

## 目次 TABLE OF CONTENTS

● INTRODUCTION	7
人事のエフェクティブネス ～人材マネジメントの成果指標の捉え方～	9
● 調査結果 2014 FINDINGS 2014	19
調査実施概要 SURVEY METHODOLOGY	21
回答企業属性 PROFILE OF COMPANIES INCLUDED	22
従業員数の増減 CHANGE IN STAFF NUMBERS	24
1. 現地スタッフ数の変化 CHANGE IN THE NUMBER OF LOCAL STAFF MEMBERS	24
2. 1年後の現地スタッフ数 NUMBER OF LOCAL STAFF MEMBERS WITHIN THE NEXT YEAR	25
3. 駐在員数の変化 CHANGE IN THE NUMBER OF JAPANESE EXPATRIATES	26
福利厚生 BENEFITS	27
1. 導入している福利厚生 BENEFITS PROVIDED	27
2. 住宅補助 HOUSING ALLOWANCE/ASSISTANCE	28
3. 出張手当 BUSINESS TRAVEL ALLOWANCE	29
4. 通勤手当 COMMUTING EXPENSE	30
5. 有給休暇 PAID LEAVES	30
昇給率・ボーナス SALARY INCREASE / BONUS	31
1. 2013年昇給率(2014年昇給率予測) SALARY INCREASE RATE IN 2013(2014 PROJECTION)	31
2. ボーナス支給 BONUS	34
3. ボーナス率 BONUS RATE	35
4. 給与決定権 DISCRETION ON SALARY	38
5. 昇給月 MONTH OF PAY INCREASE	38
6. 昇給時の重視要因 FACTORS FOR DECIDING PAY INCREASE	38
健康・医療保険 HEALTH AND MEDICAL INSURANCE	39
1. 現行の保険内容 PREVALENCE OF CURRENT PLAN	39
2. 従業員加入資格時期 EMPLOYEES' ELIGIBILITY FOR THE PARTICIPATION IN THE INSURANCE PLAN	39
3-1. 医療保険の加入対象者 INSURANCE COVERAGE OF FAMILY MEMBER	40
3-2. 会社側の負担額率 PERCENTAGE OF COST SHARE BY THE COMPANY	40
4. 保険契約の見直し計画 PLANNING FOR COST CONTAINMENTS FOR INSURANCE EXPENSES	41
景況感 ECONOMIC EXPECTS	42
1-1. 貴社の景況感 YOUR COMPANY'S ECONOMIC PROSPECTS	42
1-2. 貴社の景況感:理由【最近】 YOUR COMPANY'S ECONOMIC PROSPECTS: THE REASON 【RECENT】	42
1-3. 貴社の景況感:理由【先行き】 YOUR COMPANY'S ECONOMIC PROSPECTS: THE REASON 【FUTURE】	43
2. 貴業界米国国内の景況感 THE GENERAL ECONOMIC PROSPECTS IN YOUR INDUSTRY IN THE U.S.	43

● 職種別給与支給額 SALARY BY JOB TITLE -----	45
サラリーチャートの見方 HOW TO SEE THE SALARY CHART -----	47
職種の定義 JOB TITLE DEFINITIONS -----	47
給与水準一覧 SALARY LEVEL AT A GLANCE -----	50
職種別年間総支給額 TOTAL CASH COMPENSATION BY JOB TITLES-----	51
1. RECEPTIONIST -----	52
2. SECRETARY/ADMINISTRATIVE ASSISTANT -----	56
3. EXECUTIVE SECRETARY -----	60
4. GENERAL CLERK -----	64
5. ASSISTANT MANAGER -----	68
6. ACCOUNTING ASSISTANT/ACCOUNTING CLERK -----	72
7. ACCOUNTANT -----	76
8. ACCOUNTING MANAGER -----	80
9. CONTROLLER/TREASURER -----	84
10. GENERAL ADMINISTRATION MANAGER -----	88
11. HUMAN RESOURCES DIRECTOR/MANAGER -----	92
12. CUSTOMER SERVICE -----	96
13. SALES REPRESENTATIVE -----	100
14. SALES/MARKETING MANAGER -----	104
15. RESEARCHER/PLANNER -----	108
16. PRODUCTION MANAGER -----	112
17. PURCHASING MANAGER -----	116
18. BUYER -----	120
19. WAREHOUSE MANAGER -----	124
20. SHIPPING/RECEIVING CLERK -----	128
21. LOGISTICS COORDINATOR -----	132
22. QUALITY ASSURANCE/CONTROL MANAGER -----	136
23. IT MANAGER -----	140
24. SYSTEM ENGINEER -----	144
25. MECHANICAL ENGINEER -----	148
26. ELECTRICAL ENGINEER -----	152
27. VICE PRESIDENT/GENERAL MANAGER -----	156
28. SENIOR VICE PRESIDENT/EXECUTIVE VICE PRESIDENT/PRESIDENT -----	160
29. NON-REGULAR MANUFACTURING WORKER -----	164
30. REGULAR MANUFACTURING WORKER -----	168
31. DRIVER/CHAUFFER -----	172
● 時系列データの比較分析 COMPARISON ANALYSIS ON TRACKING DATA -----	175
● 調査票 QUESTIONNAIRE -----	219

