

前程无忧薪酬调查报告

51Job Salary Survey Report

(2011-2012)

前程无忧人力资源调研中心

51JOB HR Research Center

公司，

感谢您使用《2012 前程无忧薪酬调查报告》。

“前程无忧”(Nasdaq: JOBS) 是中国国内第一家集多种媒介资源优势的专业人力资源服务机构。它通过前程周刊，前程无忧人才招聘网络，为企业提供招聘人才的平台，为数以百万求职者提供寻找工作岗位的机会，是企业与求职者之间的桥梁和纽带。前程无忧还为企业提供各种人力资源增值服务，其中包括人事外包、培训测评、招聘猎头、薪酬调查等；前程无忧具有专业实力的顾问团队，通过前瞻性的调研，定期发布具有一定权威性的人力资源调研报告，并阐述对人力资源热点、难点问题的解决方案和中国人力资源未来的发展趋势。目前，前程无忧已在全国 25 个城市设立分支机构并在武汉设立全国电话营销中心。

前程无忧从 2002 年末推出《薪酬调查报告》以来，已经被全国上万家企业所使用，获得了良好的市场反馈。薪酬调查报告基于企业调查，猎头数据和数百万简历的薪资信息，为企业薪酬管理提供科学的依据，为吸引、保留、激励人才打下坚实的基础，帮助企业优化薪资结构，做到事半功倍。

您现在使用的这份报告是 2011 年 6 月至 2012 年 5 月调查分析后，于 2012 年 6 月进行数据更新的《2012 前程无忧薪酬调查报告》。

本薪酬调查报告继承了以往报告的特色，从影响薪资的多个重要因素分析，同时在数据收集方面采用了更多样的渠道和更丰富的样本，其中包括企业薪酬调查、猎头团队提供的高级人才和高端职位薪酬信息，同时以简历库薪资调查信息为数据模型，分析趋势较以验证。在调查内容上，深入解析各类企业对奖金、津贴、年终奖等薪资组成及各项福利的数据，同时对任职人员的学历及工作年限因素进行交叉分析，全面完整的体现影响企业薪酬的各个因素。

为了让报告的格式更符合人力资源经理的决策要求和使用习惯，我们根据《前程无忧薪酬调查报告》客户的使用反馈意见和建议，参考人力资本委员会资深专家的意见，在报告中提供了职位描述、快速索引数据、福利分析等，并从企业角度分析特定公司性质下的薪资水平分布、薪资组成分析，并对学历和工作年限进行综合分析，确定职位的薪酬情况。同时，提供第三方参考数据和图表解析，为您提供全面的参考。

对此份报告，若有任何疑问可拨打咨询电话(+86)400 820 5100-2-4 或(+86)21-61601888-8855 咨询人力资源调研中心相关人员，我们会为您提供专业的支持。同时，我们的服务也有很多需要改进和完善之处，热忱欢迎您提出宝贵的意见和建议！衷心感谢您对我们的支持！



前程无忧 首席运营官

职位：人力资源经理

行业：所有行业

省/市：全国

Position: Human Resources Manager

Industry: All

Province/City: Nation

编码/ Position Code: NA-ALL -HR-02

职位描述

1. 中层管理职位，负责其功能领域内主要目标和计划，制定、参与或协助上层执行相关的政策和制度；
2. 协助上级制定、组织和实施公司人力资源战略，建设发展人力资源各项构成体系，为实现公司经营发展战略目标提供人力保障；
3. 负责制定、执行、监督公司人力资源管理制度，对公司的招聘计划、薪酬福利制度、绩效管理、培训、员工关系等方面进行统筹管理；
4. 分析人力资源各项管理中存在的问题，进行人力资源诊断，并提供相应的解决方案；
5. 定期收集及对比市场人才水平，提高企业人才竞争力；
6. 负责部门的日常管理工作及部门员工的管理、指导、培训及评估。

JOB DESCRIPTION

1. Position of Mid-level Management, to be responsible for the main objectives and plans within his/her function & field and to formulate, participate in or assist the superior in implementing related policies and systems;
2. to assist the superior in formulating, organizing and implementing the company's human resources strategies, and develop human resources constitutional systems as well as provide manpower guarantees to achieve the company's business development strategy;
3. to be responsible for formulating, execution and supervision of human resources management, and integrated manage the human resources modules including recruitment, salary and welfare, performance, training as well as employee relations;
4. to analyze and diagnose the existing problems in human resources management, and provide the corresponding solutions;
5. to regularly collect information and compare the level of talent market in order to improve company's talent competitiveness;
6. to be in charge of the daily management and training, evaluation, and disciplining employees.

