

# Thailand

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## IT Salary and Skills Report 2008

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# 1 Editor's Note

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Are you paid enough as an IT manager or systems developer? Do you have a pay package that's more or less the same as your peers in Malaysia, India or the Philippines?

The *ZDNet Asia IT Salary Benchmark 2008* report attempts to answer these questions, and more. It provides an overview and comparison of salary data for a range of IT positions in Thailand, including IT Management, Project Management, Systems Development, Communications and Support. It also highlights the most popular technical skills and professional certifications.

The report is based on data collected via an extensive survey conducted on the Internet in late-2007 and early-2008, using several methods to encourage user participation. These included online advertisements on CNET Networks and partner sites, e-mail invitation, text links from ZDNet Asia TechGuides and Newsletters, pop-up ads on ZDNet Asia, and search engine marketing.

The survey polled 971 Thai IT professionals from a range of industry sectors, across a selection of job types, and from many different sizes of organisation.

The findings determine that, as expected, experience *does* count as there is a very strong correlation between years of experience and a good salary. Similarly, company size, as measured by number of employees, also has an impact on salary levels, with larger companies generally paying more.

The ZDNet Asia IT Salary Benchmark Survey aims to compile an extensive and up-to-date set of salary data, for which the results will be published annually. In addition, the data collected will also be used to build an Interactive Salary Benchmark Wizard for respondents to compare salary levels against their peers. The survey targets IT professionals from eight countries: Hong Kong, India, Indonesia, Malaysia, the Philippines, Singapore, Australia and Thailand.

On behalf of the ZDNet Asia team, I hope you find this report useful.



Eileen Yu  
Senior Editor, ZDNet Asia

## 2 Key Findings

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IT does matter. IT professionals work at the heart of most modern organisations, which need their specialised skills as never before. IT hardware and software are becoming more commoditised, but IT professionals are requiring a wider range of technical and commercial abilities.

Accordingly, IT professionals tend to earn more than their counterparts in many other professions. The average IT salary in Thailand is THB 746,096, but this figure varies significantly by industry, size of employer and years of experience. As expected, experience and education do count – there is a very strong correlation between years of experience, and a higher education level, and a good salary. Similarly, company size, as measured by number of employees, also has an impact on salary levels, with larger companies generally paying more. IT managers are particularly valued for the skills, earning more than any other group of IT professionals.

There are significant differences between the average salaries by industry. Those working in the Legal and Finance sector have the highest average annual salary. The average annual salary for Legal and Finance sector is significantly above the overall annual average, while the average annual salary in Government, Education and Health is significantly below.

More than half (54.1%) of Thailand's IT professionals have Application Development skills, and more than a third have Server/Networking skills (36.1%), and System Administration experience (35.9%). Fully 40.6% hold at least one professional certification.

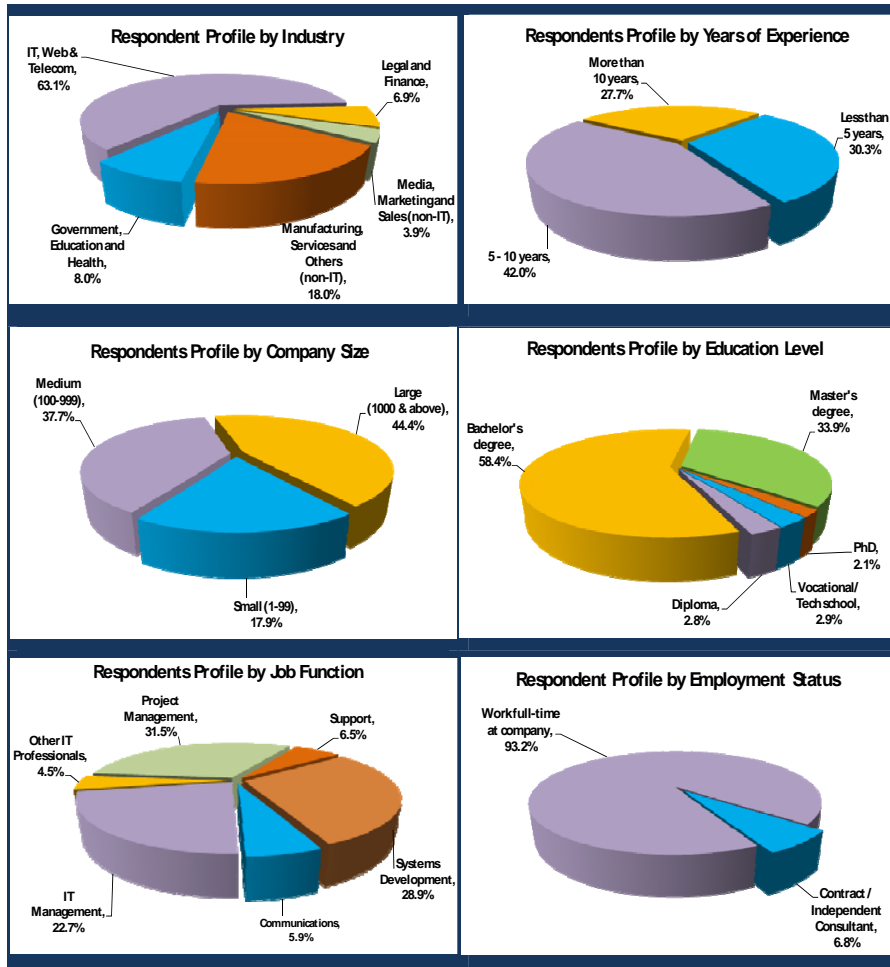
Across eight countries in Asia Pacific, only Australia (US\$76,851), Hong Kong (US\$57,303) and Singapore (US\$44,858) have higher overall average IT salaries than Thailand (US\$24,108). But note that Australian and Hong Kong respondents also have, on average, the most years of experience.

