

# 2022

Talentnet-Mercer's

# HUMAN CAPITAL SOLUTIONS

make employee decisions with confidence



# SALARY SURVEYS



# REMUNERATION

## unlocking competitive pay

Talentnet-Mercer is **the largest source** of employer-reported data in Vietnam. Our products **cross most industries**, providing you with robust, relevant data to manage your workforce.



### TOTAL REMUNERATION SURVEY (TRS)

Compares your pay levels to your true labor market competitors — for those jobs where specific industry doesn't matter.

#### ► Limited

Provides remuneration analysis from the All Industries database.

#### ► Premium

Provides unlimited customized remuneration analysis & unlimited peer cuts.

#### Non-executive

Provides data from Direct Labor level to Senior Manager level.

VND 82,300,000

VND 112,800,000

#### Executive & Non-exe.

Provides data from Direct Labor level to Head of Organization level.

VND 94,000,000

VND 134,000,000



### INDUSTRY SUPPLEMENT

Provides data for industry-specific jobs (in addition to the cross-industry jobs included in TRS).

#### ► Banking & Finance

VND 24,700,000

#### ► Insurance

VND 24,700,000

#### ► Oil & Mining

VND 24,700,000

#### ► Real Estate

VND 24,700,000

#### ► Retail

VND 24,700,000



### INDUSTRY SURVEY

Helps optimize your organization's compensation strategy while assuring internal equity and external competitiveness within a specific industry.

#### ► Hospitality Survey

VND 65,100,000

#### ► Life Sciences Survey

VND 103,400,000

#### ► High Tech Industry Survey

VND 103,400,000

### HIGH TECH PUBLICATION - SOFTWARE SECTOR

Provides general practices and summarized compensation statistics for positions in software development life cycle

VND 50,000,000

### Add-on: COMPENSATION BENCHMARKING REPORT

Get help from our consultant to benchmark your compensation against your labor market competitors.

#### ► Small-sized company (less than 500 FTEs)

VND 18,800,000

#### ► Medium-sized company (501-2000 FTEs)

VND 25,900,000

#### ► Large-sized company (more than 2000 FTEs)

VND 35,300,000

### TRS MEMBERSHIP

Not ready to subscribe to our reports yet? Try out our Membership program. Don't miss your opportunity to be a part of this market-leading survey and receive complimentary reports for each market for which you provide data.

VND 11,800,000



### INDIVIDUAL JOB REPORT

Provides aggregated actual data for your selected jobs.

#### ► Job Summary Report (JSR)

VND 4,700,000 - 7,100,000

#### ► Job Detailed Report (JDR)

VND 9,400,000 - 23,500,000

#### ► Market Value Services Report (MVS)

VND 9,400,000 - 23,500,000

\*Check the [Subscription Form](#) or contact your consultant for **Discount Conditions**.

All prices are **exclusive of 8% Value Added Tax**.

All prices are applied for TRS participants only. **Non-participants pay 2 times** the above mentioned prices.

# TOTAL REMUNERATION SURVEY

Give you access to comprehensive **compensation and benefits information**. Human resources professionals across the globe choose us because TRS provides consistent, accurate, high quality data covering the full reward package.