快速索引数据/ Index Data

全国本年平均年薪 National Average Annual Compensation	¥ 105,625
城市本年平均年薪 City Average Annual Compensation	¥ 105,625
本城市本行业平均年薪 Industry Average Annual Compensation	¥ 105,625
预计2012年增幅 2012 Annual Raise	12.30%
本科以上学历比例 %of Sample with Bachelor Degree or Above	70%
平均工作年数 Average Year of Work Experience	8.24 年
本行业总样本数 Total Number of Samples	200
2011年离职率 Voluntary Attrition Rate	18%

福利分析/ Benefits

	享有者比例 % Eligible	平均值 Average
法定福利个人缴纳部分（月） Legal Benefits of Individual (Monthly)	100%	¥ 2,545
法定福利企业缴纳部分（月） Legal Benefits of Enterprise (Monthly)	100%	¥ 5,164
培训计划（月） Training Plan (Monthly)	79%	¥ 761
商业医疗保险（月） Commercial Health Insurance (Monthly)	91%	¥ 93
商业人身意外险（月） Commercial Accidental Insurance (Monthly)	73%	¥ 26
补充养老保险（月） Supplementary Insurance Plans (Monthly)	16%	¥ 296
补充住房公积金（月） Housing Allowance (Monthly)	18%	¥ 755
有薪假期（天/年） Pay Leave	100%	20.52

本行业薪酬水平按公司性质分布/ By Company Type

公司性质 Company Type	中位值 Median	75百分位值 75th%ile	90百分位值 90th%ile	平均值 Average	相当于平均年薪的倍数 Ratio to Average
外商独资（欧美企业） Wholly Owned Foreign Enterprise(European and American)	¥ 134,740	¥ 193,854	¥ 260,010	¥ 150,523	1.43
外商独资（非欧美企业） Wholly Owned Foreign Enterprise (Other Nationalities)	¥ 108,028	¥ 155,191	¥ 208,666	¥ 120,624	1.14
合资/合作（欧美企业） Joint Venture/ Cooperative(European and American)	¥ 111,005	¥ 160,528	¥ 215,243	¥ 124,361	1.18
合资/合作（非欧美企业） Joint Venture/ Cooperative (Other Nationalities)	¥ 95,482	¥ 137,205	¥ 185,106	¥ 106,662	1.01
民营企业 Local Private Enterprise	¥ 82,900	¥ 120,011	¥ 161,425	¥ 92,911	0.88
国有企业 State Owned Enterprise	¥ 105,459	¥ 152,343	¥ 204,529	¥ 118,015	1.12
行业平均 Industry Average	¥ 94,915	¥ 135,666	¥ 181,505	¥ 105,625	1.00

