

# Preface

The MEF Salary Survey for Non Executives 2018 offers insights into trends of the current compensation mix and provides a comprehensive overview of salaries, increases and bonus benchmarked against the various industries. The publication which is annually compiled, is now in its twenty fourth edition of salary survey reports since 1995. As the highly sought after compensation analysis, this year's report collected data from 242 respondent companies and covering 32,464 Non Executives' salaries in Malaysia in 109 benchmark positions. Breakdown of the salary data by Employment Size, Location, Years of Working Experience, Capital Ownership, Sales Turnover, Unionised/Non Unionised and Local/Multinational Companies provide additional perspectives for in-depth data analysis.

Forecast of salary increase and bonus as provided by participating companies are compared to that granted in 2018 in order to offer guidance and assistance to employers in making informed decisions on the salary policy. Users can easily search for particular benchmarks through the use of keywords as the report comes with an interactive CD. The special section of this year's report focuses on the discrimination at the workplace from the recruitment to the best practices of adopting anti discrimination policy and the employment of PWD.

The success of the Survey Report is due to the continuing support of MEF member companies. MEF records its thanks and appreciation to personnel who have taken valuable time and efforts to share the invaluable data .