

Preface

The MEF Salary Survey for Non Executives 2020 provides an up-to-date insight of salaries, increases and bonus benchmarked against the multi-industries and offering valuable data on the current compensation trends. This year's survey has included special sections that capture the impact of the outbreak of COVID-19 pandemic on salary policies and bonus payments.

A comprehensive coverage of 138 benchmark positions covering 64,625 Non Executives' salaries of 226 members from manufacturing and non manufacturing sectors is shared with employers in the 2020 survey report. The annual publication which is now in its twenty sixth edition is highly sought-after compensation analysis as it explores the various policies adopted by companies to compete for talent and retain valuable employees in their companies.

Forecast of salary increase and bonus as provided by participating companies are compared to that granted in 2020 in order to offer guidance and assistance to employers in making informed decisions on the salary policy. Breakdown of the salary data is by Employment Size, Location, Years of Working Experience, Capital Ownership, Sales Turnover, Unionised/Non Unionised and Local/Multinational Companies provide in-depth data analysis. To facilitate easy access to the survey findings, an interactive CD is provided to search for particular benchmarks through the use of keywords.

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.