The survey paints a picture of a dynamic industry with relatively high skill sets and high salaries. Salaries vary considerably by such factors as skill levels and experience, but they are in most cases attractive, an indication that IT remains a desirable and interesting profession with much to offer its practitioners and those who employ them.

### 3 Respondent Profile

A total number of 971 complete responses were received from Thailand, across a wide range of IT professionals. Only full-time workers (30 hours a week or more) and contractors working the same hours are included in the analysis.

**Figure 3.1: Respondent Profile**



- A majority of the respondents (63.1%) are in the IT, Web & Telecom sector.
- Nearly half (44.4%) of the respondents are from large (1,000 and above employees) companies.
- The largest percentage of the respondents by Job Function is from Project Management (31.5%), followed by Systems Development (28.9%) and IT Management (22.7%).
- The largest group (42.0%) has 5-10 years of experience. Almost a third (30.3%) have less than 5 years of experience, and the remainder (27.7%) have more than 10 years.
- Majority (58.4%) of the respondents have a Bachelor's Degree, followed by those with Master's Degree (33.9%), Vocational/Tech school qualifications (2.9%), Diploma (2.8%) and PhD (2.1%).
- The great majority (93.2%) of the respondents are working full-time. The remainder are Contractors and Independent Consultants.

## 4 Salary Analysis

Average annual IT salaries in Thailand vary with Job Function and with factors such as Employment Status, Education Level, Years of Experience, Industry, and Company size. The analyses below use cross tabulations of average annual salary by Job Function and these demographic variables.

The overall average annual salary for Thailand is THB 746,096. Those in IT Management have the highest average annual salary (THB 1,147,537), followed by Other IT Professional (THB 871,112), Project Management (THB 739,119), Systems Development (THB 542,965) Communications (THB 540,005), and Support (THB 383,304).

**Table 4.1: Average Annual Salary by Job Function and Employment Status**

Job Function	Employment Status		Overall
	Contract / Independent Consultant	Work full-time at company	
IT Management	THB 1,056,518	THB 1,151,419	<b>THB 1,147,537</b>
Project management	THB 1,155,804	THB 681,805	<b>THB 739,119</b>
Systems Development	THB 396,598	THB 548,928	<b>THB 542,965</b>
Communications	THB 105,492	THB 572,799	<b>THB 540,005</b>
Support	THB 549,956	THB 380,616	<b>THB 383,304</b>
Other IT Professionals	THB 1,490,727	THB 809,150	<b>THB 871,112</b>
<b>Overall</b>	<b>THB 963,194</b>	<b>THB 730,263</b>	<b>THB 746,096</b>
<i>Number of Respondents</i>	66	905	<b>971</b>
<i>% of Respondents</i>	6.8%	93.2%	100%

- There is a significant difference between the overall annual salaries by Job Function. Those in IT Management have the highest overall annual salary (THB 1,147,537), significantly above the overall annual salary of THB 746,096.
- There is a significant difference between the overall annual salaries by employment status. Those who are Contract/Independent Consultants in IT Management, Project Management, Communications, Support, and Other IT Professionals have larger average annual salaries than their counterparts who work full time at a company. However, those who are in Systems Development and work full-time in a company have higher average annual salary than Contract/Independent Consultants.

**Table 4.2: Average Annual Salary by Job Function and Education Level**

Job Function	Education Level					Overall
	Vocational/ Tech school	Diploma	Bachelor's degree	Master's degree	PhD	
IT Management	THB 1,141,794	THB 2,377,344	THB 1,211,431	THB 1,020,476	THB 922,149	<b>THB 1,147,537</b>
Project management	THB 1,115,626	THB 318,851	THB 639,213	THB 876,072	THB 763,606	<b>THB 739,119</b>
Systems Development	THB 1,404,384	THB 155,718	THB 492,846	THB 627,156	THB 666,647	<b>THB 542,965</b>
Communications	THB 99,992	THB 964,923	THB 563,836	THB 446,055	N/A	<b>THB 540,005</b>
Support	THB 254,646	THB 200,724	THB 393,930	THB 381,816	THB 999,920	<b>THB 383,304</b>
Other IT Professionals	THB 1,341,778	THB 1,122,133	THB 636,009	THB 1,122,899	N/A	<b>THB 871,112</b>
<b>Overall</b>	<b>THB 1,094,040</b>	<b>THB 940,787</b>	<b>THB 653,183</b>	<b>THB 855,691</b>	<b>THB 827,374</b>	<b>THB 746,096</b>
<i>Number of Respondents</i>	28	27	567	329	20	<b>971</b>
<i>% of Respondents</i>	2.9%	2.8%	58.4%	33.9%	2.1%	100%