综合分析/ Comprehensive Analysis

公司性质		人民币/年		工作年资(年)		Work Experience (Years)							
						< 2	2-3	3-5	5-8	8-10	> 10		
Company Type													
外商独资 (欧美企业) Wholly Owned Foreign Enterprise (European and American)	中专 Technical Secondary School	平均值	Average	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值	Median	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值	75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值	90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
	大专 College	平均值	Average	¥	-	¥	72,060	¥	94,044	¥	114,867	¥	133,611
		中位值	Median	¥	-	¥	64,777	¥	82,851	¥	99,165	¥	117,493
		75百分位值	75th%ile	¥	-	¥	86,484	¥	117,368	¥	143,871	¥	166,226
		90百分位值	90th%ile	¥	-	¥	117,917	¥	153,639	¥	188,085	¥	220,273
	本科 Bachelor	平均值	Average	¥	-	¥	100,574	¥	129,939	¥	159,103	¥	184,575
		中位值	Median	¥	-	¥	89,750	¥	114,414	¥	137,323	¥	162,218
		75百分位值	75th%ile	¥	-	¥	120,581	¥	162,290	¥	199,246	¥	229,814
		90百分位值	90th%ile	¥	-	¥	164,266	¥	212,600	¥	260,660	¥	305,273
	硕士 Master	平均值	Average	¥	-	¥	136,922	¥	176,144	¥	214,881	¥	249,541
		中位值	Median	¥	-	¥	122,196	¥	155,021	¥	185,248	¥	219,122
		75百分位值	75th%ile	¥	-	¥	164,143	¥	220,159	¥	269,616	¥	311,091
		90百分位值	90th%ile	¥	-	¥	223,462	¥	288,609	¥	353,055	¥	413,085
	博士 Doctor	平均值	Average	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值	Median	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值	75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值	90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
	所有学历 All	平均值	Average	¥	-	¥	93,868	¥	120,253	¥	146,197	¥	169,418
		中位值	Median	¥	-	¥	83,833	¥	106,050	¥	126,004	¥	148,690
		75百分位值	75th%ile	¥	-	¥	112,417	¥	150,246	¥	183,495	¥	210,978
		90百分位值	90th%ile	¥	-	¥	152,839	¥	196,890	¥	240,353	¥	280,861
外商独资 (非欧美企业) Wholly Owned Foreign Enterprise (Other nationalities)	中专 Technical Secondary School	平均值	Average	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值	Median	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值	75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值	90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
	大专 College	平均值	Average	¥	-	¥	57,574	¥	75,398	¥	92,223	¥	107,416
		中位值	Median	¥	-	¥	51,321	¥	66,428	¥	79,639	¥	94,499
		75百分位值	75th%ile	¥	-	¥	69,133	¥	94,089	¥	115,465	¥	133,552
		90百分位值	90th%ile	¥	-	¥	94,322	¥	123,155	¥	150,897	¥	176,863
	本科 Bachelor	平均值	Average	¥	-	¥	80,424	¥	104,163	¥	127,672	¥	148,256
		中位值	Median	¥	-	¥	71,750	¥	91,721	¥	110,149	¥	130,340
		75百分位值	75th%ile	¥	-	¥	96,457	¥	130,088	¥	159,910	¥	184,509
		90百分位值	90th%ile	¥	-	¥	131,602	¥	170,405	¥	209,056	¥	244,979
	硕士 Master	平均值	Average	¥	-	¥	109,552	¥	141,190	¥	172,370	¥	200,317
		中位值	Median	¥	-	¥	97,751	¥	124,661	¥	148,623	¥	175,473
		75百分位值	75th%ile	¥	-	¥	131,366	¥	176,462	¥	216,232	¥	249,641
		90百分位值	90th%ile	¥	-	¥	178,902	¥	231,524	¥	283,098	¥	331,376
	博士 Doctor	平均值	Average	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值	Median	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值	75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值	90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-
	所有学历 All	平均值	Average	¥	-	¥	75,050	¥	96,401	¥	117,329	¥	136,110
		中位值	Median	¥	-	¥	67,009	¥	85,247	¥	101,147	¥	119,291
		75百分位值	75th%ile	¥	-	¥	89,915	¥	120,436	¥	147,218	¥	169,720
		90百分位值	90th%ile	¥	-	¥	122,307	¥	157,815	¥	192,782	¥	225,417