## 調査実施概要 SURVEY METHODOLOGY

<b>調査方法</b>	依頼状郵送によるインターネット調査(日本語・英語併記)
<b>調査期間</b>	2013年11月～2014年1月
<b>調査対象</b>	ニューヨーク、ミッドウエスト、カリフォルニア及び南部地域などに所在する日系企業

(回答企業の所在地)

ニューヨーク地域:	ニューヨーク、ニュージャージー及びペンシルベニア州
ミッドウエスト地域:	オハイオ、イリノイ、ミシガン、ウィスコンシン及びケンタッキー州
カリフォルニア地域:	カリフォルニア州
南部地域:	ノースキャロライナ、サウスキャロライナ、ジョージア、フロリダ、アーカンソー、及びテキサス州
その他:	マサチューセッツ、メリーランド、バージニア、ネバダ、ワシントン及びオレゴン州

<b>サンプル数</b>	有効回収数 合計	172		
	ニューヨーク地域:	52	ミッドウエスト地域	48
	カリフォルニア地域:	49	南部地域:	13
	その他:	10		

**調査実施** 株式会社 日経リサーチ

<ご利用にあたって>

①本レポートにおいて提供される情報は人事関連の参考資料としての情報提供を目的としていること、および分析結果は当該調査結果を統計的手法により分析した結果から導き出された傾向値である旨を理解した上でご利用ください。

②重複回答や小数点以下四捨五入のため、割合の合計が100%にならない場合があります。

**Survey method:** Online survey in Japanese and English

**Survey timing:** November 2013 - January 2014

**Respondents:** Japanese companies in the New York area, the Midwest, California, the South and other areas.

(Location of respondents)

the New York area:	New York, New Jersey and Pennsylvania
the Midwest:	Ohio, Illinois, Michigan, Wisconsin and Kentucky
California:	California
the South:	North Carolina, South Carolina, Georgia, Florida, Arkansas and Texas
Other areas:	Massachusetts, Maryland, Virginia, Nevada, Washington and Oregon

<b>Sample Size:</b>	Valid responses Total	172		
	the New York area:	52	the Midwest :	48
	California:	49	the South:	13
	Other areas:	10		