- There is a significant difference between the average annual salaries by Education Level. Those who have Vocational/Tech School education have the highest average annual salary of THB 1,094,040 followed by those have Diploma (THB 940,787), PhD (THB 827,374), Master's Degree (THB 855,691) and Bachelor's Degree (THB 653,183)
- In IT Management, those with a Diploma have the highest average annual salary of THB 2,377,344.

**Table 4.3: Average Annual Salary by Job Function and Years of Experience**

Job Function	Years of Experience			Overall
	Less than 5 years	5 - 10 years	More than 10 years	
IT Management	THB 634,975	THB 1,029,714	THB 1,256,313	<b>THB 1,147,537</b>
Project management	THB 393,864	THB 758,553	THB 1,031,960	<b>THB 739,119</b>
Systems Development	THB 409,061	THB 661,148	THB 665,273	<b>THB 542,965</b>
Communications	THB 403,410	THB 576,163	THB 865,423	<b>THB 540,005</b>
Support	THB 252,659	THB 539,680	THB 386,854	<b>THB 383,304</b>
Other IT Professionals	THB 285,975	THB 995,707	THB 1,799,927	<b>THB 871,112</b>
<b>Overall</b>	<b>THB 394,767</b>	<b>THB 769,074</b>	<b>THB 1,086,867</b>	<b>THB 746,096</b>
<i>Number of Respondents</i>	291	404	266	<b>971</b>
<i>% of Respondents</i>	30.0%	41.6%	27.4%	100%

- There is a significant difference between the overall average annual salaries by Years of Experience. Those who have more than 10 years of experience have the highest average annual salary of THB 1,086,867.
- For all job functions, except for those in Support, the more years of experience the higher the average annual salary.

**Table 4.4: Average Annual Salary by Job Function and Industry**

Job Function	Industry					Overall
	Government, Education and Health (GEH)	IT, Web & Telecom (ITWT)	Legal and Finance (LF)	Media, Marketing and Sales (non-IT) (MMS)	Manufacturing, Services and Others (non-IT) (MSO)	
IT Management	THB 1,014,597	THB 1,275,386	THB 1,155,744	THB 995,739	THB 977,238	<b>THB 1,147,537</b>
Project management	THB 619,174	THB 795,019	THB 629,684	THB 666,485	THB 639,653	<b>THB 739,119</b>
Systems Development	THB 460,603	THB 554,850	THB 440,770	THB 600,827	THB 561,086	<b>THB 542,965</b>
Communications	N/A	THB 522,372	THB 391,956	THB 169,986	THB 681,348	<b>THB 540,005</b>
Support	THB 376,970	THB 347,467	THB 1,486,356	THB 371,970	THB 253,841	<b>THB 383,304</b>
Other IT Professionals	THB 394,244	THB 860,959	THB 1,891,561	THB 438,027	THB 1,241,257	<b>THB 871,112</b>
<b>Overall</b>	<b>THB 620,146</b>	<b>THB 765,718</b>	<b>THB 801,346</b>	<b>THB 693,620</b>	<b>THB 723,741</b>	<b>THB 746,096</b>
<i>Number of Respondents</i>	78	613	67	38	175	<b>971</b>
<i>% of Respondents</i>	8.0%	63.1%	6.9%	3.9%	18.0%	100%

- Those working in the Legal and Finance sector have the highest average annual salary (THB 801,346), followed by those in IT, Web & Telecom (THB 765,718).
- There are significant differences between the average salaries by industry. The average annual salary for Legal and Finance sector is significantly above the overall annual salary, while the average annual salary for Government, Education and Health sector is significantly below.

**Table 4.5: Average Annual Salary by Job Function and Company Size**

Job Function	Company Size			Overall
	Small (1-99)	Medium (100-999)	Large (1000 & above)	
IT Management	THB 1,296,726	THB 1,026,513	THB 1,156,069	<b>THB 1,147,537</b>
Project management	THB 779,242	THB 665,646	THB 803,858	<b>THB 739,119</b>
Systems Development	THB 560,367	THB 580,527	THB 411,657	<b>THB 542,965</b>
Communications	THB 308,804	THB 628,646	THB 678,976	<b>THB 540,005</b>
Support	THB 282,189	THB 485,249	THB 344,420	<b>THB 383,304</b>
Other IT Professionals	THB 839,936	THB 1,050,481	THB 314,642	<b>THB 871,112</b>
<b>Overall</b>	<b>THB 748,255</b>	<b>THB 740,608</b>	<b>THB 752,291</b>	<b>THB 746,096</b>
<i>Number of Respondents</i>	431	366	174	<b>971</b>
<i>% of Respondents</i>	44.4%	37.7%	17.9%	100%

- There is no significant difference between the overall annual average salaries by Company Size. Those working in Large (1000 and above employees) have a slightly higher average annual salary (THB 752,291) than those in Small size companies (THB 748,255) and Medium size companies (THB 740,608), but the differences are not significant.

