

# Preface

The MEF Salary Survey for Non Executives 2019 provides a comprehensive and strategic overview of salaries, increases and bonus benchmarked against the various industries and offering valuable insights into current compensation trends. The annual publication which is now in its twenty fifth edition is highly sought after compensation analysis as it explores the various strategies adopted by companies to attract and retain employees in their companies. The 2019 report collected data from 252 respondent companies and covering 48,098 Non Executives' salaries in Malaysia in 109 benchmark positions.

Forecast of salary increase and bonus as provided by participating companies are compared to that granted in 2019 in order to offer guidance and assistance to employers in making informed decisions on the salary policy. 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 in-depth data analysis. Employers have easy access with an interactive CD to search for particular benchmarks through the use of keywords.

This year's survey findings include the analysis of internship programmes undertaken by companies including:

- selection criteria
- payment of allowances
- role of interns and responsibilities
- mentoring programmes
- orientation programmes

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.