**Conducted by:** Nikkei Research Inc.

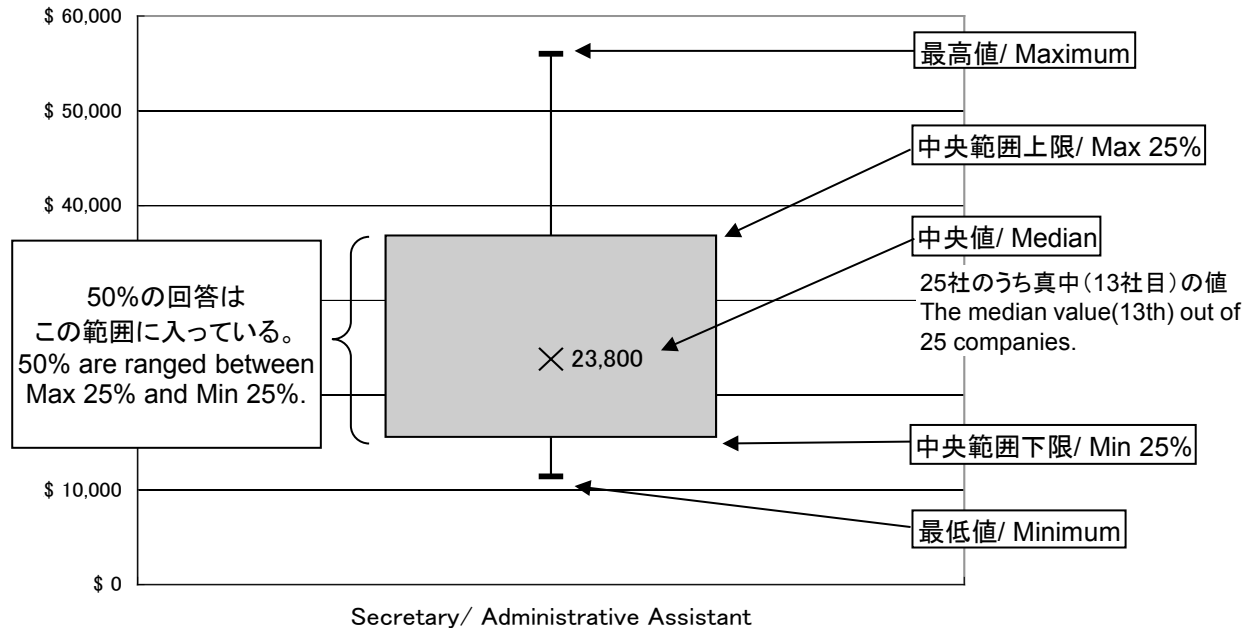
<NOTES>

① Please note every index that is analyzed from individual data statistically shows trends of the year, so that those in charge of human resources can use the information as references.

② The total is not always 100% because of multiple answers or rounding off after decimals.

## 職種別給与支給額 SALARY BY JOB TITLES

### ■サラリーチャートの見方 How to see the salary chart



### ■職種の定義 Job Title Definitions

#### 1. Receptionist

受付係 一会社訪問者・顧客への対応をする一方、郵便物の仕分けや簡単な秘書業務も担当

Greets and assists office visitors, such as customers, vendors and applicants. Determines nature of their business and directs them to the appropriate individual. Performs other clerical duties including receiving and distributing mails and messenger services.

#### 2. Secretary/Administrative Assistant

ひとりまたは複数の上司の助手として営業の補佐、事務、ファイル管理や一般秘書業務を担当

Performs secretarial or administrative duties. Processes standard business correspondence and initiates follow-up functions for his/her supervisor/department.

#### 3. Executive Secretary

社長または副社長レベルの幹部の秘書

Performs full secretarial functions of a highly responsible and confidential nature for top level executives.

#### 4. General Clerk

主要書類や報告書の作成、計算・ファイルをする一方、顧客への対応をする事務員

Performs and supervises variety of office/clerical duties, including processing of complex documents, compiling of reports, calculating and filings. Assists customers and employees with inquiries and complaints.

#### 5. Assistant Manager

会社・部の構築や営業遂行に関し経験を持ち、上司を補佐する係長レベルの事務員

Performs general but complex administrative or business functions in a department as a senior employee under a minimum direction from his/her manager.

#### 6. Accounting Assistant/Accounting Clerk

一般会計事務補佐担当者で日常の支払伝票などの記帳・勘定の照会をする担当者

Performs one or more routine accounting clerical operations, such as posting, entering vouchers and reconciling bank accounts.

#### **7. Accountant**

会計事務知識・体験を有する会計士で法人税務・取引記録・損益勘定・資産／債務バランスシートなどを作成する担当者

Applies principles of accounting to install and maintain operation of general accounting system. Provides records of assets, liabilities, and financial transactions of company.

#### **8. Accounting Manager**

一般会計事務の管理責任者

Administers general accounting practices which will account for corporate assets and assures that operating reports are accurate and timely for information necessary for business assessment by the management.

#### **9. Controller/Treasurer**

法人企業経営全体の実績分析、会計事務、税務、財務部門の資金調達、運用、為替、出納管理などの最高責任者

Plans, develops and administers the financial operation policy and organizes effective activities to provide required financial services to the company.

#### **10. General Administration Manager**

総務部長—会社全体の総務・人事・庶務業務の管理責任者

Plans, directs and coordinates company activities including the administration of personnel to assure achievement of corporate goals and objectives; participates in development and planning of corporate policy, goals and objectives.

#### **11. Human Resources Director/Manager**

人事担当マネージャー—従業員の採用・解雇・育成、給与・ベネフィット・就業規定の作成・維持、労働法に関する諸問題への対応処理

Develops, recommends and maintains new and improved personnel policies and procedures involving hiring, training, wage and benefits administrations and federal and state laws compliance. Provides assistance to operating management in the interpretation and application of established personnel policy.

#### **12. Customer Service**

顧客・取引先からの製品・価格・発送・サービス等に関する問い合わせに対応する担当者

Responsible for handling all customer contacts received by phone, fax, letter or in person about information on products, rates delivery and services.

#### **13. Sales Representative**

取引先からの販売品注文に対応したり、販売契約の提案や販路開発補助または実際の販売に従事する担当者

Responsible for prompt and efficient processing of customer inquiries, orders, and necessary expediting to assure delivery. Quotes prices and submits contracts to customers. Assists development of sales contacts and may perform some selling functions.