## 5 IT Skills

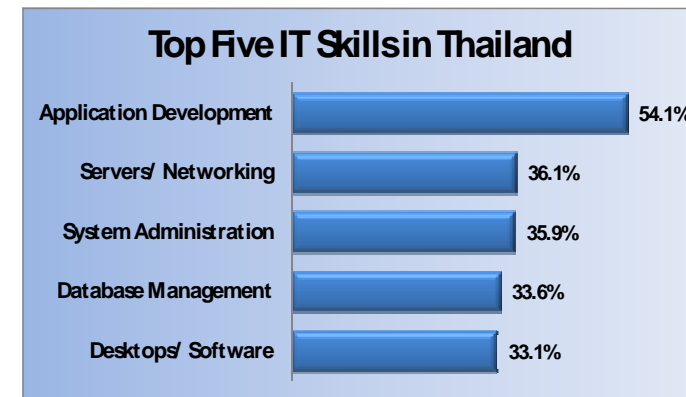
### 5.1 IT Skills in Thailand

Several IT skills were considered in this survey. The top five IT skills in Thailand are Application Development, Server/Networking, System Administration, Database Management and Desktop/Software. More than fifty percent (54.1%) of the respondents have Application Development skills. Note that most people have more than one IT skill.

The last column of Table 5.1 shows the average annual salary of respondents with the corresponding skills. The table shows that respondents with Application Development (often combined with other IT skills) have average annual salary of THB 726,384.

**Table 5.1: Average Annual Salary of the Top Five IT Skills in Thailand**

Top Five IT Skills for Thailand		Average Annual Salary
% of Respondents	IT Skills	
54.1%	Application Development	THB 726,384
36.1%	Servers/ Networking	THB 727,070
35.9%	System Administration	THB 712,525
33.6%	Database Management	THB 733,464
33.1%	Desktops/ Software	THB 706,543



## 5.2 IT Skills by Job Function

**Table 5.2: Average Annual Salary by IT Skills and Job Function**

### IT Management

IT Management		Average Annual Salary
% of Respondents	Top Five IT Skills	
62.3%	Application Development	THB 1,124,017
53.6%	System Administration	THB 1,053,696
51.4%	Servers/ Networking	THB 1,091,689
46.8%	Operating Systems	THB 1,144,952
45.5%	Database Management	THB 1,115,893

### Communications

Communications		Average Annual Salary
% of Respondents	Top Five IT Skills	
75.4%	Servers/ Networking	THB 556,732
45.6%	IT Security	THB 553,917
43.9%	System Administration	THB 649,102
38.6%	Operating Systems	THB 497,934
36.8%	Telco/ Wireless/ Mobile	THB 511,863

### Project Management

Project Management		Average Annual Salary
% of Respondents	Top Five IT Skills	
46.4%	Application Development	THB 746,162
39.9%	Consulting/ Business Services	THB 930,292
37.9%	System Administration	THB 545,065
33.7%	Servers/ Networking	THB 590,590
32.7%	Operating Systems	THB 661,194

### Support

Support		Average Annual Salary
% of Respondents	Top Five IT Skills	
49.2%	Servers/ Networking	THB 379,833
47.6%	Operating Systems	THB 455,475
	Desktops/ Software	THB 315,902
44.4%	System Administration	THB 311,102
30.2%	IT Security	THB 344,756
28.6%	Storage	THB 555,748

### Systems Development

Systems Development		Average Annual Salary
% of Respondents	Top Five IT Skills	
76.2%	Application Development	THB 479,288
50.5%	Web Development	THB 483,913
39.1%	Database Management	THB 541,397
32.4%	Desktops/ Software	THB 495,880
26.7%	Enterprise Applications	THB 521,683

### Other IT Professionals

Other IT Professionals		Average Annual Salary
% of Respondents	Top Five IT Skills	
27.3%	Web Development	THB 471,796
	Application Development	THB 894,614
	Operating Systems	THB 641,691
22.7%	Desktops/ Software	THB 882,072
	Consulting/ Business Services	THB 1,240,382
20.5%	Servers/ Networking	THB 595,286
	Enterprise Applications	THB 1,727,892
18.2%	Telco/ Wireless/ Mobile	THB 1,310,961
	IT Outsourcing	THB 1,680,222
	Web Services	THB 791,615
15.9%	Database Management	THB 662,804

## 5.3 IT Skills by Industry

**Table 5.3: Average Annual Salary by IT Skills and Industry**

### Government, Education and Health (GEH)

Government, Education and Health (GEH)		Average Annual Salary
% of Respondents	Top Five IT Skills	
52.6%	Application Development	THB 661,576
41.0%	Web Development	THB 455,992
38.5%	Desktops/ Software	THB 496,809
38.5%	Servers/ Networking	THB 549,938
	System Administration	THB 611,160
37.2%	Database Management	THB 446,495

