



中国 China

薪酬报告 Salary Guide 2023

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关于

《Page Insights 薪酬报告》为我司年度调查报告,旨在为招聘经理与求职者在了解各行业职能的薪资范围时提供参考,涉及财务、技术、人力资源、销售等多个领域。

报告 统计方法

报告中所涉及的数据来自我们专有数据库以及针对中国大陆地区 2023 年的涨薪预估。

今年,所有薪酬数据将以最低值、最高值与中位值呈现。中位值代表着一组按升序排列数据的中位数值。这意味着半数人员的薪酬会低于中位值,而另一半人员的工资则会高于该数值。

About

The Page Insights Salary Guide is an annual resource that provides hiring managers and candidates with salary references across various industries by job functions, including Finance, Technology, Human Resources, Engineering, Sales and more. This report serves as a valuable tool for informed decisions in the hiring process.

Report methodology

The figures presented in the Page Insights Salary Guide are derived from our proprietary data and network in Mainland China.

This year, the salary figures are represented by the minimum, maximum and median – where the median represents the middle-most value in a set of data, arranged in ascending order. This means half the people who work in a specific field earn less than the median salary from the minimum, while the other half earns more towards the maximum.

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中国大陆的人才市场前景

许多人在疫情期间找到了新工作。根据我们的《人才趋势报告2022》，中国大陆有 **48%** 的受访者在当前的岗位上工作了不到两年。

有 **59%** 的来自不同年龄组别、行业、市场与资历水平的受访者计划寻求新的职业挑战。

薪资仍是影响候选人决定在何处工作的最大动力。

在整体年通胀率为 **4%** 的大环境下，企业应该重新评估薪资并制定非货币策略，以留住人才。

影响候选人选择工作的五大关键因素



薪资 / 奖金 / 奖励



企业文化与价值观



领导



晋升



办公地点

计划辞职的五大原因



更换职业 / 职位 / 行业



寻求职业发展 / 晋升



对薪资不满意



对公司战略 / 方向不满意



不适应企业文化



Mainland China's Workforce Outlook

A lot of people found new jobs during the pandemic. According to our Talent Trends 2022 survey report, **48%** of respondents in Mainland China have **worked for not more than two years** in their current roles.

59% of respondents across every age group, industry, market and seniority level **plan to look for new career prospects**.

Salary is still the top motivator that influences candidates' decisions on where to work.

Companies should consider reviewing salaries and developing non-monetary strategies to improve talent retention with the overall **year-on-year inflation rate at 4%**.

Top 5 factors that influence candidates' decisions on where to work



Salary / bonus / rewards



Company Culture & values



Leadership



Promotion



Office location

Top 5 reasons for planned resignations



Change career / role / industry



Looking for career progression / promotion



Unhappy with salary



Unhappy with strategy / direction of company



Company Culture is not a fit



求职者： 了解你的价值，准备好行动

充满信心地进行 薪资谈判

做一些研究，了解自己的价值，在薪资谈判前做好充分准备。

2022 年如何有技巧地与雇主谈薪？

[阅读更多](#)

在不自断后路的情况下 优雅地辞职

整天感到疲惫或没有发展机会，表明你可能需要另谋他职。

如何判断离职时机是否恰当？

[阅读更多](#)

利用这些关键技能适应 未来的工作

在中国大陆，有 77% 的雇主宁愿对现有员工进行技能升级和再培训，也不愿雇用新员工。利用这些备受青睐的技能为你的职业生涯提供保障。

适应未来职场的七大重要技能

[阅读更多](#)