

Indonesia

IT Salary and Skills Report 2008

ZDNet Asia is a property of CNET Networks Asia Pacific Pte Ltd.

Copyright © 2008 CNET Networks Asia Pacific Pte Ltd. All rights reserved

The content of this report is based on information provided by respondents to an online survey. Information provided is for general informational purposes. CNET Networks Asia Pacific Pte Ltd does not guarantee the correctness or completeness of the data. Reproduction or disclosure in whole or in part to other parties, by any means whatsoever, shall be made only upon prior written permission of CNET Networks Asia Pacific Pte Ltd.

Table of Contents

1 Editor's Note	4
2 Key Findings	6
3 Respondent Profile.....	7
4 Salary Analysis	9
5 IT Skills	16
5.1 IT Skills in Indonesia	16
5.2 IT Skills by Job Function	17
5.3 IT Skills by Industry	19
5.4 IT Skills by Years of Experience	21
5.5 IT Skills by Company Size	22
6 Professional Certifications	24
7 Regional Insights.....	28
7.1 Average Annual Salary	28
7.2 IT Certification	30
8 Appendices	33
9 About Us.....	35

1 Editor's Note

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 Indonesia, 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 3,267 Indonesian 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

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 Indonesia is IDR 69,714,408, 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 salary while those in Government, Education and Health are significantly below.

More than half (53.6%) of Indonesia's IT professionals have Application Development skills, 40.0% have Desktop/Software skills, and more than one third (36.6%) have Server/ Networking skills. More than one quarter (28.6%) of the respondents have at least one professional certification.

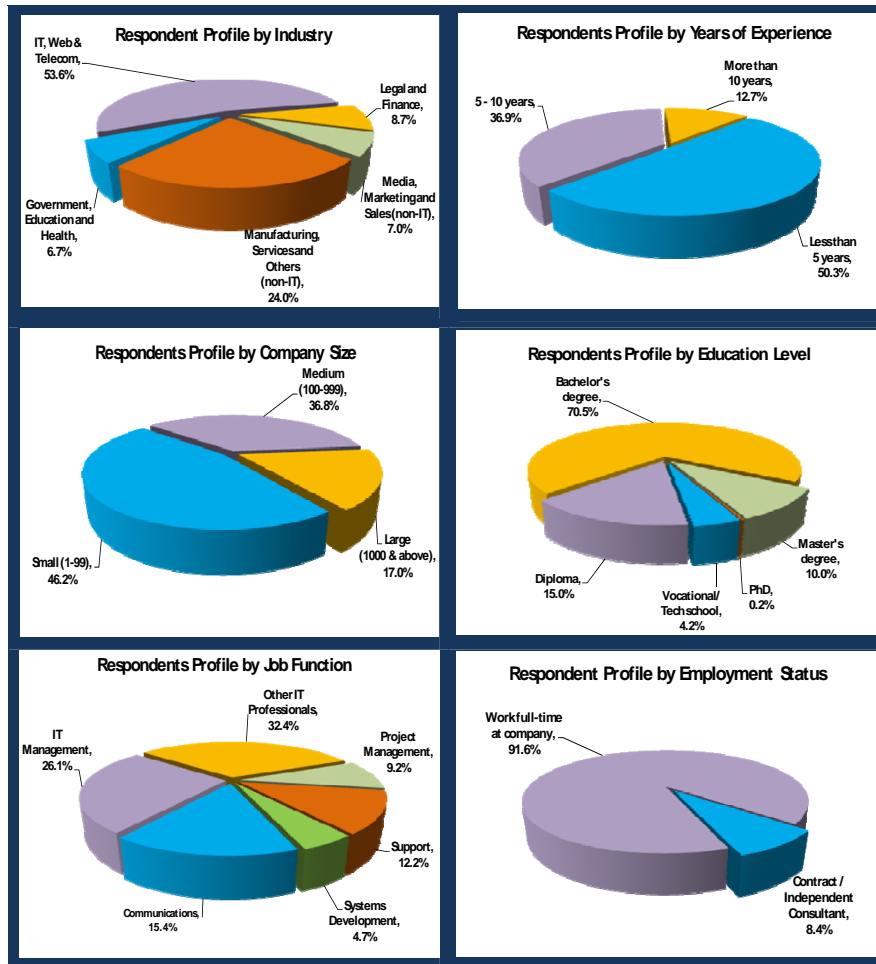
Across the eight countries surveyed in Asia Pacific, IT professionals in Indonesia have the lowest average annual salary (US\$7,709). Note that Indonesia is also second last in average number of years of experience, ahead of only India.

