

# PREFACE

The MEF Salary Survey for Non Executives 2016 is a reliable and useful reference tool for compensation analysis and has assisted employers in making informed decisions on the salary for a wide range of Non Executive positions in Malaysia. This Report represents the twenty second in the series of salary survey reports since 1995.

A comprehensive coverage of 114 benchmark positions covering 35,831 Non Executives' salaries of 280 members from manufacturing and non manufacturing sectors is shared with employers in the 2016 survey report. An interactive CD of these benchmark positions is provided to enable easy search through the use of keywords.

An important feature of the Report is the inclusion of the Forecast of salary increase and bonus as given by participating companies are compared to that granted in 2016. The data analysis of the salary of Non Executives is by Industry, Employment Size, Location, Years of Working Experience, Capital Ownership, Sales Turnover, Unionised/Non Unionised and Local/Multinational Companies.

MEF would like to record our thanks and appreciation to personnel of the participating companies who have taken valuable time and effort to share the invaluable data thereby contributing to its continued success.