### Media, Marketing and Sales (non-IT) (MMS)

Media, Marketing and Sales (non-IT) (MMS)		Average Annual Salary
% of Respondents	Top Five IT Skills	
60.5%	System Administration	THB 528,413
52.6%	Servers/ Networking	THB 822,584
47.4%	Operating Systems	THB 813,685
44.7%	Application Development	THB 886,825
	Database Management	THB 617,921
42.1%	IT Security	THB 837,933

### IT, Web & Telecom (ITWT)

IT, Web & Telecom (ITWT)		Average Annual Salary
% of Respondents	Top Five IT Skills	
56.9%	Application Development	THB 738,468
34.1%	Web Development	THB 641,061
32.1%	Servers/ Networking	THB 757,364
31.5%	Consulting/ Business Services	THB 998,284
31.2%	Database Management	THB 789,124
	Enterprise Applications	THB 850,271

### Manufacturing, Services and Others (non-IT) (MSO)

Manufacturing, Services and Others (non-IT) (MSO)		Average Annual Salary
% of Respondents	Top Five IT Skills	
52.6%	System Administration	THB 639,012
47.4%	Application Development	THB 674,110
45.1%	Servers/ Networking	THB 691,276
44.0%	Operating Systems	THB 704,923
41.1%	Desktops/ Software	THB 708,515

### Legal and Finance (LF)

Legal and Finance (LF)		Average Annual Salary
% of Respondents	Top Five IT Skills	
52.2%	Application Development	THB 727,850
40.3%	Desktops/ Software	THB 829,020
	Servers/ Networking	THB 737,613
37.3%	Database Management	THB 713,535
	System Administration	THB 918,896
31.3%	Operating Systems	THB 1,402,274
29.9%	Consulting/ Business Services	THB 865,146

## 5.4 IT Skills by Years of Experience

## 5.5 IT Skills by Company Size

**Table 5.4: Average Annual Salary by IT Skills and Years of Experience**

**Table 5.5: Average Annual Salary by IT Skills and Company Size**

### Less than 5 Years of Experience

Less than 5 years		Average Annual Salary
% of Respondents	Top Five IT Skills	
50.9%	Application Development	THB 393,428
39.2%	Web Development	THB 376,179
29.2%	Desktops/ Software	THB 321,340
26.1%	Servers/ Networking	THB 387,890
25.8%	System Administration	THB 321,552
	Database Management	THB 333,025

### 5 - 10 Years of Experience

5 - 10 years		Average Annual Salary
% of Respondents	Top Five IT Skills	
52.2%	Application Development	THB 725,112
37.9%	System Administration	THB 709,149
37.1%	Servers/ Networking	THB 709,169
35.9%	Web Development	THB 709,169
35.4%	Desktops/ Software	THB 725,891

### More than 10 Years of Experience

More than 10 years		Average Annual Salary
% of Respondents	Top Five IT Skills	
60.5%	Application Development	THB 1,012,461
45.1%	Consulting/ Business Services	THB 1,311,456
43.6%	System Administration	THB 954,258
42.9%	Servers/ Networking	THB 999,262
41.4%	Database Management	THB 1,033,058

### Small (1-99 Staff)

Small (1-99)		Average Annual Salary
Small (1-99)	Top Five IT Skills	
47.1%	Application Development	THB 709,916
35.6%	Servers/ Networking	THB 738,842
31.0%	System Administration	THB 753,824
	Consulting/ Business Services	THB 990,256
28.2%	Desktops/ Software	THB 683,130
	Operating Systems	THB 824,134
27.6%	Database Management	THB 713,363

### Medium (100-999 Staff)

Medium (100-999)		Average Annual Salary
Medium (100-999)	Top Five IT Skills	
53.3%	Application Development	THB 731,954
41.8%	System Administration	THB 665,880
39.6%	Servers/ Networking	THB 709,250
36.6%	Operating Systems	THB 749,761
35.5%	Database Management	THB 761,575

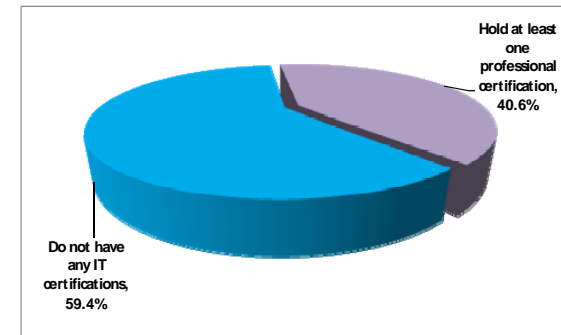
### Large (1000 & Above Staff)

Large (1000 & above)		Average Annual Salary
Large (1000 & above)	Top Five IT Skills	
57.5%	Application Development	THB 762,945
42.9%	Web Development	THB 539,784
34.8%	Desktops/ Software	THB 798,983
34.3%	Database Management	THB 719,311
33.4%	Servers/ Networking	THB 741,406

## 6 Professional Certifications

Of 971 respondents in Thailand, 40.6% hold at least one professional certification. Average annual salaries are included in the last row of the following tables. Note that many IT professionals have more than one Professional Certification. The most popular professional certification mentioned is Microsoft Certified Professional (MCP), with 24.3% of respondents, followed by Cisco Certified Network Associate (CCNA), with 19.7%.