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 3,267 complete responses were received from Indonesia, 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



- More than half of the respondents (53.6%) are in the IT, Web & Telecom sector.
- Almost half (46.2%) of the respondents are from Small (1-99 employees) companies, more than a third (36.8%) are from Medium (100-999 employees) companies and the rest are from Large companies.
- The largest percentage of the respondents by Job Function is from Other IT Professionals (32.4%), followed by IT Management (26.1%) and Communications (15.4%).
- More than half (50.3%) have less than 5 years of experience. More than a third (36.9%) have 5-10 years of experience, and the remainder have more than 10 years (12.7%).
- More than two thirds (70.5%) of the respondents have a Bachelor's Degree, followed by those with Diploma (15.0%), Master's Degree (10.0%), Vocational/Tech school qualifications (4.2%), and PhD (0.2%).
- The great majority (91.6%) of the respondents are working full-time. The remainder are Contractors and Independent Consultants.

4 Salary Analysis

Average annual IT salaries in Indonesia 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 Indonesia is IDR 69,714,408. Those in IT Management have the highest average annual salary (IDR 137,312,025), followed by Project Management (IDR 77,588,745), Other IT Professional (IDR 69,083,365), Communications (IDR 65,354,143), Systems Development (IDR 43,479,653) and Support (IDR 40,554,941).

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

Job Function	Contract / Independent Consultant	Work full-time at company	Overall
IT Management	IDR 158,349,673	IDR 136,397,345	IDR 137,312,025
Project management	IDR 84,567,615	IDR 76,836,478	IDR 77,588,745
Systems Development	IDR 28,433,583	IDR 45,204,176	IDR 43,479,653
Communications	IDR 18,970,251	IDR 67,803,996	IDR 65,354,143
Support	IDR 45,907,007	IDR 40,117,442	IDR 40,554,941
Other IT Professionals	IDR 97,628,123	IDR 65,774,129	IDR 69,083,635
Overall	IDR 60,830,400	IDR 70,527,712	IDR 69,714,408
<i>Number of Respondents</i>	274	2,993	3,267
<i>% of Respondents</i>	8.4%	91.6%	100%

- There is a significant difference between the overall annual salaries by Job Function. Those in IT Management have the highest overall annual salary (IDR 137,312,025) which is significantly above the overall annual salary of IDR 69,714,408.
- There is no significant difference between the overall annual salaries by employment status. However, those who are Contract/Independent Consultants in IT Management, Project Management, Support, and Other IT Professionals have higher average annual salaries than their counterparts who work full time within the company.

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	IDR 59,732,715	IDR 82,339,165	IDR 135,814,928	IDR 176,102,432	IDR 253,547,906	IDR 137,312,025
Project management	IDR 51,372,670	IDR 68,885,377	IDR 70,417,869	IDR 133,729,199	IDR 112,354,562	IDR 77,588,745
Systems Development	IDR 58,904,744	IDR 26,812,686	IDR 42,952,190	IDR 90,526,364	IDR 540,102,049	IDR 43,479,653
Communications	IDR 82,094,646	IDR 34,935,548	IDR 60,759,048	IDR 142,891,783	N/A	IDR 65,354,143
Support	IDR 25,427,153	IDR 54,412,691	IDR 37,963,095	IDR 40,176,822	N/A	IDR 40,554,941
Other IT Professionals	IDR 99,604,576	IDR 29,261,779	IDR 53,277,823	IDR 178,212,720	IDR 30,005,669	IDR 69,083,635
Overall	IDR 55,398,010	IDR 46,720,095	IDR 64,945,054	IDR 140,766,854	IDR 202,038,174	IDR 69,714,408
<i>Number of Respondents</i>	138	490	2,304	328	7	3,267
<i>% of Respondents</i>	4.2%	15.0%	70.5%	10.0%	0.2%	100%

- There is a significant difference between the average annual salaries by Education Level. Those who have PhD have the highest average annual salary of IDR 202,038,174 followed by those have Master's Degree (IDR 140,766,854).
- In IT Management, those with a PhD have the highest average annual salary of IDR 235,547,906.

