

2022

粵港澳大灣區
薪酬及福利調查

Guangdong - Hong Kong - Macao Greater Bay Area
Pay and Benefits Survey



2022 HKSAR Pay and Benefits Survey Report

TABLE OF CONTENTS

	Page
I. INTRODUCTION	
Executive Summary	1
Message from the Chairperson of the 2022 Guangdong-Hong Kong-Macao Greater Bay Area Pay and Benefits Survey Committee	3
Message from the Director of Centre for Human Resources Strategy and Development, School of Business, Hong Kong Baptist University	4
Message from the Director of Research Center for Human Resources Management, School of Business Administration of South China University of Technology	5
Message from the President of Hong Kong People Management Association	6
Message from the Vice President of Talent Development and Management Association of Guangdong	7
Message from the Chairperson of the 2022 Guangdong Cities Pay and Benefits Survey Committee	8
2022 Guangdong Cities Survey Committee, Steering Committee and Survey Team Member List	9
II. SURVEY METHOD	
1. Jobs Surveyed	12
2. Questionnaire	12
3. Data Collection	12
4. Data Analysis	13
5. Reference Date	13
6. Limitation	13
7. Definition of Terms	13
III. SURVEY RESULTS	
1. Profile of Organizations Surveyed	17
2. Salary Adjustment	22
3. Starting Salary for Fresh Graduates and Salary Adjustment After Probation	28
4. Incentive Schemes	36
5. Employee Benefits	41
6. Workforce Movement	46
6.1 Employee Turnover	46
6.2 Employee Involuntary Turnover	52
6.3 Increase of Manpower	55
6.4 Retirement Age	56
6.5 Implementing Work-Life Balance	59
7. 2022 Cash Compensation Packages of Surveyed Positions	61
IV. APPENDIX	
A List of Participating Organizations	
B Questionnaire	

2022 香港特別行政區薪酬及福利調查報告

目錄

	頁
I. 引言	
內容摘要	1
2022 年度粵港澳大灣區薪酬及福利調查委員會 主席致辭	3
香港浸會大學工商管理學院人力資源策略及發展研究中心 主任致辭	4
華南理工大學工商管理學院人力資源管理研究中心 主任致辭	5
香港人才管理協會 會長致辭	6
廣東省人才開發與管理研究會 副會長致辭	7
2022 年度香港特別行政區薪酬及福利調查小組 主席致辭	8
2022 年度香港特別行政區調查委員會、督導委員會及調查小組名單	9
II. 調查方法	
1. 覆蓋範圍	12
2. 問卷	12
3. 資料收集	12
4. 資料分析	12
5. 調查時期	13
6. 調查限制	13
7. 詞彙釋義	13
III. 調查報告內容	
1. 參與機構概覽	16
2. 僱員薪金調整	21
3. 應屆畢業生入職薪金及試用期後薪金調整	27
4. 獎勵計劃	40
5. 員工福利	45
6. 人事變動	50
6.1 主動離職員工	50
6.2 非主動離職員工	55
6.3 新增員工	58
6.4 退休年齡	59
6.5 實施工作與生活平衡	62
7. 2022 年度調查職位的薪酬及津貼	64
IV. 附件	
參與機構名單	

2022 Guangdong Cities Pay and Benefits Survey Report

TABLE OF CONTENTS

	Page
I. INTRODUCTION	
Executive Summary	1
Message from the Chairperson of the 2022 Guangdong-Hong Kong-Macao Greater Bay Area Pay and Benefits Survey Committee	3
Message from the Director of Centre for Human Resources Strategy and Development, School of Business, Hong Kong Baptist University	4
Message from the Director of Research Center for Human Resources Management, School of Business Administration of South China University of Technology	5
Message from the President of Hong Kong People Management Association	6
Message from the Vice President of Talent Development and Management Association of Guangdong	7
Message from the Chairperson of the 2022 Guangdong Cities Pay and Benefits Survey Committee	8
2022 Guangdong Cities Survey Committee, Steering Committee and Survey Team Member List	9
II. SURVEY METHOD	
1. Jobs Surveyed	12
2. Questionnaire	12
3. Data Collection	12
4. Data Analysis	13
5. Reference Date	13
6. Limitation	13
7. Definition of Terms	13
III. SURVEY RESULTS	
1. Profile of Organizations Surveyed	16
2. Salary Adjustment	23
3. Starting Salary for Fresh Graduates and and Salary Adjustment After Probation	35
4. Incentive Schemes	46
5. Employee Benefits	52
6. Workforce Movement	55
6.1 Employee Turnover	55
6.2 Employee Involuntary Turnover	61
6.3 Increase of Manpower	66
6.4 Flexible Employment	68
7. 2022 Cash Compensation Packages of Surveyed Positions	71
IV. APPENDIX	
A List of Participating Organizations	
B Questionnaire	

