

2008/2009 Global 50 Remuneration Planning Report



Global 50 Remuneration Planning Report

A global compensation and benefits planning tool for companies with multinational locations

If you are responsible for global pay programs at your company, the new **2008/2009 Global 50 Remuneration Planning Report** is the invaluable tool you need to establish a consistent global compensation strategy.

Now in its 13th edition, this unique reference reports on “who is making what” at 50 key jobs in 57 different countries around the world.

This comprehensive report benefits from the wealth of all industry data held in our global compensation databases, as well as the knowledge and experience we have gathered as leading reward consultants to the global employer community.

In addition to pay ranges, the report provides the latest information on statutory employment benefits together with actual market practices in the 57 countries reviewed.

The 50 key positions covered reflect a complete hierarchy of jobs, ranging from the Chief Executive Officer of a multinational organization to Junior Clerk at a local manufacturer in the following 10 major job families:

- General Management
- Administration
- Finance
- Human Resources
- Information Technology
- Logistics and Purchasing
- Manufacturing
- Marketing
- Research and Development/Engineering
- Sales

The Global Grading System™ ensures an effective evaluation of report data

To make it easy for you to compare compensation for specific jobs from country-to-country, and to address the many ways that employers value jobs in the different markets around the world, the new report utilizes Watson Wyatt Data Services' proprietary Global Grading System™ (GGS).

Built on a foundation of basic job evaluation, the system establishes pay grades – from 1 (lowest) to 25 (highest) – for the 50 benchmark jobs covered in each of the 57 countries.

This comprehensive methodology takes into account competencies, skills and job scope. Additionally, we apply several other factors that play a major role in determining appropriate compensation levels, such as sales, employment, complexity of markets (domestic, international or global) and product diversification.

For each country surveyed, the data are presented in the same format, so you can readily compare the compensation paid for each job in multiple countries.

Simplify cross-country salary comparisons

For example, let's say you need to compare Programmer pay scales between the U.S. and the U.K. Not a problem. Turn to the chapter for each country, and you will find that Programmers in both countries are assigned a Global Grade 10.

You can then compare their range of guaranteed base pay (at the 25th percentile, median and 75th

percentile), their average actual bonus expressed as a percentage of base pay, and the typical occupational benefits/perks expressed as a percentage of median base pay.

Do you need to hire a Head of Sales and Marketing in India? You'll find their annual pay, bonus, and benefits/perks (in Rupees) under Global Grade 16 in the chapter on India.



Separate chapters highlight individual countries

From Australia to the United States, you'll find a separate chapter devoted to each country, delivering up-to-date information on:

- Range of annual basic guaranteed salaries
- Average bonus payments for non-sales positions
- Average incentive payments for sales positions
- General socio-economic background
- Reward environment overview
- And much more . . .

Unique compensation and benefits information readily available



The 2008/2009 Global 50 Remuneration Planning Report also includes up-to-date country-specific information on:

- Salary data for up to 25 global grades
- Average bonus payments
- Value of benefits and perks provided
- Macroeconomic statistics
- Market practice regarding incentive plans and stock options
- Salary increases
- Prevalent benefit practices and trends data
- Vacation and public holidays

In addition, a separate chapter includes cost-of-living comparisons for all 57 countries covered!

GGS Web: Global Job Grading on the Internet

Watson Wyatt Global Grading System™ (GGS) job levelling methodology is specifically designed to underpin survey job matching on a consistent worldwide basis. The sizing factors used are transferable across national boundaries and have not only proved an appropriate supporting mechanism for job matching, but have also helped many organizations establish their own internal job-worth hierarchy.

The easiest and most effective way of accessing this software is to utilize **GGS Web**, an Internet portal to the system that can be accessed from any web connection, anywhere in the world.

The Global Grades generated by this technology correlate with those included in Watson Wyatt compensation surveys and provide a valuable reference when assessing the competitiveness of reward packages.