**Figure 6.1: Professional Certification**



**Table 6.1: Top 10 Professional Certifications**

Top 10 IT Certification for Thailand			Average Annual Salary
Rank	Percentage	IT Certification	
1	24.6%	Microsoft Certified Professional (MCP)	THB 616,953
2	17.5%	Cisco Certified Network Associate (CCNA)	THB 615,886
3	15.5%	Microsoft Certified Systems Engineer (MCSE)	THB 752,754
4	12.7%	Sun Certified Programmer for Java 2	THB 389,970
5	10.7%	Microsoft Certified System Administrator (MCSA)	THB 547,949
6	9.9%	IBM certification	THB 743,736
7	7.9%	SAP Certified Application/Technical Consultant	THB 1,143,743
8	7.4%	Microsoft Certified Application Developer (MCAD)	THB 401,346
9	7.1%	Project Management (PMP)	THB 832,177
10	6.9%	Network +	THB 433,691

**Table 6.2: Top 5 Professional Certifications by Job Function**

**IT Management**

IT Management		
Rank	Percentage	IT Certification
1	25.0%	Microsoft Certified Professional (MCP)
2	20.5%	Microsoft Certified Systems Engineer (MCSE)
3	17.0%	Cisco Certified Network Associate (CCNA)
4	15.9%	Microsoft Certified System Administrator (MCSA)
5	13.6%	IBM certification

**Communications**

Communications		
Rank	Percentage	IT Certification
1	74.3%	Cisco Certified Network Associate (CCNA)
2	20.0%	Cisco Certified Network Professional (CCNP)
3	14.3%	Microsoft Certified Professional (MCP)
4	11.4%	Microsoft Certified Systems Engineer (MCSE) Network + Cisco Certified Design Associate (CCDA)
5	8.6%	Microsoft Certified System Administrator (MCSA)
	8.6%	Sun Solaris Certification

**Project Management**

Project Management		
Rank	Percentage	IT Certification
1	25.4%	Microsoft Certified Professional (MCP)
2	18.1%	Microsoft Certified Systems Engineer (MCSE)
3	13.8%	IBM certification
4	13.0%	Cisco Certified Network Associate (CCNA)
5	10.1%	SAP Certified Application/ Technical Consultant
		Microsoft Certified System Administrator (MCSA)

**Support**

Support		
Rank	Percentage	IT Certification
1	45.0%	Microsoft Certified Professional (MCP)
2	25.0%	Microsoft Certified System Administrator (MCSA)
3	20.0%	Microsoft Certified Solution Developer (MCSA)
		Microsoft Certified Application Developer (MCAD)
4	15.0%	Microsoft Certified Systems Engineer (MCSE) Network +
5	10.0%	Cisco Certified Network Associate (CCNA)
		Sun Solaris Certification

**Systems Development**

Systems Development		
Rank	Percentage	IT Certification
1	24.5%	Microsoft Certified Professional (MCP)
2	10.8%	Microsoft Certified Systems Engineer (MCSE)
3	5.9%	IBM certification
4	6.9%	Cisco Certified Network Associate (CCNA)
5	5.9%	SAP Certified Application/ Technical Consultant

**Other IT Professionals**

Other IT Professionals		
Rank	Percentage	IT Certification
1	36.4%	Project Management (PMP)
2	18.2%	Sun Solaris Certification
3	16.5%	Cisco Certified Security Professional (CCSP)
4	13.2%	Computer Associates Certification
5	9.1%	Microsoft Certified Professional (MCP)
		IBM certification

## 7 Regional Insights

### 7.1 Average Annual Salary

The survey was conducted across eight countries in Asia Pacific. All salaries were converted to US dollars (exchange rates as of 2 March 2008 – see Figure 8.1), which enables comparisons between countries. Australia (US\$76,851), Hong Kong (US\$57,303) and Singapore (US\$44,858) have higher overall averages than Thailand (US\$24,108). Note that Australian and Hong Kong respondents also have, on average, the most years of experience.

