Reliable data and insights you need for business critical decisions and future workforce planning – an extensive database for you to create, design, and evaluate pay and benefit strategies to attract the right talent, mitigate turnover, develop incentive structures and succession plans.

## Product types



Accessory, jewelry and watches



Electronics



Food and beverages



Toys



Beauty



Household essentials



Fashion



Multi products

## Locations covered

- Bangladesh
- Cambodia
- China
- Hong Kong
- India
- Indonesia
- Malaysia
- Pakistan
- Philippines
- Singapore
- South Korea
- Taiwan
- Thailand
- Turkiye
- Vietnam

# Survey entitlements

As survey participants, you get access to:



## SCMS database and results

2 user access to SCMS database online via Mercer WIN with customized functions



## Survey overview report

Information on market pay, economic indicators, as well as a summary of political and labor trends



## Actual market data

Market analysis comparison by different segments



## Market regressed data

Analysis by position class, Mercer's International Position Evaluation (IPE) methodology



## Round-table Conference

2 seats at the Supply Chain Management Survey (SCMS) Regional Meeting



## Supply chain management survey pricing

China: **USD 3,810**      Other locations: **USD 2,730**

Get in touch with us:

## Survey timelines

Location	Participation deadline	Report delivery
China	June	October
Malaysia		
Pakistan		
Taiwan		
Thailand		
Vietnam		
Cambodia	June	November
Indonesia		
Philippines		
Singapore		
Turkiye		
Bangladesh	July	October
Hong Kong		
South Korea		November
India	August	

## Supply chain management survey timeline

**February 2023**

Survey participation opens

**March 2023**

H1 SCM market intelligence survey

**May 2023**

SCM regional pre-survey meeting

**July 2023**

Survey submission deadline

**July - November 2023**

Data validation and analysis

**October 2023**

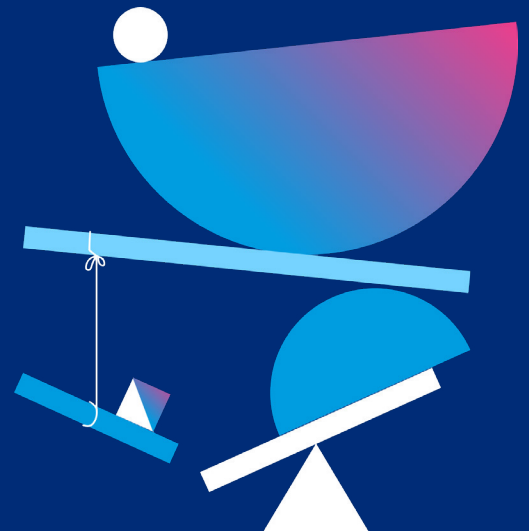
H2 SCM market intelligence survey

**October - November 2023**

SCMS report delivery

**December 2023**

SCM regional post survey meeting



## Contact

If you have any questions about what is needed, please contact:

### **Alanis Hon**

Industry Lead  
+852 2301 7594  
[alanis.hon@mercer.com](mailto:alanis.hon@mercer.com)

### **Cherry Luk**

Industry Consultant  
+852 2301 7598  
[cherry.luk@mercer.com](mailto:cherry.luk@mercer.com)

### **Gurudath Shenoy**

Industry Consultant  
+91 80 4185 7785  
[gurudath.shenoy@mercer.com](mailto:gurudath.shenoy@mercer.com)