

## HUMAN RESOURCES SALARY GUIDE, ASIA PACIFIC JAPAN

OCTOBER-DECEMBER 2008

The Chapman Consulting Group publishes an HR salary survey each quarter covering the principal markets of the Asia Pacific Japan region. The survey is based on discussions with HR practitioners across the region during the month of September 2008.

		Singapore SGD	Hong Kong HKD	Tokyo JPY	Shanghai CNY	Sydney AUD
HR Leader	Regional Head	280 - 400k	1.5 - 2.2M	23 - 32M	900k - 1.3M	250 - 350k
	Country Head	240 - 350k	1.3 - 1.9M	18 - 24M	750k - 1.1M	240 - 330k
HR Business Partner	Regional Head	180 - 260k	1.0 - 1.4M	14 - 20M	580 - 900k	150 - 180k
	Country Head	160 - 200k	880k - 1.1M	12 - 15M	520 - 640k	140 - 170k
	Regional Manager	130 - 180k	740k - 1M	10 - 14M	420 - 580k	130 - 150k
	Country Manager	110 - 160k	610k - 880k	8 - 12M	350k - 520k	120 - 140k
Training & Development	Regional Head	150 - 200k	830k - 1.1M	14 - 20M	500 - 850k	140 - 200k
	Country Head	130 - 180k	720k - 1M	11 - 15M	420 - 580k	120 - 160k
	Regional Manager	120 - 150k	660 - 830k	10 - 14M	390 - 500k	110 - 140k
	Country Manager	100 - 130k	550 - 720k	9 - 12M	320 - 420k	100 - 120k
Resourcing	Regional Head	200 - 320k	1.1 - 1.7M	15 - 23M	640k - 1M	140 - 200k
	Country Head	160 - 240k	880k - 1.3M	14 - 18M	520 - 770k	120 - 160k
	Regional Manager	130 - 200k	720k - 1.1M	12 - 17M	420 - 640k	100 - 120k
	Country Manager	110 - 160k	600 - 880k	10 - 14M	360 - 520k	90 - 120k
Compensation & Benefits	Regional Head	200 - 280k	1.1 - 1.5M	16 - 24M	640 - 900k	150 - 200k
	Country Head	170 - 240k	940k - 1.3M	13 - 20M	550 - 770k	120 - 170k
	Regional Manager	140 - 200k	770k - 1.1M	13 - 18M	450 - 640k	110 - 150k
	Country Manager	110 - 170k	600k - 940k	9 - 13M	360 - 550k	100 - 120k
Organisational Development	Regional Head	240 - 300k	1.3 - 1.7M	18 - 25M	770 - 960k	160 - 220k
	Country Head	180 - 250k	1 - 1.4M	14 - 20M	580 - 800k	130 - 180k
	Regional Manager	150 - 240k	825k - 1.3M	12 - 18M	480 - 770k	120 - 160k
	Country Manager	130 - 180k	720k - 1M	11 - 14M	420 - 580k	100 - 130k
HR Operations	Regional Head	200 - 260k	1.1 - 1.4M	18 - 24M	640 - 800k	150 - 180k
	Country Head	150 - 220k	830k - 1.2M	13 - 18M	480 - 700k	120 - 150k

The figures used are for guaranteed fixed cash (base salary plus guaranteed bonus) and excludes any discretionary payment (such as variable bonus, stock options) as well as allowances.

This survey should be taken as a guide only. The Chapman Consulting Group holds no responsibility for errors or omissions therein.