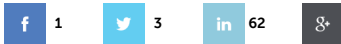




Incomes for HR staff in China set to rise by 5-10%



Calling All HR Teams & Professionals:

HR Excellence Awards 2015 (<http://www.humanresourcesonline.net/hre-awards/2015/>) is now open for entry submission

In line with [earlier reports](http://www.humanresourcesonline.net/mainland-china-offer-highest-raises-7-4-year/) (<http://www.humanresourcesonline.net/mainland-china-offer-highest-raises-7-4-year/>) predicting a rise in salary levels of staff in mainland China, a new study has found pay packages of local professionals are set to increase.

According to research from ZW HR consulting, 2015 is predicted to be a "stable year for HR professionals."

The study found the salary range for HR professionals in 2014/15 had an increase of 5-10%, compared to the 2013/14 figures.

It added that more employers have been observed emphasising the importance of investing in talented HR professionals due to the increasingly strong presence of HR in business strategy and corporate influence.

"The outlook for HR professionals in China this year is very positive. Employers are creating a higher demand for a selection of HR functions and experience levels, including compensation & benefits, HR business partners, talent acquisition managers and learning and development/training managers," the report stated.

Occupation	Years' Experience	Tier 1 Cities ^*		Tier 2 Cities ^**	
		Min	Max	Min	Max
HR VP	18+	700k	1M+	500k	700k
HR Director	15+	400k	1M+	300k	700k
Senior HR Business Partner	10+	400k	600k	300k	400k
HR Business Partner	5-8	200k	400k	200k	300k
Senior HR Manager	10+	250k	500k	180k	300k
HR Manager	8+	200k	450k	200k	300k
Senior HR Generalist	5+	120k	144k	100k	144k
Plant HR Manager	8+	180k	300k	144k	200k
C&B Director	12+	450k	800k	300k	500k
C&B Manager	8+	300k	500k	300k	400k
C&B Supervisor	5+	180k	250k	144k	200k
C&B Specialist	3+	84k	144k	60k	120k
Talent Acquisition Director	12+	450k	800k	300k	500k
Talent Acquisition Manager / Staffing Manager	8+	280k	500k	240k	360k
Recruitment Supervisor	7+	132k	240k	120k	180k
Senior Talent Development Manager	10+	500k	700k	300k	400k
Talent Development Manager	8+	400k	600k	300k	400k
Learning & Development Manager	8+	400k	800k	300k	400k
Training Supervisor	5-8	200k	360k	180k	240k
Employee Relationship Manager	7+	250k	360k	144k	200k

^Calculated Currency: RMB
Tier 1 Cities*: Shanghai, Beijing, Guangzhou
Tier 2 Cities**: Provincial capital and rapidly developing cities such as Tianjin, Suzhou, Chengdu, etc

The report observed that across markets, candidates are currently receiving a 20-30% increase in salary.

Additionally, it highlighted those with desired skills such as additional languages, leadership capabilities, and on the job experience can receive up to a 35% growth in salary.

"The most popular recruitment roles for 2015 in China will be those in the sales, marketing, and R&D functions while property and construction, life sciences, and banking are set to be prime sectors of demand for 2015," the report stated.

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