

2024 Asia Pacific High Tech Total Remuneration Database (TRD)





**Want to upgrade your
compensation strategy?**

Find the right solution with Mercer High Tech Compensation Survey



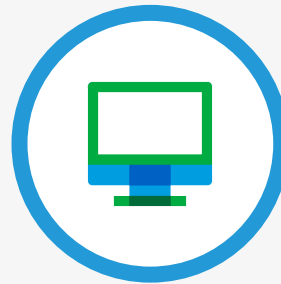
up to
13 markets
in APAC



information based on
close to
4 million incumbents



more than
2,000 organizations surveyed



survey delivered
online through
Mercer WIN®



Visit [TRD website](#) for more details



Consider these questions ...

- Are you easily able to source data and compare your company's compensation and benefits against competitors?
- Does your pay strategy ensure external competitiveness whilst maintaining internal equity?
- Are you able to generate instant and fully customised comparisons of your organization against the market?

Obtain the right solution

Be part of Mercer's High Tech Total Remuneration Database and get access to reliable, up-to-date trends on pay and benefits intelligence to ensure your reward packages remain cost effective and competitive in the marketplace.

Overview

The survey consists of executive and non-executive compensation data for the High Tech industry from organizations in the hardware, software, telecommunications, semiconductor, consulting, professional services and internet sectors.

The High Tech Total Remuneration Database is a structured Career Level framework methodology, designed by Mercer in conjunction with industry representatives. The survey takes place in the following Asia Pacific locations:

- Australia
- China*
- Hong Kong
- India
- Indonesia
- Japan
- Malaysia
- Philippines
- Singapore
- South Korea
- Taiwan
- Thailand
- Vietnam

* 1st Tier and 2nd Tier

Participation in Mercer's High Tech TRD entitles you to:

1. Access to consistent, accurate and high quality data covering the full reward package, including cash compensation, long-term incentives and benefits information.
2. Get the latest industry specific executive summary and insights into policy and practices applied by organizations.
3. Exclusive online data mining capabilities using Mercer Workforce Intelligence Network® (Mercer WIN®.)
4. Access to the latest market information through regular survey updates. (Get access to 2 reports released per year - 1st Edition in February and 2nd Edition in August. An additional report is release in November for China and India.)
5. Conduct analysis using various filters such as revenue, head count geographic responsibility and industry segment.
6. Premium subscribers also have the capability to conduct peer group comparisons and to create customized reports.
7. Invitation to Mercer industry events and webinars.

Total Remuneration components

The Mercer High Tech Total Remuneration Database provides a quantitative study that covers various cash components such as base salary, other guaranteed cash payments, short-term incentives as well as valuation of long-term incentives and benefits.

Mercer Total Remuneration Database Total Rewards Package



Annual base salary

Monthly base salary times the number of months guaranteed.



Total guaranteed cash compensation

Base salary plus the annualized value of guaranteed allowances.



Annual total cash compensation

Total guaranteed cash compensation plus annualized value of short-term incentive, sales incentive, profit sharing or other incentive awards.



Total direct compensation

Total cash compensation plus the annualized value of any long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards.



Annual total remuneration

Total direct compensation plus the annualized value of benefits.



Mercer job library

Nature of work job families

Administration, Facilities and Secretarial

Asset/Investment Management

Capital Markets/Investment Banking

Communications and Corporate Affairs

Construction

Consumer and Commercial Banking

Creative and Design

Customer Service and Contact
Center Operations

Data Analytics/Warehousing
and Business Intelligence

Education

Engineering and Science

Finance

General Management

Healthcare

Hospitality (Food Service and Lodging)

Human Resources

Insurance

IT, Telecom and Internet

Legal, Compliance and Audit

Media

Production and Skilled Trades

Project/Program Management

Quality Management

Real Estate

Retail

Sales, Marketing and
Product Management

Supply Chain

Trading and Dealing



High tech industry specific specialization

(Non-exhaustive)

Software Product Engineering:

- Software Development Engineering (High Tech)
- Software Architecture Engineering (High Tech)
- Cloud Infrastructure-As-A-Service (IAAS) (High tech)
- Cloud Platform-As-A-Service (PAAS) (High Tech)
- Cloud Software-As-A-Service (SAAS) (High Tech)
- External Database Engineering (High Tech)
- Mobile Applications Engineering (High Tech)
- Software Release Testing and Configuration (High Tech)
- Systems Software Engineering (High Tech)
- Technical Writing and Editing:Systems and Software Documentation
- Product translation/Localization (High Tech)
- User Interface (UI) Design
- Web Applications Development Engineering (High Tech)
- Virtual Reality Applications Development Engineering (High Tech)

Technical Product Development/Research

- Artificial Intelligence R&D (High Tech)
- Computer Vision R&D (High Tech)
- Machine Learning R&D (High Tech and Internet)
- Natural Language Processing R&D (High Tech)
- Speech Recognition R&D (High Tech)