#### **14. Sales/Marketing Manager**

販売企画・交渉、売買契約の立案・遂行、販路開発などを担当する営業マネージャー

Prepares and implements sales objectives and programs. Performs and coordinates the sales activities and cooperates with other functions in accordance with company/department policies and plans in order to achieve established sales goals.

#### **15. Researcher/Planner**

市場動向の情報収集、技術動向調査、マーケティング・リサーチの企画・立案担当者

Researches new product potentials; evaluates their potential for the profitability in the market. Directs and plans the researches, provides technical assistance to others for development of products and services.

#### **16. Production Manager**

生産の企画、スケジュール・量・品質・在庫管理の責任者

Plans, supervises and maintains all production processes, equipment, employees, safety. Responsible for meeting production timing, quality and quantity standards.

#### **17. Purchasing Manager**

買い付けルートの探索、物品の選定、値段の交渉、売買契約作成に従事する担当者

Negotiates and administers all purchase contracts to procure, at optimum balance among cost, quality, vendor service, materials and services essential to a variety of company needs.

#### **18. Buyer**

消費者の流行、ニーズやトレンド、新商品の探索をもとに、物品の選定、値段の交渉、売買契約に従事する買い付け担当者

Selects and purchases merchandise for resale, basing selection on nature of clientele and demand for specific merchandise.

#### **19. Warehouse Manager**

倉庫内の従業員管理をはじめ、在庫・発送・交付などの倉庫管理の責任者

Responsible for warehouse activities, such as scheduling of employees work, shipping and receiving and facility maintenance.

## **20. Shipping/Receiving Clerk**

**顧客・取引先からの注文に即応し正確な発送をおこない、また、配達された物品の受付をする管理担当者**

Responds to orders accurately for accurate and prompt shipments; verifies receipt of incoming shipments and enter information into computer.

## **21. Logistic Coordinator**

**貨物輸送(航空・船舶)選定/配置に関する必要な書類、保険、ライセンス、通関業務等の担当者**

Performs duties involving import/export operations for air & ocean shipments of goods. Prepares all import or export documents, including bills of lading, consular invoices, licensing, insurance certificates, etc. Keep abreast of customs regulations and procedures of countries involved.

## **22. Quality Assurance/Control Manager**

**生産された製品の品質査定・管理および向上の技術担当責任者**

Develops and implements a quality production program to ensure conformity of produced materials and final products to meet customer specifications and enhances superior quality and reliability standards.

## **23. IT Manager**

**社内の情報管理に対して最適な方法を検討・分析し、助言を行う、コンピューターシステムの構築、購入機器の選定などに関わる担当責任者**

Investigates, reviews, analyzes present methods on IT system and advises/counsels with management regarding information processing. Recommends IT implementation, plans integrated computer systems as well as purchasing process on IT equipments in a company.

## **24. System Engineer**

**社内外を問わず、テクニカルサポート・アドバイス、またシステムサポートなどができる技術担当者**

Performs duties involving the application of systems analysis techniques and procedures, including consulting with user (in and outside the company) to determine hardware, software or system functional specifications; design, development, documentation, creation, testing or modification of systems or programs, based on and related to user or system design specifications.

## **25. Mechanical Engineer**

**設計から製品モデリングや解析、製品開発プロセスなどを担当する機械技術者**

Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc. Involved in fabrication, operation, application, installation, and/or repair of mechanical products.

## **26. Electrical Engineer**

**電気・電子回路の設計・製作や解析、情報処理などを担当する電気・電子工学技術者**

Designs, develops, and tests all aspects of electrical components, equipment, and machinery. Uses computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals.

## **27. Vice President/General Manager**

**会社の全般的な経営計画に参画する部長又は課長格の社員で、部門の管理者**

Develops, establishes, improves standards for business activities, and provides functional directions to a division/department through interpretation of the corporate policy.

## **28. Senior Vice President/Executive Vice President/President**

**社長・副社長—会社の全般的な経営管理責任者**

Participates in the overall administration and operation of the company through coordinating and directing operating units of the company.

## **29. Non-Regular Manufacturing Worker**

**製造現場の作業員。ラインの稼働状況により、非定期的に雇用**

Non-regular worker on a manufacturing site. Employed on an irregular basis depending on the operating condition of factory lines.

## **30. Regular Manufacturing Worker**

**製造現場の常時雇用作業員**

Fulltime worker on a manufacturing site.

## **31. Driver/Chauffer**

**運転手**