



## MEF Salary Survey for Executives and Non Executives 2019

The MEF Salary Survey for Executives and Non Executives 2019 provide a 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.

The 2019 reports collected data from 252 respondent companies and covering 18,782 Executives' salaries in Malaysia in 151 benchmark positions and 48,098 non executives' salaries in 109 benchmark positions. Forecast of salary increase and bonus as provided by participating companies are compared to that granted in 2018. Breakdown of the salary data by Employment Size, Location, Years of Working Experience, Capital Ownership, Sales Turnover and Local/Multinational. This year's survey findings include the analysis of internship programmes - selection, allowances, training and mentoring programmes.



## MEF Man-Days Lost & Absenteeism Survey 2019

The MEF Survey on Man-days Lost and Absenteeism was conducted with the objective of identifying the causes of man-days lost and absenteeism at the workplace, the current trend in rates of man-days lost and absenteeism among the respondent companies and companies' best practices in monitoring and reducing man-days lost and absenteeism at the workplace. This 3rd edition of the Report updates the previous reports published in 2010 and 2015.

This year's Survey was participated by 140 participating MEF member companies throughout Malaysia. The Survey publication analyses man days lost and absenteeism due to sick leave, prolonged illness leave, public holidays, marriage leave, paternity leave, habitual lateness, absence without leave or reasonable excuse, boycott of overtime work and strikes in the private sector. The Report provides breakdown analysis of man-days lost and absenteeism of the respondent companies by sector, industry, location, capital ownership, employment size, local or multinational companies and union or non unionised companies.



## MEF Analysis of Collective Agreements and Awards on Terms and Conditions of Employment 2018

In the preparation for collective bargaining negotiations, the analysis of the CAs provides the essential reference guide for the unionised as well as non unionised companies in benchmarking the various articles in the CAs. The 14th edition of Analysis of Collective Agreements and Awards on Terms & Conditions of Employment, covers the analysis of salaries and terms of employment in the 281 Collective Agreements (CAs) that were given cognisance by the Industrial Court in 2018 and 53 Industrial Court Awards in 2018 that disputed on the terms and conditions of employment. The Report analyses in-depth the across-the-board salary adjustment, annual increment, bonus, salary structure, terms of employment, allowances and benefits, leaves entitlement and salary data by Union, Industry and Location.

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