2022 广东省城市薪酬及福利调查报告

目录

	页
I. 引言	
内容摘要	1
2022 年度粤港澳大湾区薪酬及福利调查委员会 主席致辞	3
香港浸会大学工商管理学院人力资源策略及发展研究中心 主任致辞	4
华南理工大学工商管理学院人力资源管理研究中心 主任致辞	5
香港人才管理协会 主席致辞	6
广东省人才开发与管理研究会 副会长致辞	7
2022 年度广东省城市薪酬及福利调查小组 主席致辞	8
2022 年度广东省城市调查委员会、督导委员会及调查小组名单	9
II. 调查方法	
1. 覆盖范围	12
2. 问卷	12
3. 资料收集	12
4. 资料分析	13
5. 调查时期	13
6. 调查限制	13
7. 词汇释义	13
III. 调查报告内容	
1. 参与机构基本资料	16
2. 员工薪金调整	23
3. 应届毕业生入职薪酬及试用期后薪酬调整	34
4. 奖励计划	44
5. 员工福利	50
6. 人事变动	53
6.1 主动离职员工	53
6.2 非主动离职员工	59
6.3 新增职位	63
6.4 灵活用工	65
7. 2022 年度调查职位薪酬及津贴分析	67
IV. 附件	
参与机构名单	

2022 Macao SAR Pay and Benefits Survey Report

TABLE OF CONTENTS

	Page
I. INTRODUCTION	
Executive Summary	1
Message from the Chairperson of the 2022 Greater Bay Area Pay and Benefits Survey Committee	3
Message from the Director of Centre for Human Resources Strategy and Development, School of Business, Hong Kong Baptist University	4
Message from the Director of Research Center for Human Resources Management, School of Business Administration of South China University of Technology	5
Message from the President of Hong Kong People Management Association	6
Message from the Vice President of Talent Development and Management Association of Guangdong	7
2022 Survey Committee, Steering Committee and Survey Team Member List	8
II. SURVEY METHOD	
1. Jobs Surveyed	11
2. Questionnaire	11
3. Data Collection	11
4. Data Analysis	11
5. Reference Date	12
6. Limitation	12
7. Definition of Terms	12
III. SURVEY RESULTS	
1. Number of Employees Surveyed	14
2. The Percentage of Non-full-time Employees and Full-time Employees	14
3. Overall of 2022 Actual Salary Adjustment	14
4. Overall of 2023 Projected Salary Adjustment	15
5. Salary Review Criteria	15
Average Starting Monthly Salary for 2022 Bachelor Degree Fresh Graduate by	
6. Functional Area	16
7. Incentive Scheme Criteria - Variable Bonus	16
8. Incentive Scheme- Bonus	16
9. Employee Benefits	17
10. Workforce Movement	17
11. Implementing Work-Life Balance	18
12. 2022 Annual Cash Compensation Package for Some Local Benchmark Jobs	19
13. Macao non-resident employees pay and benefits	20

2022 澳門特別行政區薪酬及福利調查報告

目錄

	頁
I. 引言	
內容摘要	1
2022 年度粵港澳大灣區薪酬及福利調查委員會 主席致辭	3
香港浸會大學工商管理學院人力資源策略及發展研究中心 主任致辭	4
華南理工大學工商管理學院人力資源管理研究中心 主任致辭	5
香港人才管理協會 會長致辭	6
廣東省人才開發與管理研究會 副會長致辭	7
2022 年度調查委員會、督導委員會及調查小組名單	8
II. 調查方法	
1. 覆蓋範圍	11
2. 問卷	11
3. 資料收集	11
4. 資料分析	11
5. 調查時期	12
6. 調查限制	12
7. 詞彙釋義	12
III. 調查報告內容	
1. 調查職位人數	14
2. 兼職僱員與全職僱員百分比	14
3. 2022 年度整體實際薪金調整幅度	14
4. 2023 年度整體薪金調整幅度預測	15
5. 薪金調整的考慮因素	15
6. 應屆學士學位/本科畢業生在各職能界別的平均入職月薪	16
7. 非固定花紅考慮準則	16
8. 非固定花紅的月數	16
9. 僱員福利	16
10. 人事變動	17
11. 實施工作與生活平衡	18
12. 2022 年度部分職位薪酬及津貼分析	19
13. 駐澳門外地僱員的薪酬及福利	20