## TRS will help you...



compare your total remuneration elements in one simple solution



customize your comparison against the market instantly and fully



ensure external competitiveness of your pay rates



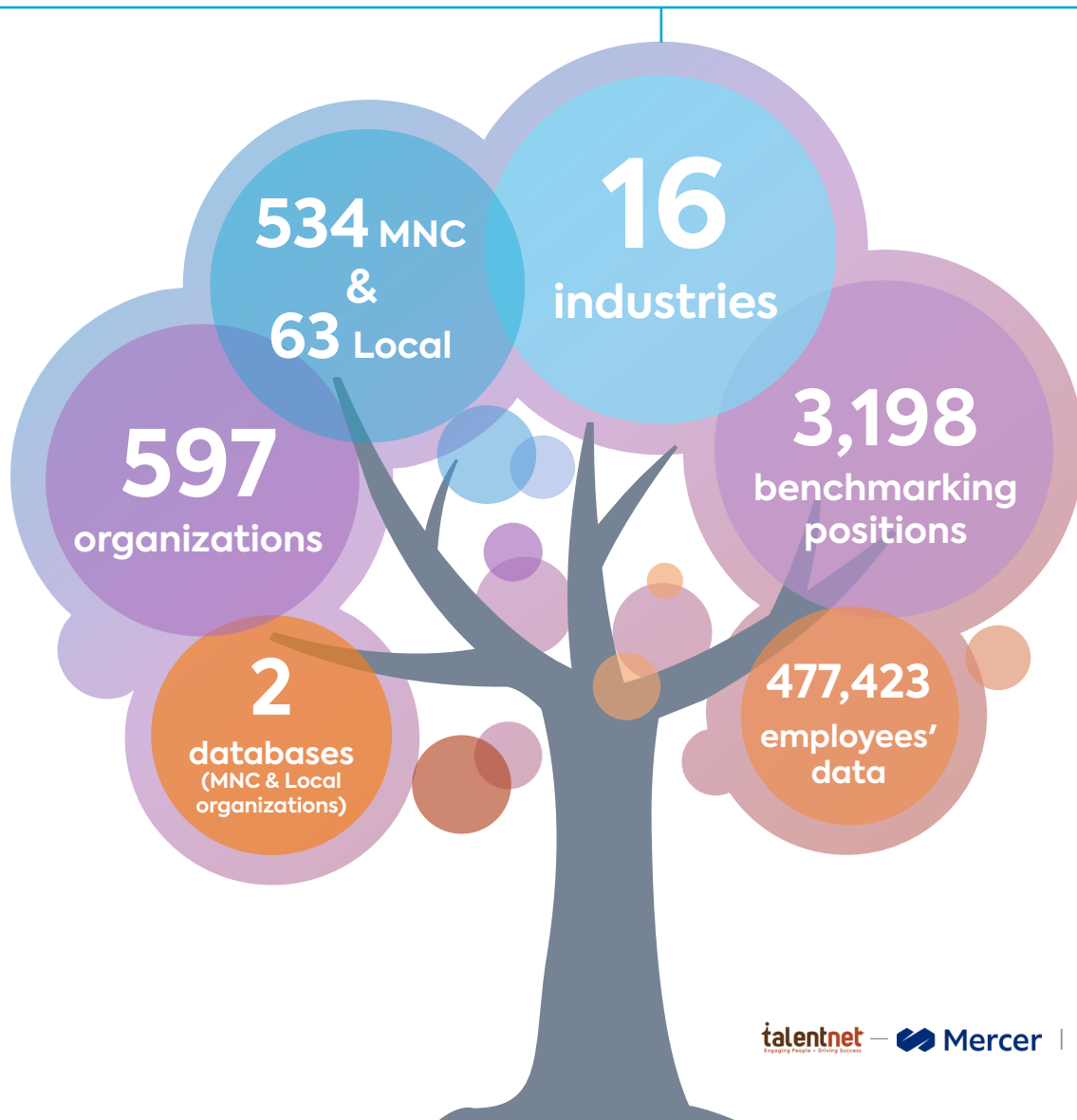
maintain internal equity in your pay strategy

- Agriculture
- Chemicals
- Consumer Goods
- FS - Banking

- FS - Insurance
- FS - Non Banking
- High Tech
- Life Sciences

- Manufacturing
- Oil & Mining
- Real Estate
- Retail

- Sourcing
- Trading
- Trans. & Log.
- Other Industries



# TOTAL REMUNERATION SURVEY

Offers information on all elements of total remuneration:



## ANNUAL BASE SALARY (COMP 1)

Monthly base salary x Number of months guaranteed.



