

HUMAN
RESOURCES
SALARY GUIDE
2011
SHANGHAI



SALARY INFORMATION

HUMAN RESOURCES

| | | SHANGHAI |
|------------------------------------|---------------------|---------------------------|
| | YEARS OF EXPERIENCE | RMB ANNUAL BASE SALARY |
| HR GENERALIST | | |
| Regional Officer | 2 – 5 | 150,000 – 240,000 |
| Officer | 2 – 5 | 80,000 – 150,000 |
| Regional Manager | 6 – 12 | 500,000 – 800,000 |
| Manager | 6 – 12 | 300,000 – 700,000 |
| Regional Director | 15+ | 800,000 – 2M |
| Director | 15+ | 700,000 – 1.5M |
| RECRUITMENT | | |
| Regional Officer | 2 – 5 | 160,000 – 250,000 |
| Officer | 2 – 5 | 80,000 – 150,000 |
| Regional Manager | 6 – 12 | 300,000 – 800,000 |
| Manager | 6 – 12 | 300,000 – 600,000 |
| Regional Director | 15+ | 900,000+ |
| Director | 15+ | 600,000 – 1.2M |
| COMPENSATION & BENEFITS | | |
| Regional Officer | 2 – 5 | 140,000 – 250,000 |
| Officer | 2 – 5 | 100,000 – 200,000 |
| Regional Manager | 6 – 12 | 300,000 – 800,000 |
| Manager | 6 – 12 | 300,000 – 600,000 |
| Regional Director | 15+ | 1M+ |
| Director | 15+ | 700,000 – 1.2M |
| TRAINING & DEVELOPMENT | | |
| Regional Officer | 2 – 5 | 160,000 – 300,000 |
| Officer | 2 – 5 | 100,000 – 160,000 |
| Regional Manager | 6 – 12 | 350,000 – 800,000+ |
| Manager | 6 – 12 | 300,000 – 700,000 |
| Regional Director | 15+ | 900,000+ |
| Director | 15+ | 700,000 – 1.2M |

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| | YEARS OF EXPERIENCE | RMB ANNUAL BASE SALARY |
| ORGANISATIONAL DEVELOPMENT | | |
| Regional Organisational Development Consultant | 6 – 12 | 600,000 – 900,000 |
| Organisational Development Consultant | 4 – 10 | 400,000 – 700,000 |
| Regional Organisational Development Manager | 6 – 12 | 700,000 – 1M |
| Organisational Development Manager | 6 – 12 | 300,000 – 700,000 |
| Regional Organisational Development Director | 15+ | 800,000 – 1.5M |
| Organisational Development Director | 12+ | 700,000 – 1.3M |

Methodology: This salary information was compiled using the market knowledge of our experienced practice leaders in each industry sector.

All salary ranges are represented in terms of total annual base salary, excluding discretionary bonuses, stock options, shares or other variable incentives as of January 2011. These are indicative market ranges and are dependent on variable factors, including but not limited to experience level, market conditions, company size, industry sector and job scope.

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