IT Security:

- Information Systems Security
- Web Security
- Network Security
- Security Access Administration
- Ehtical Intrusion and Investigation
- Cyber Network Analysis
- Cyber Security Incident Response Analysis
- Cycber/Computer Forensics Analysis
- Cyber Security Vulnerability Assessment and Penetration Testing

Consulting:

- IT Applications Functional Consulting (High Tech)
- General IT Consulting and Implementation (High Tech)
- Strategic IT Business Consulting

Data Analytics and Business Intelligence:

- Data Science/Big Data Mining
- Big Data Security Analytics
- Business Intelligence (BI) Data Analysis
- Internal Database Engineering

Telecommunication

- Intelligent Network Value Added Services (IN-VAS) Product Planning (Telecommunications)
- Network Product Development Engineering (Telecommunications)
- Network Field Installations and Intergation Engineering (Telecommunications)
- Network Field Maintenance Engineering (Telecommunication)

Your data is delivered online through Mercer Workforce Intelligence Network — Mercer WIN[®], accessible anytime, anywhere.

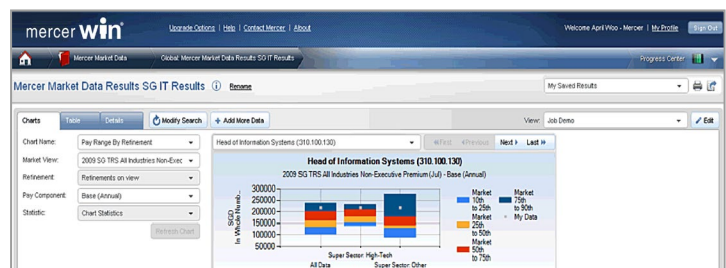
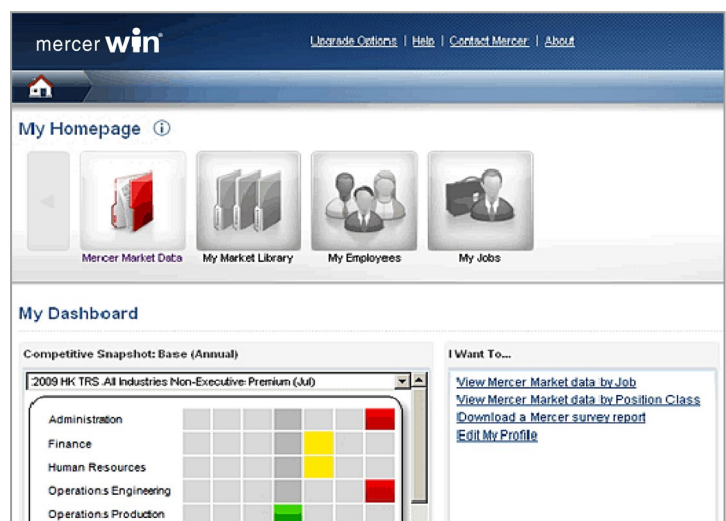
Mercer WIN[®] has powerful, flexible features that enable you to:

- Access information readily and quickly via its easy-to-use, simple and clear navigation functions
- Retrieve and compare data within and across industries, regions and countries simultaneously
- Produce multi-market refinements in one view
- Analyse and compare structure to market by job, family, career level and position class
- Generate customised charts, graphs and reports at the click of a button
- Share reports and analysis in real-time over the network

Data submission made easy

Mercer provides pre-formatted spreadsheets to simplify the data submission process. All raw data received from participants remains strictly confidential.

Mercer WIN[®] screenshots



Asia Pacific High Tech Total Remuneration Database



Report pricing and subscription form

Prices are in USD.

Market	Total Remuneration Database Premium (USD)
Australia	9,500
China - 1 st Tier Cities	
- Beijing	
- Guangzhou	
- Shenzhen	10,150
- Shanghai	
China - Internet Industry	9,030
China - 2 nd Tier Cities	8,800
China - All Cities	15,700
Hong Kong	8,000
India	8,900
Indonesia	9,250
Japan	8,600
Malaysia	7,050
Philippines	6,500
Singapore	9,500
South Korea	9,200
Taiwan	6,700
Thailand	8,800
Vietnam	5,000

* Access to 2 reports released per year - 1st Edition in February and 2nd Edition in August. An additional report is release in November for China and India.

* Non-participant fee is 2 times of the standard fee

Please refer to below link for details pricing and more options.

For more information contact:

To learn more about any of our products and services to help you improve your competitive position and to better manage this critical expense, please contact our regional team or your local Mercer consultant.

Regional contact:

Darren Wong
darren.wong@mercer.com

Sylvia Chong
sylvia.chong@mercer.com

Yi Quan Wong
yi.quan.wong@mercer.com

Harrison Tan
harrison.tan@mercer.com