## TOTAL GUARANTEED CASH COMPENSATION (COMP 2)

COMP 1 + Annual fixed allowances (transportation, job-based, meal, skill, and others).



## ANNUAL TOTAL CASH COMPENSATION (COMP 3)

COMP 2 + Annual variable cash (variable bonus, sales incentive, profit sharing or other incentives awards).



## TOTAL DIRECT COMPENSATION (COMP 4)

COMP 3 + Long-term incentives (shares/stock options, shares/stocks, share appreciation rights, restricted shares, long-term cash).

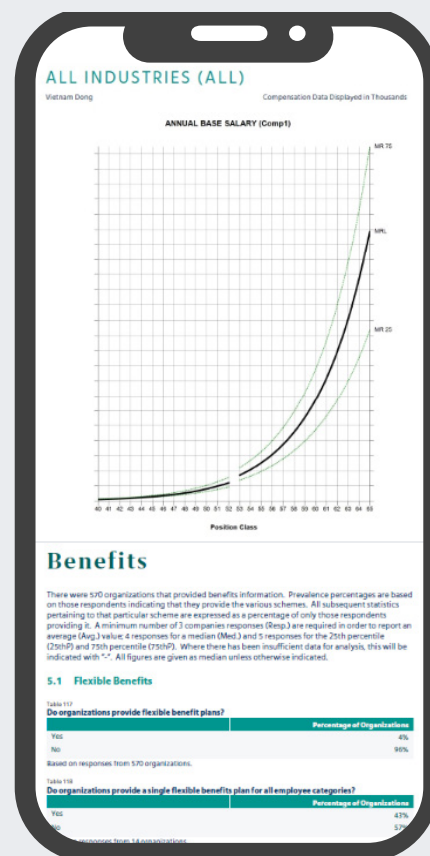


## ANNUAL TOTAL REMUNERATION (COMP 5)

COMP 4 + Value of key benefits (health insurance, private medical, accidental insurance, life insurance, pension plan, company car, personal loan, etc).

With TRS you also receive:

- **More relevant data:**  
aggregated roll-ups with clearer job relationships, using data that reflect your company.
- **Survey overview:**  
information on market pay, as well as a summary of local economic, political and labor trends.
- **Benefits & prevalence summary:**  
a summary of local remuneration policies and practices.
- **Market regression:**  
analysis by position class, using Mercer's International Position Evaluation (IPE) methodology to understand your positioning against the market
- **Actual market data:**  
market analysis to determine which jobs are more competitive.
- **Mercer Job Library:**  
a comprehensive job catalog capturing nearly every job in the market, the Mercer Job Library gives more consistent data with less guess work, enhanced job content and intuitive results analysis.

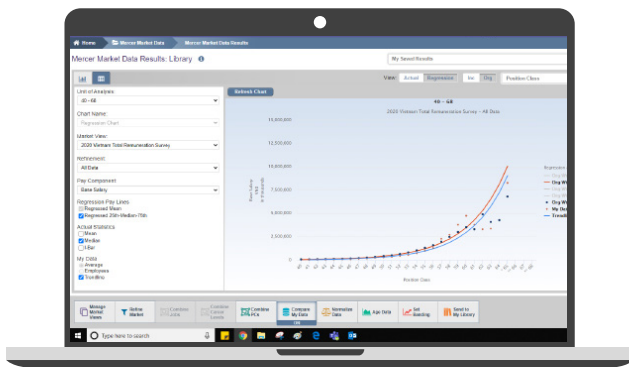


# TOTAL REMUNERATION SURVEY

Powerful and flexible data analysis online with Mercer | WIN®

The Mercer Workforce Intelligence Network® (Mercer WIN®) provides **single-point access** to our unparalleled survey data and analytics. Mercer WIN lets you easily break down complex data into usable information on compensation and other HR issues.

