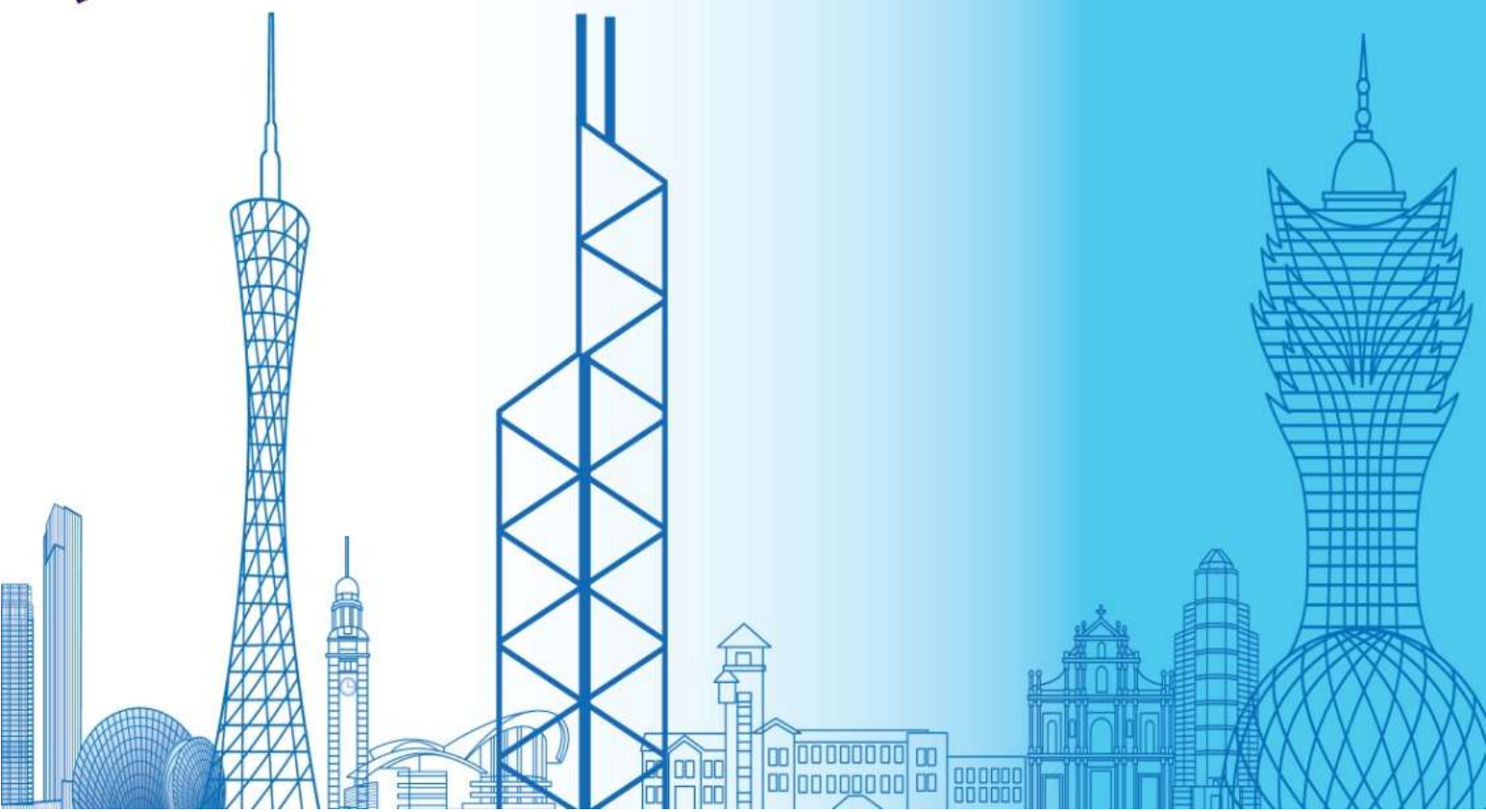


2023

粵港澳大灣區
薪酬及福利調查
報告

Guangdong - Hong Kong - Macau Greater Bay Area
Pay and Benefits Survey Report



2023 HKSAR Pay and Benefits Survey Report

TABLE OF CONTENTS

	Page
I. INTRODUCTION	
Executive Summary	1
Message from the Chairperson of the 2023 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 2023 Guangdong Cities Pay and Benefits Survey Committee	8
2023 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	20
3. Starting Salary for Fresh Graduates	26
4. Incentive Schemes	27
5. Employee Benefits	30
6. Workforce Movement	33
6.1 Employee Turnover	33
6.2 Employee Involuntary Turnover	39
6.3 Job Vacancy	40
6.4 Retirement Age	41
6.5 Flexible Working Arrangements	44
7. 2023 Cash Compensation Packages of Surveyed Positions	45

2023 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
2023 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 執行會長致辭	7
2023 年度香港特別行政區薪酬及福利調查小組 主席致辭	8
2023 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. 應屆學士學位/本科畢業生入職薪金	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 職位空缺	
6.4 退休年齡	58
6.5 靈活工作的安排	59
7. 2023 年度調查職位的薪酬及津貼	64

2023 Guangdong Cities Pay and Benefits Survey Report

TABLE OF CONTENTS

	Page
I. INTRODUCTION	
Executive Summary	1
Message from the Chairperson of the 2023 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 2023 Guangdong Cities Pay and Benefits Survey Committee	8
2023 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	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 Flexible Working Arrangements	66
6.4 Flexible Employment	68
7. 2023 Cash Compensation Packages of Surveyed Positions	71