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	IDR 67,462,240	IDR 116,181,173	IDR 208,505,686	IDR 137,312,025
Project management	IDR 42,923,005	IDR 95,742,050	IDR 137,003,487	IDR 77,588,745
Systems Development	IDR 31,012,834	IDR 59,514,024	IDR 86,580,644	IDR 43,479,653
Communications	IDR 49,132,318	IDR 83,937,714	IDR 106,466,991	IDR 65,354,143
Support	IDR 32,568,095	IDR 36,199,045	IDR 107,281,485	IDR 40,554,941
Other IT Professionals	IDR 46,844,933	IDR 72,337,899	IDR 157,325,243	IDR 69,083,635
Overall	IDR 39,007,801	IDR 81,986,099	IDR 155,538,604	IDR 69,714,408
<i>Number of Respondents</i>	1,632	1,197	413	3,267
<i>% of Respondents</i>	50.0%	36.6%	12.6%	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 IDR 155,538,604. Generally speaking, the more years of experience, the higher the 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	IDR 94,563,582	IDR 154,673,844	IDR 156,615,412	IDR 113,919,647	IDR 130,203,550	IDR 137,312,025
Project management	IDR 54,464,129	IDR 81,459,429	IDR 87,724,761	IDR 45,680,876	IDR 80,012,843	IDR 77,588,745
Systems Development	IDR 51,752,073	IDR 41,175,231	IDR 49,289,520	IDR 38,459,063	IDR 47,030,968	IDR 43,479,653
Communications	IDR 31,784,953	IDR 63,625,329	IDR 44,455,458	IDR 51,144,279	IDR 90,913,870	IDR 65,354,143
Support	IDR 22,050,274	IDR 41,168,653	IDR 29,533,280	IDR 26,639,319	IDR 52,857,090	IDR 40,554,941
Other IT Professionals	IDR 23,704,479	IDR 74,210,088	IDR 36,340,200	IDR 99,163,413	IDR 46,248,738	IDR 69,083,635
Overall	IDR 51,612,309	IDR 67,543,437	IDR 80,849,908	IDR 61,942,070	IDR 77,893,428	IDR 69,714,408
<i>Number of Respondents</i>	220	1,751	283	229	784	3,267
<i>% of Respondents</i>	6.7%	53.6%	8.7%	7.0%	24.0%	100%

- Those working in the Legal and Finance sector have the highest average annual salary (IDR 80,849,908), followed by those in Manufacturing, Services and Others (IDR 77,893,428). Those in Government, Education and Health have the lowest average annual salary of IDR 51,612,309.

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	IDR 109,152,530	IDR 130,503,768	IDR 193,935,875	IDR 137,312,025
Project management	IDR 68,996,626	IDR 75,613,993	IDR 105,172,391	IDR 77,588,745
Systems Development	IDR 39,782,650	IDR 42,140,335	IDR 58,460,499	IDR 43,479,653
Communications	IDR 51,796,077	IDR 64,938,462	IDR 88,815,270	IDR 65,354,143
Support	IDR 34,242,053	IDR 44,199,653	IDR 50,367,817	IDR 40,554,941
Other IT Professionals	IDR 75,875,251	IDR 59,239,454	IDR 47,809,033	IDR 69,083,635
Overall	IDR 58,303,426	IDR 69,593,702	IDR 100,945,095	IDR 69,714,408
<i>Number of Respondents</i>	1,509	1,202	556	3,267
<i>% of Respondents</i>	46.2%	36.8%	17.0%	100%

- There is a significant difference between the overall annual average salaries by Company Size. Those working in Large (1000 and above employees) have the highest average annual salary (IDR 100,945,095), followed by those in Medium companies (IDR 69,593,702) and Small companies (IDR 58,303,426). Generally speaking regardless of Job Function, the larger the company the higher the salary.