Features include custom views, cross-market data, unlimited peer cuts, market refinements, My Data comparison against the market, job combination, reporting in Excel and much more. **All available at no additional cost!**



Mercer | WIN has powerful and flexible features that enable you:



To get the information you need quickly, with clear, simple navigation functions.



To simultaneously compare data across industries.



To produce multi-market refinements in one view.



To analyze and compare by job, family, career level and position.



To generate custom charts, and reports at the click of a button.

Job Title	Job Family	Job Level	Job Type
Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations
Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations
Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations
Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations
Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations
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Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations
Head of Operations (CEO) - General Services	CEO	999-91101125	Chief Executive Officer (CEO), Head of Operations

Position Code	Base Salary	Compensation	Total Compensation
41	100	30,000	40,000.0
42	200	70,000	90,000.0
43	300	100,000	130,000.0
44	400	150,000	190,000.0
45	500	200,000	250,000.0
46	600	250,000	310,000.0
47	700	300,000	370,000.0
48	800	350,000	430,000.0
49	900	400,000	490,000.0
50	1,000	450,000	550,000.0
51	1,100	500,000	610,000.0
52	1,200	550,000	670,000.0
53	1,300	600,000	730,000.0
54	1,400	650,000	790,000.0

# INDUSTRY SUPPLEMENT

This is an add-on to Total Remuneration Survey (TRS) that provides you with the up-to-date and comprehensive **compensation** and **benefits information** for **key industry specific positions**.

## Banking & Finance

- Consumer Banking Sales
- Corporate Banking Account Mgt.
- Treasury Services
- Investment Advisory Services
- Credit Risk Assessment
- Loan Collections
- Investment Research
- Trading & Dealing
- And many more...

## Insurance

- Actuary
- Agency/Field Development
- Agency/Field Management
- Insurance Channel Sales
- Insurance Field Sales
- Underwriting
- Reinsurance
- Claims Handling
- Insurance Customer Service
- And many more...

## Real Estate

- Architecture
- Leasing Negotiation/Renewal
- Property Management
- Civil/Construction Engineering
- Intelligent Electronic Device Systems
- Design (M&E Engineering)
- Quality Assurance
- Construction Project Management
- Construction Foreman
- Interior Design
- And many more...

## Retail

- In-Store Sales
- Franchise Development Operations
- Head of Retail Store Operations
- Multi-Store Management
- General Merchandising
- And more...

## Oil & Mining

- Exploration Geology
- Exploration Geophysicist
- Reservoir Engineer
- Mining Production
- Electrical & Instrument Engineer
- Project Engineering
- And more...



# INDUSTRY SURVEY

Our Industry Surveys provide you with comprehensive and reliable insight on trends in **compensation and benefits practices** within **a specific industry**, using a globally harmonized survey methodology and comprehensive job catalog, to facilitate your rewards planning.

These surveys cover a broad selection of hundreds of benchmark executive and non-executive positions, ranging from **industry-specific positions to supporting functions' positions**.

## Hospitality Survey

As the vendor of choice for the Hotel Industry Rewards Group (HIRG), we provide compensation data for vital hotel industry roles. The survey data sets can be refined to your needs; by business size, scope of responsibility, luxury status, and more.

## Life Sciences Survey

Contains a broad range of Life Sciences organizations from sectors such as Pharmaceutical, Medical Devices, & Life Sciences Combination.

## High Tech Industry Survey

Consists of total remuneration data for the High Tech industry from organizations in the hardware sales, production, IP design, network & systems, consulting, software, E-commerce and fintech sectors.





# COMPENSATION BENCHMARKING REPORT

This **add-on service** is exclusively offered to our salary survey subscribers. We will help to **compare your pay** with your industry or target market group.

The report includes:



**Our general comments:**

on salary, allowances, bonuses and incentives of your target market group.