2023 廣東省城市區薪酬及福利調查報告

目錄

	頁
I. 引言	
內容摘要	1
2023 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学院人力资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学院人力资源管理研究中心 主任致辭	5
香港人才管理協會 主席致辭	6
廣東省人才開發與管理研究會 執行會長致辭	7
2023 年度廣東省城市薪酬及福利調查小組 主席致辭	8
2023 年度廣東省城市調查委員會、督導委員會及調查小組名單	9
II. 調查方法	
1. 覆蓋範圍	13
2. 問卷	13
3. 資料收集	13
4. 資料分析	14
5. 調查時期	14
6. 調查限制	14
7. 詞匯釋義	14
III. 調查報告內容	
1. 參與機構基本資料	16
2. 員工薪金調整	22
3. 應屆畢業生入職薪酬	33
4. 獎勵計劃	35
5. 員工福利	39
6. 人事變動	41
6.1 主動離職員工	41
6.2 非主動離職員工	47
6.3 職位空缺	48
6.4 靈活工作的安排	50
6.5 靈活用工	51
7. 2023 年度調查職位薪酬及津貼分析	54

2023 Macau SAR Pay and Benefits Survey Report

TABLE OF CONTENTS

	Page
I. INTRODUCTION	
Executive Summary	1
Message from the Chairperson of the 2023 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
2023 Macau SAR 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. Profile of Organizations Surveyed	15
2. Salary Adjustment	16
3. Starting Salary for Fresh Graduates	18
4. Incentive Schemes	19
5. Employee Benefits	20
6. Workforce Movement	22
6.1 Employee Turnover	22
6.2 Employee Involuntary Turnover	23
6.3 Job Vacancy	24
6.4 Flexible Working Arrangements	24
7. 2023 Cash Compensation Packages of Surveyed Positions	24
8. Macau non-resident employees pay and benefits	27

2023 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
2023 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 執行會長致辭	7
2023 年度澳門特別行政區調查委員會、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. 參與機構概覽	14
2. 僱員薪金調整	15
3. 應屆學士學位/本科畢業生入職薪金	17
4. 獎勵計劃	18
5. 員工福利	19
6. 人事變動	21
6.1 主動離職員工	21
6.2 非主動離職員工	22
6.3 職位空缺	23
6.4 靈活工作的安排	23
7. 2023 年度調查職位的薪酬及津貼	23
8. 駐澳門外地僱員的薪酬及福利	26