5 IT Skills

5.1 IT Skills in Indonesia

Several IT skills were considered in this survey. The top five IT skills in Indonesia are Application Development, Desktop/Software, Server/ Networking, Database Management and System Administration. More than half (53.6%) 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 IDR 72,252,511.

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

Top Five IT Skills for Indonesia		Average Annual Salary
% of Respondents	IT Skills	
53.6%	Application Development	IDR 72,252,511
40.0%	Desktops/ Software	IDR 67,811,631
37.2%	Servers/ Networking	IDR 74,042,810
36.6%	Database Management	IDR 73,800,635
34.8%	System Administration	IDR 78,606,878



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	
64.3%	Application Development	IDR 145,277,444
58.5%	System Administration	IDR 134,576,144
53.8%	Servers/ Networking	IDR 134,109,831
51.2%	Desktops/ Software	IDR 123,696,347
50.6%	Operating Systems	IDR 137,248,145

Communications

Communications		Average Annual Salary
% of Respondents	Top Five IT Skills	
63.5%	Servers/ Networking	IDR 57,858,486
42.5%	Telco/ Wireless/ Mobile	IDR 64,231,177
34.1%	System Administration	IDR 70,220,281
33.4%	Operating Systems	IDR 64,231,177
29.1%	IT Security	IDR 67,536,040

Project Management

Project Management		Average Annual Salary
% of Respondents	Top Five IT Skills	
51.5%	Application Development	IDR 76,749,124
40.9%	Database Management	IDR 79,253,055
39.4%	System Administration	IDR 69,794,865
35.9%	Servers/ Networking	IDR 72,526,755
34.6%	Operating Systems	IDR 72,627,857

Support

Support		Average Annual Salary
% of Respondents	Top Five IT Skills	
55.4%	Operating Systems	IDR 43,144,358
54.9%	Desktops/ Software	IDR 41,413,561
48.6%	Servers/ Networking	IDR 36,311,968
39.0%	System Administration	IDR 37,784,221
23.4%	Application Development	IDR 42,449,910

Systems Development

Systems Development		Average Annual Salary
% of Respondents	Top Five IT Skills	
76.4%	Application Development	IDR 46,305,372
50.2%	Web Development	IDR 47,781,382
42.6%	Database Management	IDR 54,555,825
41.6%	Desktops/ Software	IDR 45,855,650
24.9%	Enterprise Applications	IDR 52,501,858

Other IT Professionals

Other IT Professionals		Average Annual Salary
% of Respondents	Top Five IT Skills	
36.4%	Web Development	IDR 34,594,751
27.3%	Application Development	IDR 58,212,427
24.7%	Desktops/ Software	IDR 88,024,917
23.4%	Servers/ Networking	IDR 93,926,492
18.8%	Operating Systems	IDR 78,763,669

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	
52.3%	Application Development	IDR 55,470,843
45.9%	Desktops/ Software	IDR 43,634,954
43.2%	System Administration	IDR 48,804,021
39.1%	Web Development	IDR 45,488,827
38.6%	Servers/ Networking	IDR 50,757,308

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

Media, Marketing and Sales (non-IT) (MMS)		Average Annual Salary
% of Respondents	Top Five IT Skills	
50.2%	Application Development	IDR 71,436,593
48.5%	Desktops/ Software	IDR 69,191,883
44.5%	System Administration	IDR 71,069,634
44.1%	Servers/ Networking	IDR 78,516,200
43.2%	Operating Systems	IDR 69,844,488

IT, Web & Telecom (ITWT)

IT, Web & Telecom (ITWT)		Average Annual Salary
% of Respondents	Top Five IT Skills	
53.6%	Application Development	IDR 69,653,215
35.9%	Web Development	IDR 57,011,714
34.2%	Desktops/ Software	IDR 69,310,980
32.8%	Database Management	IDR 70,515,857
31.9%	Servers/ Networking	IDR 71,800,466