**Evaluation of the competitiveness of your compensation:**

by comparing your 3 main compensation components (COMP1-3) with your target market group's **paylines** by Position Class, using **Mercer's International Position Evaluation (IPE)** methodology.

**Comparison of each of your employees' compensation:**

by comparing the 3 main compensation components (COMP1-3) of **each of your employees** with aggregated market data by jobs, using **Job Pricing** methodology.

# HIGH TECH PUBLICATION

The High Tech Publication - Software Sector provides **general policies & practices** and **summarized compensation statistics (COMP1-3)** for **26 positions in the whole software development life cycle** from High Tech industry.



## You will get:



**Merit Salary Increase**



**Variable Bonus**

as percentage of Base Salary



**Allowances & Benefits**



**Compensation Mix**



**Annual Base Salary**



**Total Guaranteed Cash**



**Total Cash Compensation**

## For 26 positions in 5 software functions:

### IT Business System Analysis (5)

- Team Leader
- Specialist Professional
- Senior Professional
- Experienced Professional
- Entry Professional

### Software Development Engineering (7)

- Senior Manager
- Manager
- Team Leader
- Specialist Professional
- Senior Professional
- Experienced Professional
- Entry Professional

### Software Testing: Black Box (6)

- Manager
- Team Leader
- Specialist Professional
- Senior Professional
- Experienced Professional
- Entry Professional

### IT Software Development Test Engineering (5)

- Team Leader
- Specialist Professional
- Senior Professional
- Experienced Professional
- Entry Professional

### IT Software Development & Operations (3)

- Senior Professional
- Experienced Professional
- Entry Professional

# MEMBERSHIP of Salary Survey

Leading organizations around the world choose Mercer as their source of consistent, reliable data on total remuneration. [Join the survey](#) and become one of them.

	SURVEY MEMBERSHIP	STANDARD SUBSCRIPTION	PREMIUM SUBSCRIPTION
	Only VND <b>11,800,000</b>	From VND <b>82,300,000</b>	From VND <b>112,800,000</b>
<p><b>Key highlights of Vietnam HR market trends report</b> provides general updates on salary increase trends, bonuses trends, turnover rates, and more.</p>	✓ Full report	✓ Full report	✓ Full report
<p><b>Sharing of regional HR trends</b> with a new topic every year.</p>	✓ Full report	✓ Full report	✓ Full report
<p><b>Industry Job Matching Workshop</b> is a mini annual networking event for HR professionals in your specific industry.</p>	✓ 1 seat	✓ 2 seats	✓ 2 seats
<p><b>Industry highlights report</b> provides an update of economic overview, C&amp;B trends, and other HR trends of your specific industry.</p>	✓ Spotlight report	✓ Full report	✓ Full report
<p><b>Post-Survey Seminar</b> is the biggest annual HR event organized by Talentnet-Mercer with the participation of more than 600 MNC and local companies.</p>	✓ 1 seat	✓ 2 seats	✓ 2 seats
<p><b>Job Summary report</b> provides summarized statistics of the 3 main compensation elements for each job.</p>	✓ 3 positions (2 mgt. & 1 prof.)	✓ Unlimited no. of positions	✓ Unlimited no. of positions
<p><b>Job Detailed report</b> provides detailed set of statistics presenting a wide range of reported remuneration components for each job.</p>	✗ No	✓ Unlimited no. of positions	✓ Unlimited no. of positions
<p><b>Position Class report</b> provides a compilation of actual and regressed market data tables and charts depicting market data lines for each of the main remuneration elements.</p>	✗ No	✓ PC 40 - 66	✓ PC 40 - 66
<p><b>Policy &amp; Practice reports</b> provide economic overview, salary policy, bonuses and incentives schemes, benefits, hot jobs, hiring intentions, and more.</p>	✗ No	✓ Yes	✓ Yes
<p><b>3 hours consulting</b> on Mercer   WIN system guidance, and how to use salary reports effectively.</p>	✗ No	✓ Yes	✓ Yes
<p><b>Market refinements</b> allow you to view market data by different industry, peer cut, revenue, headcount, geographic location, and many more.</p>	✗ No	✓ All Industries (MNC & Local)	✓ Unlimited custom markets

# INDIVIDUAL JOB REPORTS

Provide **aggregated actual data survey results** for your interested positions from our Mercer Job Library.