For more information about GGS, please contact Watson Wyatt offices or alternatively you can visit our Web site at: www.watsonwyatt.com/ggs

Countries surveyed:

Asia Pacific

Australia
Hong Kong
India
Indonesia
Japan
Malaysia
People's Republic of China
Philippines
Singapore
South Korea
Taiwan
Thailand
Vietnam

Western Europe

Austria
Belgium
Denmark
Finland
France
Germany
Greece
Ireland
Italy
Luxembourg
Netherlands
Norway
Portugal
Spain
Sweden
Switzerland
United Kingdom

Central & Eastern Europe

Czech Republic
Hungary
Kazakhstan
Poland
Russia
Slovakia
Slovenia
Ukraine
South Eastern Europe
Bulgaria
Israel
Romania
Turkey

Middle East & Africa

Egypt
Morocco
Saudi Arabia
South Africa
Tunisia
United Arab Emirates
North America
Canada
United States
Central & South America
Argentina
Brazil
Chile
Colombia
Mexico
Puerto Rico
Venezuela



COMPTRACK Online

COMPTRACK Online is Watson Wyatt Data Services' electronic tool that provides online access to the latest survey reports covering more than 95 countries.

Use COMPTRACK Online to:

- Age and view data using an annual or monthly representation.
- Select currency and customise the exchange rate to facilitate cross-country comparisons.
- View in-depth policies and practices by country, including details on car allowances, benefits practices and taxation policies.
- Export data into several standard formats, including Excel™ and XML.
- Create a PDF of all or part of the report.

Interactive modules for use with COMPTRACK

Global Grade Calculator

Use the Global Grade Calculator, a COMPTRACK module, to grade jobs using the Watson Wyatt Global Grading methodology. Although the Calculator has no data-storing capabilities, it is still a quick and precise desktop grade calculator.

The exclusive Global Grading methodology allows you to grade jobs by entering some key parameters in three easy steps:

- 1 – First, scope the business by selecting four scope dimensions.
- 2 – Next, answer between two and five questions to identify the band for the job.
- 3 – Finally, determine the Global Grade with seven descriptive factors.

Taxation Module

Use this module to compute net salaries from gross salaries or estimate the likely cost to the employer for a single person, a married person and a married person with two children. It can be used with all reports.

For a demonstration of COMPTRACK's capabilities, visit: comptrack.watsonwyatt.com/

In addition

Watson Wyatt also publishes a full range of compensation surveys by country, for a complete list of publications from Watson Wyatt Data Services, go to <http://hrresource.watsonwyatt.com>.

Asia Pacific Compensation Reports by Country

These separate reports will provide you with a clear and comprehensive picture of pay and benefits practices in Asia and the Pacific region. Countries covered: Australia, Bangladesh, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, and Vietnam.

In each report, individual analysis is presented for top management, middle management, and non-management positions. The data examined for each position include salaries, the size of bonus awards, the amounts paid in allowances, and the total cash paid.

Benefits Report – Asia Pacific

This guide to statutory and voluntary employee benefit plans in 15 Asia Pacific countries/locations will ensure that you are in compliance with the latest mandatory requirement in employee benefits. In-depth discussions are provided regarding government benefit plans in each country, including national pension plans, death and disability benefits, workers' compensation, health care benefits, and much more.

Employment Terms and Conditions – Asia Pacific

This reference provides all the information you need to establish effective employment policies that protect your company's interest by complying with local laws and customs in 14 Asia Pacific countries/locations. Topics covered are: start of employment, working conditions, industrial relations and termination of employment. A separate chapter is devoted to each country.

Car Policy Report - Asia

This report covers the issues involved in developing and administering a sound company car policy in 11 countries in Asia. The report will help you to stay up-to-date on market practices and policy movements, identify current car policy issues, develop a flexible and cost-effective car program and benchmark your company's car policy in the Asia/Pacific region vs. the market.

Watson Wyatt Data Services

Watson Wyatt Data Services is a wholly owned subsidiary of Watson Wyatt Worldwide. From offices around the world we publish an extensive library of compensation, benefits and employment practices information. Covering almost 100 countries across six continents, our global data centers compile annual survey reports on the pay, benefits and employment practices of local and multinational companies. In addition to compensation surveys, we also publish guides and exhibit references that help HR practitioners attract, retain, and reward exceptional employees.

Watson Wyatt Worldwide

Watson Wyatt is a global consulting firm focused on human capital and financial management. We specialize in four areas: employee benefits, human capital strategies, technology solutions and insurance and financial services. We combine human capital and financial expertise to deliver business solutions that drive shareholder value. Watson Wyatt has more than 7,000 associates in 105 offices around the world. Our presence is not just far reaching – it is also the deepest in our business.

Watson Wyatt Data Services
Asia Pacific

E-mail:
customerservice.ap@watsonwyatt.com

Web site:
hrresource.watsonwyatt.com