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

Manufacturing, Services and Others (non-IT) (MSO)		Average Annual Salary
% of Respondents	Top Five IT Skills	
51.8%	Application Development	IDR 77,863,645
48.7%	Desktops/ Software	IDR 70,917,563
48.1%	System Administration	IDR 87,684,266
46.3%	Servers/ Networking	IDR 78,163,418
44.4%	Operating Systems	IDR 83,006,509

Legal and Finance (LF)

Legal and Finance (LF)		Average Annual Salary
% of Respondents	Top Five IT Skills	
61.8%	Application Development	IDR 84,745,887
42.4%	Database Management	IDR 80,205,454
40.3%	Desktops/ Software	IDR 69,601,625
38.2%	Servers/ Networking	IDR 85,921,538
38.2%	Operating Systems	IDR 87,754,292

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	
47.5%	Application Development	IDR 36,602,401
36.2%	Desktops/ Software	IDR 41,513,606
33.8%	Web Development	IDR 34,780,528
31.7%	Database Management	IDR 38,527,568
31.4%	Servers/ Networking	IDR 40,717,334

Small (1-99 Staff)

Small (1-99)		Average Annual Salary
% of Respondents	Top Five IT Skills	
52.6%	Application Development	IDR 59,659,956
39.1%	Desktops/ Software	IDR 59,916,653
36.8%	Web Development	IDR 50,973,842
35.0%	Database Management	IDR 63,996,332
34.7%	Servers/ Networking	IDR 63,446,394

5 - 10 Years of Experience

5 - 10 years		Average Annual Salary
% of Respondents	Top Five IT Skills	
57.6%	Application Development	IDR 81,104,081
42.4%	Desktops/ Software	IDR 74,294,248
41.2%	Servers/ Networking	IDR 85,132,412
40.0%	System Administration	IDR 83,093,254
39.2%	Database Management	IDR 82,483,310

Medium (100-999 Staff)

Medium (100-999)		Average Annual Salary
% of Respondents	Top Five IT Skills	
53.4%	Application Development	IDR 71,916,546
43.8%	Desktops/ Software	IDR 71,420,117
41.7%	Servers/ Networking	IDR 72,505,748
39.2%	System Administration	IDR 75,340,163
38.3%	Database Management	IDR 70,244,004

More than 10 Years of Experience

More than 10 years		Average Annual Salary
% of Respondents	Top Five IT Skills	
65.6%	Application Development	IDR 151,756,493
49.4%	System Administration	IDR 139,857,638
48.2%	Servers/ Networking	IDR 132,824,144
47.2%	Desktops/ Software	IDR 130,961,096
	Database Management	IDR 147,033,481
45.5%	Operating Systems	IDR 134,671,612

Large (1000 & Above Staff)

Large (1000 & above)		Average Annual Salary
% of Respondents	Top Five IT Skills	
56.7%	Application Development	IDR 104,638,498
37.2%	Database Management	IDR 106,712,333
34.5%	Operating Systems	IDR 118,237,325
34.4%	Desktops/ Software	IDR 82,261,749
	Servers/ Networking	IDR 107,089,897
32.7%	System Administration	IDR 123,815,252

6 Professional Certifications

Of 3,267 respondents in Indonesia, more than one quarter (28.6%) 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 Cisco Certified Network Associate (CCNA) with 32.5% of the respondents followed by Microsoft Certified Professional (MCP), with 18.3% of respondents.