Are available in 3 versions that will meet your needs.

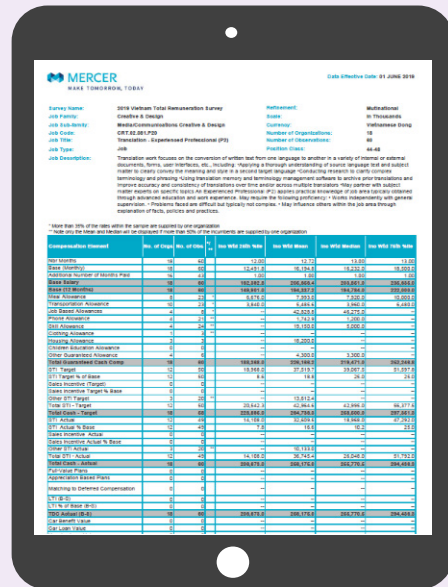
## Job Summary Report (JSR)

provides **summarized statistics** presenting the main reported **compensation components (COMP1-COMP3)** for your selected positions.



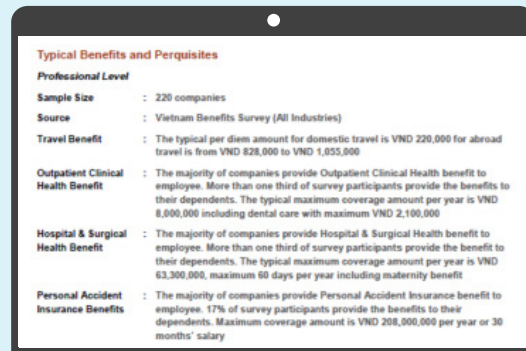
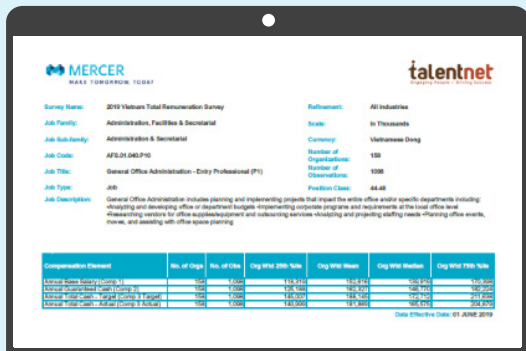
## Job Detailed Report (JDR)

provides **detailed set of statistics** presenting a wide range of reported **remuneration components (COMP1-COMP5)** for your selected positions.



## Market Value Services Report (MVS)

provides comprehensive **compensation (COMP1-3)** and **typical benefits and perquisites** information for your selected positions.



# About TALENTNET

Originating from the Human Resources Services unit of PricewaterhouseCoopers Vietnam, Talentnet is now acknowledged as the **leading HR consulting firm** in the country, with more than **20 years of experience** in the local labor market.

Talentnet is passionate about contributing to a better working life for Vietnamese employees through professional HR solutions designed to meet the diverse needs of Vietnamese and international clients.