**Table 7.1a: Overall Average Annual Salary by Country**

Country	N <sub>i</sub>	Local Currency	Average Annual Salary (Local Currency)	Average Annual Salary (USD)	Average Number of Years of Experience
Australia	2426	AUD	82,507	\$76,851	10.9
Hong Kong	1445	HKD	445,817	\$57,303	8.9
Singapore	5400	SGD	62,502	\$44,858	7.5
Thailand	971	THB	746,096	\$24,108	8.8
Malaysia	2890	MYR	72,144	\$22,582	7.1
India	5141	IND	554,075	\$13,864	5.4
Philippines	2521	PHP	500,736	\$12,425	6.3
Indonesia	3267	IDR	69,714,408	\$7,709	5.7

**Figure 7.1a: Overall Average Annual Salary by Country**

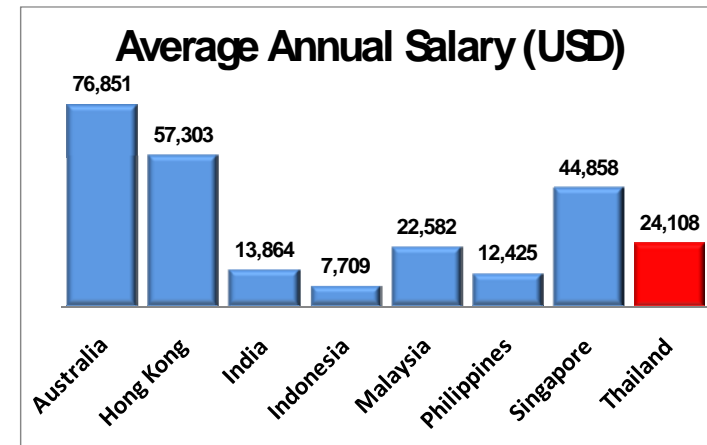
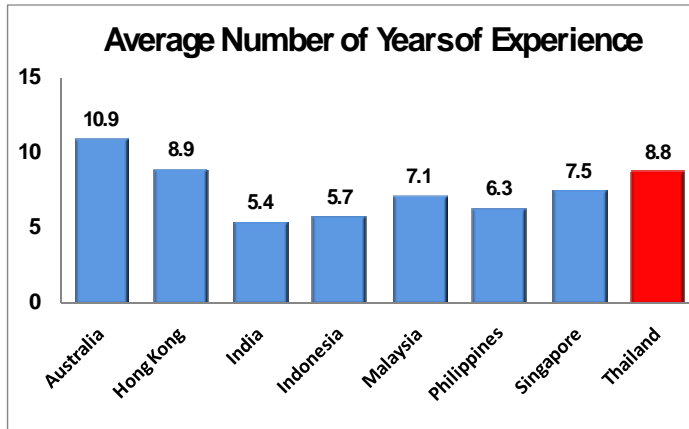


Figure 7.1b: Overall Average Number of Years by Country



## 7.2 IT Certification

Table 7.2a: Top 10 IT Certification – All Countries

Rank	IT Certification	Frequency	Percentage of Respondents With At Least 1 IT Certification
1	Microsoft Certified Professional (MCP)	2194	23.9%
2	Cisco Certified Network Associate (CCNA)	1993	21.7%
3	Microsoft Certified Systems Engineer (MCSE)	1349	14.7%
4	Sun Certified Programmer for Java 2	865	9.4%
5	Project Management (PMP)	850	9.3%
6	Microsoft Certified System Administrator (MCSA)	752	8.2%
7	IBM certification	641	7.0%
8	Network +	604	6.6%
9	A+ Certification	563	6.1%
10	Oracle Certified Professional (OCP)	481	5.2%

Table 7.1b: Average Annual Salary in US\$ by Country and Job Function

Country	By Job Function					
	IT Management	Project Management	Systems Development	Communications	Support	Other IT Professionals
Australia	\$94,397	\$80,090	\$71,484	\$66,833	\$54,375	\$76,362
Hong Kong	\$79,101	\$53,377	\$46,769	\$61,339	\$47,380	\$65,996
India	\$31,312	\$16,263	\$11,805	\$7,923	\$7,823	\$14,897
Indonesia	\$15,184	\$8,580	\$4,808	\$7,227	\$4,485	\$7,639
Malaysia	\$35,523	\$23,135	\$17,651	\$20,718	\$16,389	\$25,747
Philippines	\$23,721	\$12,952	\$10,545	\$9,686	\$7,438	\$10,091
Singapore	\$71,457	\$46,344	\$35,245	\$39,884	\$32,214	\$49,639
Thailand	\$37,080	\$23,883	\$17,545	\$17,449	\$12,386	\$28,148

Table 7.2b: IT Certification by Proportion and Ranking

Country	Proportion of Respondents Who Hold At Least 1 IT Certification	Overall Regional Certification Ranking
Hong Kong	48.9%	1
Australia	44.3%	2
Singapore	41.9%	3
India	41.1%	4
Thailand	40.6%	5
Malaysia	37.1%	6
Indonesia	28.6%	7
Philippines	24.4%	8
Overall	38.1%	

**Table 7.2c: Top 5 IT Certifications by Country**

**Australia**

Australia	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Microsoft Certified Professional (MCP)	30.5%
Cisco Certified Network Associate (CCNA)	17.4%
Microsoft Certified Systems Engineer (MCSE)	16.5%
Project Management (PMP)	10.6%
Microsoft Certified System Administrator (MCSA)	9.8%