Figure 6.1: Professional Certification

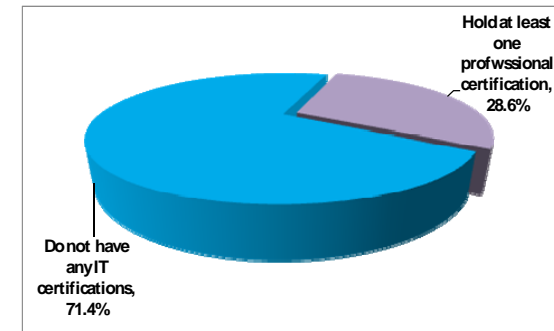


Table 6.1: Top 10 Professional Certifications

Top 10 IT Certification for Indonesia		
Rank	Percentage	IT Certification
1	32.5%	Cisco Certified Network Associate (CCNA)
2	18.3%	Microsoft Certified Professional (MCP)
3	8.4%	Project Management (PMP)
4	8.1%	Microsoft Certified Systems Engineer (MCSE) Network +
5	6.2%	Oracle Database Administrator certifications
6	6.1%	Oracle Certified Professional (OCP)
7	6.0%	Sun Certified Programmer for Java 2
8	5.8%	Microsoft Certified System Administrator (MCSA)
9	5.6%	Cisco Certified Network Professional (CCNP) Linux+
10	5.3%	IBM certification

Table 6.2: Top 5 Professional Certifications by Job Function

IT Management

IT Management		
Rank	Percentage	IT Certification
1	24.4%	Cisco Certified Network Associate (CCNA)
2	22.8%	Microsoft Certified Professional (MCP)
3	17.2%	Microsoft Certified Systems Engineer (MCSE)
4	15.6%	Project Management (PMP)
5	9.4%	Network +

Project Management

Project Management		
Rank	Percentage	IT Certification
1	23.9%	Cisco Certified Network Associate (CCNA)
2	21.7%	Microsoft Certified Professional (MCP)
3	10.2%	Microsoft Certified Systems Engineer (MCSE)
4	9.6%	Oracle Database Administrator certifications
5	9.2%	Project Management (PMP) Oracle Certified Professional (OCP)

Systems Development

Systems Development		
Rank	Percentage	IT Certification
1	19.1%	Cisco Certified Network Associate (CCNA) Microsoft Certified Professional (MCP)
2	16.2%	Sun Certified Programmer for Java 2
3	9.8%	Microsoft Certified Application Developer (MCAD)
4	9.2%	Oracle Certified Professional (OCP)
5	8.7%	IBM certification

Communications

Communications		
Rank	Percentage	IT Certification
1	74.4%	Cisco Certified Network Associate (CCNA)
2	19.2%	Cisco Certified Network Professional (CCNP)
3	9.6%	Network +
4	7.7%	Linux+
5	5.1%	Microsoft Certified Professional (MCP)

Support

Support		
Rank	Percentage	IT Certification
1	36.1%	Cisco Certified Network Associate (CCNA)
2	19.3%	Microsoft Certified Professional (MCP)
3	13.3%	Network +
4	12.0%	Computer Associates Certification
5	7.2%	Microsoft Certified System Administrator (MCSA) Project+ HP certification Server+ A+ Certification

Other IT Professionals

Other IT Professionals		
Rank	Percentage	IT Certification
1	20.7%	Cisco Certified Network Associate (CCNA)
2	17.2%	Microsoft Certified Professional (MCP) Network +
3	13.8%	HP certification MySQL Certification
4	10.3%	Microsoft Certified Database Administrator (MCDBA) IBM certification
5	6.9%	Microsoft Certified System Administrator (MCSA) Sun Solaris Certification Project Management (PMP) Microsoft Certified Systems Engineer (MCSE) Red Hat Certified Engineer (RHCE) Oracle Application Developer Certifications

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. IT Indonesia's IT professionals have the lowest average annual salary in US dollars. Note that Indonesia is second to the last in average number of years of experience, ahead of only India.