4 offices in Ho Chi Minh, Ha Noi, Da Nang, Can Tho			300+ employees (30+ in Human Capital Solutions)
Strategic partner of Mercer, ADP, and Emergenetics			Partner of 1000+ MNC & big local companies in Vietnam

## Talentnet's services include:

**HCS**  
Human Capital Solutions

**POS**  
Payroll & Expatriate Services

**ESS**  
Executive Search & Selection

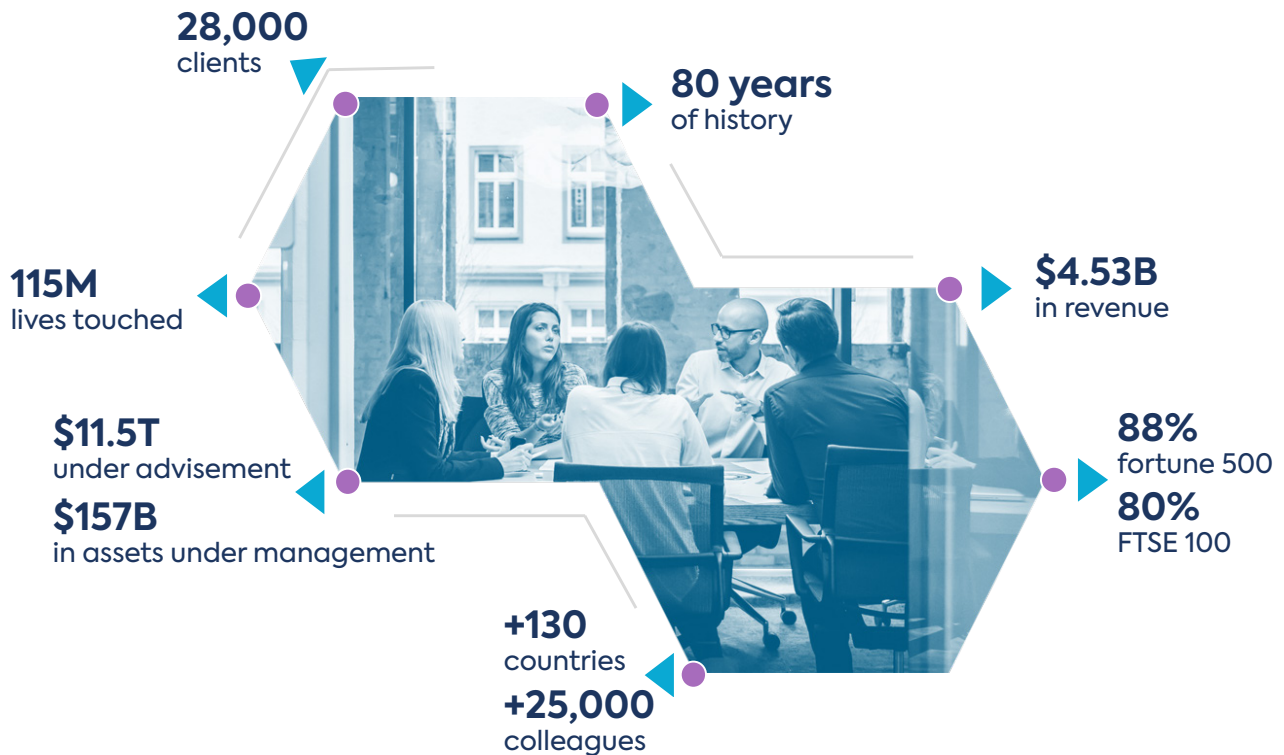
**HRO**  
HR Outsourcing Services

**HR Tech**  
HR Technology Consulting



# About MERCER

Mercer builds **brighter futures** by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being.



## Mercer's portfolios include:

### HEALTH

- Benefits exchange
- Benefit strategy, design, and financing
- Individual and voluntary benefits
- Benefits plan management and brokerage
- Specialty health and benefits
- Benefits administration

### WEALTH

- Strategic plan design, management, administration and investments
- Integrated DB risk management
- Financial well-being
- Wealth management
- Flexible delegated solutions and advice
- Global and local actuarial consulting
- Endowments and foundations
- Environment, social, and governance (ESG) investing

### CAREER

- Talent strategy
- Talent mobility
- HR transformation
- Executive rewards
- Workforce rewards
- Communication
- Digital

For further information, please contact your Industry Leaders or:

### SALARY & BENEFITS SURVEYS

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