



2020 1st-Half

Sample MIS Salary Report

REF: ALL COMPANIES

Type of MIS Report : QUARTILE
MIS Job Number : 1206
MIS Job Title : Production Operator - General (Monthly Wages)
Normally Report to : Production Supervisor
Minimum Entry Qualification : Up to secondary 3 level and up to 3 months training to reach expected standard.
Major Responsibility : Performs routine and repetitive duties in the various assembly processes involving adjusting, fitting, wiring etc.

Your Company Code:				xxx											
Your Company Salary Details (STRICTLY PRIVATE & CONFIDENTIAL)															
MIS Grade	Head Count	Average			Basic Salary			Average Gross	Basic Salary Scale		Average TRP				
		YIJ	YIS	AGE	Low	High	Average		Minimum	Maximum					
No data for this position !!															

Quartile & TRP Report: By MIS Grade																
MIS Grade	Head Count	Average			Basic Salary				Gross Salary				Total Remuneration Package			
		YIJ	YIS	AGE	AVE	UQU	MED	LQU	AVE	UQU	MED	LQU	AVE	UQU	MED	LQU
All Region																
D1	33152	4.4	4.7	29	1217	1250	1200	1135	1490	1604	1461	1375	22508	23818	22202	20891
D2	5575	6.2	9	34.1	1419	1506	1391	1285	1709	1871	1667	1501	25387	27606	24863	22586
ALL	38727	4.7	5.3	29.7	1246	1290	1200	1144	1521	1617	1487	1376	22923	24315	22394	21052
Northern Region																
D1	21656	4.6	4.7	29	1217	1253	1200	1135	1482	1588	1456	1379	22350	23776	22058	21052
D2	2769	7.4	9.6	35	1417	1546	1365	1283	1702	1882	1628	1488	25300	27768	24283	22308
ALL	24425	4.9	5.2	29.7	1240	1292	1200	1135	1507	1604	1477	1389	22684	23818	22295	21168
Central Region																
D1	5610	3.9	5.2	29.5	1246	1258	1200	1179	1582	1645	1562	1402	24162	25148	23863	21258
D2	242	15.9	15.9	41	1705	1987	1509	1399	2174	2407	2028	1895	31850	34924	30058	28269
ALL	5852	4.4	5.7	29.9	1265	1265	1200	1184	1606	1658	1562	1426	24480	25288	24039	21743
Southern Region																
D1	5886	4.1	4.4	28.4	1189	1226	1167	1126	1428	1557	1371	1275	21516	23292	20788	19583
D2	2564	4	7.7	32.5	1395	1476	1404	1276	1672	1812	1656	1517	24870	26763	24665	22776
ALL	8450	4.1	5.4	29.6	1251	1342	1196	1140	1502	1651	1482	1315	22534	24529	22128	20070

Abbreviation: AVE-Average UQU-Upper Quartile MED-Median LQU-Lower Quartile YIJ-Years in Job YIS-Years in Service

ALL REGION		Total Remuneration Package (TRP) Report : By Detailed Benefits Item - Per Annum					
		All MIS Grade					
MIS Job Number: 1206		Total Remuneration Package		Companies giving the benefits		Head count & Ave. value of benefits	
Items		RM	%	No.	%	No.	%
Basic Salary		14954	65	46	100	38727	100
Contractual Bonus		1007	4	32	70	27469	71
Guaranteed Salary		15961	70	46	100	38727	100
Car Allowance		83	0	16	35	7178	19
Company Car		0	0	0	0	0	0
Shift Allowance		801	3	33	72	23685	61
Meal Allowance		205	1	17	37	8925	23
Others Allowance		148	1	15	33	7183	19
Fixed Cash		17198	75	46	100	38727	100
Variable Bonus		1055	5	33	72	27722	72
Profit Sharing		1	0	1	2	62	0
Gross Salary		18254	80	46	100	38727	100
Car Loan Interest Subsidy		63	0	6	13	6139	16
House Loan Interest Subsidy		2	0	2	4	541	1
EPF / Retirement		2184	10	46	100	38727	100
PA Insurance		28	0	37	80	33485	86
Life Insurance		58	0	33	72	29778	77
Medical		2135	9	46	100	38727	100
Hospitalization		201	1	45	98	38625	100
Total Remuneration Package		22923	100	46	100	38727	100
Total No. Of Companies		46					

Note : All salary figures are weighted average figures and in per annum.

Note : The salary figures may differs slightly from other reports due to rounding error.