Table 7.1a: Overall Average Annual Salary by Country

Country	N _i	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

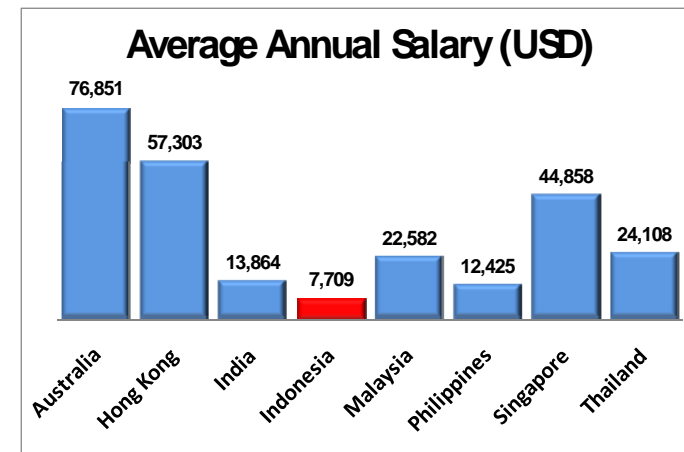
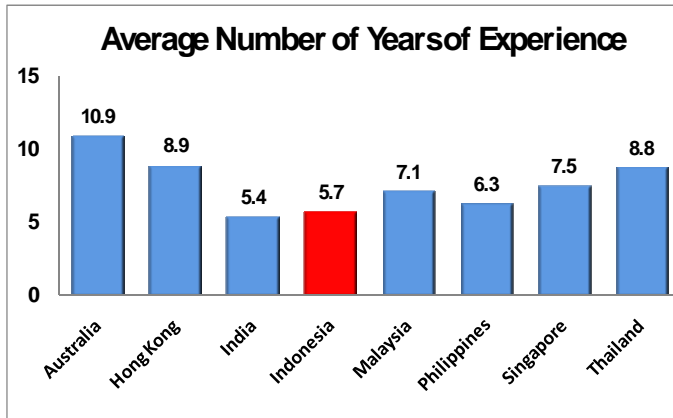


Figure 7.1b: Overall Average Number of Years by Country



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
IT Management	IT Management - CEO, CIO, CTO, VP, Director IT Strategist / Architect MIS/IT Department Manager
Project Management	IT Analyst IT Consultant Project Manager Security Analyst Database Administrator Systems Administrator
Systems Development	Developer: Applications Developer: Client/Server Developer: Database Developer: Systems Web Developer/Programmer Systems Analyst Systems Programmer Quality Assurance (QA) Tester Software Engineer
Communications	Network Design Network Engineer Network Manager Telecommunications Engineer WAN Specialist
Support	Desktop Support Specialist Help Desk Technical Support Technical Trainer Technical Writer PC Technician
Other IT Professionals	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
IT, Web & Telecom (ITWT)	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
Government, Education and Health (GEH)	Health Care Education Government-Local/State/Federal Transportation/Utilities Research and Development
Legal and Finance (LF)	Banking/Accounting/Financial Services Insurance/Real Estate/Legal
Media, Marketing and Sales (non-IT) (MMS)	Business Services/Consulting (Non computer-related) Retailer/Distributor/Wholesaler (Non computer-related) Media/Entertainment/Publishing/Advertising/PR
Manufacturing, Services and Others (non-IT) (MSO)	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 (2 March 2008)

9 About Us

About CNET Networks Asia Pacific

CNET Networks is the leading global media company informing and connecting the buyers, users and sellers of technology. A subsidiary of CNET Networks, Inc. (NASDAQ: CNET), CNET Networks Asia Pacific currently operates CNET Asia, ZDNet Asia and CNET Direct.

About ZDNet Asia

ZDNet Asia is a comprehensive online resource for enterprise and SMB technology decision-makers in Asia, featuring original content from our Asia and global editorial teams, including tech news and insight with regional perspectives, and over 60,000 whitepapers, case studies and webcasts in our IT library.

Business professionals in charge of technology rely on ZDNet Asia to deliver deep insight into IT planning, vendor consideration, and product selection.

ZDNet Asia reaches IT professionals and business influencers throughout South East Asia and Hong Kong. It also helps audience stay abreast of the latest technology developments, and provides marketers access to an engaged audience and opportunities to "interact" with them through effective online strategies and campaigns.

Permissions

To submit a request, please email: activetechpros-direct@cnet.com

Contact

CNET Networks Asia Pacific Pte Ltd

176 Orchard Road #06-01

Centrepoint

Singapore 238843

Tel : (65) 6506 6688

Fax : (65) 6732 9238

Web: www.zdnetasia.com