**Hong Kong**

Hong Kong	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Microsoft Certified Professional (MCP)	26.5%
Microsoft Certified Systems Engineer (MCSE)	20.8%
Cisco Certified Network Associate (CCNA)	20.4%
Project Management (PMP)	14.6%
Sun Certified Programmer for Java 2	13.7%

**India**

India	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Cisco Certified Network Associate (CCNA)	17.0%
Microsoft Certified Professional (MCP)	16.9%
Microsoft Certified Systems Engineer (MCSE)	9.6%
Sun Certified Programmer for Java 2	7.2%
A+ Certification	6.7%

**Indonesia**

Indonesia	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Cisco Certified Network Associate (CCNA)	32.5%
Microsoft Certified Professional (MCP)	18.3%
Project Management (PMP)	8.4%
Microsoft Certified Systems Engineer (MCSE)	8.1%
Network +	8.1%

**Malaysia**

Malaysia	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Microsoft Certified Professional (MCP)	24.3%
Cisco Certified Network Associate (CCNA)	19.7%
Microsoft Certified Systems Engineer (MCSE)	18.3%
Microsoft Certified System Administrator (MCSA)	8.7%
Network +	8.3%

**Philippines**

Philippines	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Microsoft Certified Professional (MCP)	25.4%
Cisco Certified Network Associate (CCNA)	19.2%
Computer Associates Certification	8.5%
Sun Certified Programmer for Java 2	8.0%
IBM certification	7.3%
Network +	

**Singapore**

Singapore	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Microsoft Certified Professional (MCP)	21.2%
Cisco Certified Network Associate (CCNA)	19.6%
Microsoft Certified Systems Engineer (MCSE)	16.2%
Project Management (PMP)	12.1%
Sun Certified Programmer for Java 2	10.9%

**Thailand**

Thailand	Percentage of Proportion With At Least 1 IT Certification
Top Five IT Certification	
Microsoft Certified Professional (MCP)	24.6%
Cisco Certified Network Associate (CCNA)	17.5%
Microsoft Certified Systems Engineer (MCSE)	15.5%
Sun Certified Programmer for Java 2	12.7%
Microsoft Certified System Administrator (MCSA)	10.7%

## 8 Appendices

**Figure 8.1: Job Function Categorisation**

Job Function Group	Job Function
<b>IT Management</b>	IT Management - CEO, CIO, CTO, VP, Director IT Strategist / Architect MIS/IT Department Manager
<b>Project Management</b>	IT Analyst IT Consultant Project Manager Security Analyst Database Administrator Systems Administrator
<b>Systems Development</b>	Developer: Applications Developer: Client/Server Developer: Database Developer: Systems Web Developer/Programmer Systems Analyst Systems Programmer Quality Assurance (QA) Tester Software Engineer
<b>Communications</b>	Network Design Network Engineer Network Manager Telecommunications Engineer WAN Specialist
<b>Support</b>	Desktop Support Specialist Help Desk Technical Support Technical Trainer Technical Writer PC Technician
<b>Other IT Professionals</b>	Multimedia Designer Multimedia Manager Graphic Designer Web Designer Hardware Design Engineer IT-Related Sales/Marketing Web Administrator

**Figure 8.2: Industry Categorisation**

Industry Group	Industry
<b>IT, Web &amp; Telecom (ITWT)</b>	Service Provider (Web Hosting, Data, Wireless, Online) Application Service Provider Manufacturer (Computer-related) Retailer/Distributor/Wholesaler (Computer-related) Software Development Web Development VAR/VAD/System Integrator Business Services/Consulting (Computer-related) Communications (Local/Long Distance/Independent/Cable) Graphic Design
<b>Government, Education and Health (GEH)</b>	Health Care Education Government-Local/State/Federal Transportation/Utilities Research and Development
<b>Legal and Finance (LF)</b>	Banking/Accounting/Financial Services Insurance/Real Estate/Legal
<b>Media, Marketing and Sales (non-IT) (MMS)</b>	Business Services/Consulting (Non computer-related) Retailer/Distributor/Wholesaler (Non computer-related) Media/Entertainment/Publishing/Advertising/PR
<b>Manufacturing, Services and Others (non-IT) (MSO)</b>	Manufacturer (Non computer-related) Engineering/Architecture/Construction Aerospace/Travel Other

**Figure 8.3: Exchange Rates**

Country	Local Currency	1 Local Currency Equivalent to USD	1 USD Equivalent to Local Currency
Malaysia	Malaysian Ringit (MYR)	0.3131	3.1948
Thailand	Thai Baht (THB)	0.0323	30.9477
Philippines	Philippine Peso (PHP)	0.0248	40.2999
Indonesia	Indonesian Rupia (IDR)	0.0001	9043.30
Hong Kong	Hong Kong Dollar (HKD)	0.1285	7.8801
Australia	Australian Dollar (AUD)	0.9314	1.0736
India	Indian Rupee (INR)	0.0250	39.9644
Singapore	Singapore Dollar (SGD)	0.7167	1.3944

Source: [www.oanda.com](http://www.oanda.com) (2 March 2008)

## 9 About Us

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