综合分析/ Comprehensive Analysis

公司性质 Company Type		人民币/年 RMB/Year		工作年资(年) Work Experience (Years)										
				< 2		2-3	3-5	5-8	8-10	> 10				
合资/合作 (欧美企业) Joint Venture/ Cooperative (European and American)	中专 Technical	平均值 Average	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	Secondary School	75百分位值 75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	大专 College	平均值 Average	¥	-	¥	59,385	¥	77,728	¥	95,053	¥	110,690	¥	131,823
		中位值 Median	¥	-	¥	52,938	¥	68,481	¥	82,080	¥	97,372	¥	117,651
		75百分位值 75th%ile	¥	-	¥	71,302	¥	96,998	¥	118,842	¥	137,636	¥	164,402
		90百分位值 90th%ile	¥	-	¥	97,271	¥	126,965	¥	155,545	¥	182,288	¥	225,054
	本科 Bachelor	平均值 Average	¥	-	¥	82,942	¥	107,384	¥	131,600	¥	152,795	¥	182,061
		中位值 Median	¥	-	¥	74,000	¥	94,540	¥	113,606	¥	134,324	¥	162,404
		75百分位值 75th%ile	¥	-	¥	99,472	¥	134,112	¥	164,837	¥	189,963	¥	227,250
		90百分位值 90th%ile	¥	-	¥	135,493	¥	175,678	¥	215,505	¥	252,515	¥	311,378
	硕士 Master	平均值 Average	¥	-	¥	112,973	¥	145,558	¥	177,683	¥	206,469	¥	245,885
		中位值 Median	¥	-	¥	100,945	¥	128,107	¥	153,201	¥	181,338	¥	219,141
		75百分位值 75th%ile	¥	-	¥	135,462	¥	181,923	¥	222,904	¥	257,321	¥	307,003
		90百分位值 90th%ile	¥	-	¥	184,471	¥	238,476	¥	291,841	¥	341,588	¥	421,828
	博士 Doctor	平均值 Average	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	所有学历 All	平均值 Average	¥	-	¥	77,402	¥	99,381	¥	120,937	¥	140,272	¥	166,825
		中位值 Median	¥	-	¥	69,111	¥	87,490	¥	104,254	¥	123,003	¥	148,601
		75百分位值 75th%ile	¥	-	¥	92,727	¥	124,162	¥	151,752	¥	174,924	¥	208,356
		90百分位值 90th%ile	¥	-	¥	126,123	¥	162,698	¥	198,727	¥	232,346	¥	286,717
合资/合作 (非欧美企业) Joint Venture/ Cooperative (Other nationalities)	中专 Technical	平均值 Average	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	Secondary School	75百分位值 75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	大专 College	平均值 Average	¥	-	¥	51,104	¥	66,691	¥	81,648	¥	95,183	¥	113,358
		中位值 Median	¥	-	¥	45,419	¥	58,759	¥	70,521	¥	83,761	¥	101,203
		75百分位值 75th%ile	¥	-	¥	61,031	¥	83,218	¥	102,200	¥	118,294	¥	141,300
		90百分位值 90th%ile	¥	-	¥	83,304	¥	108,920	¥	133,531	¥	156,592	¥	193,320
	本科 Bachelor	平均值 Average	¥	-	¥	71,015	¥	92,126	¥	112,994	¥	131,296	¥	156,446
		中位值 Median	¥	-	¥	63,345	¥	81,125	¥	97,561	¥	115,454	¥	139,587
		75百分位值 75th%ile	¥	-	¥	85,677	¥	115,050	¥	141,501	¥	163,353	¥	195,204
		90百分位值 90th%ile	¥	-	¥	116,086	¥	150,700	¥	184,958	¥	216,824	¥	267,359
	硕士 Master	平均值 Average	¥	-	¥	96,771	¥	124,867	¥	152,518	¥	177,331	¥	210,892
		中位值 Median	¥	-	¥	86,336	¥	109,899	¥	131,728	¥	155,776	¥	188,024
		75百分位值 75th%ile	¥	-	¥	116,060	¥	156,057	¥	191,148	¥	220,946	¥	263,763
		90百分位值 90th%ile	¥	-	¥	158,527	¥	204,561	¥	250,430	¥	293,220	¥	362,090
	博士 Doctor	平均值 Average	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	所有学历 All	平均值 Average	¥	-	¥	66,263	¥	85,262	¥	103,848	¥	120,556	¥	143,378
		中位值 Median	¥	-	¥	59,308	¥	75,063	¥	89,540	¥	105,868	¥	127,748
		75百分位值 75th%ile	¥	-	¥	79,407	¥	106,516	¥	130,278	¥	150,172	¥	179,311
		90百分位值 90th%ile	¥	-	¥	108,050	¥	139,568	¥	170,568	¥	199,525	¥	245,948

综合分析/ Comprehensive Analysis

公司性质 Company Type		人民币/年 RMB/Year		工作年资(年) Work Experience (Years)											
				< 2		2-3		3-5		5-8		8-10		> 10	
民营企业 Local Private Enterprise	中专 Technical	平均值 Average	中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	Secondary School	75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	大专 College	平均值 Average	中位值 Median	¥	-	¥	44,147	¥	58,115	¥	71,234	¥	83,135	¥	99,012
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	39,331	¥	51,206	¥	61,541	¥	73,186	¥	88,424
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	53,051	¥	72,512	¥	89,136	¥	103,267	¥	123,352
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	72,453	¥	94,900	¥	116,427	¥	136,627	¥	168,665
	本科 Bachelor	平均值 Average	中位值 Median	¥	-	¥	61,747	¥	80,271	¥	98,538	¥	114,593	¥	136,545
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	55,066	¥	70,688	¥	85,095	¥	100,793	¥	121,859
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	74,097	¥	100,240	¥	123,370	¥	142,516	¥	170,306
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	101,008	¥	131,294	¥	161,224	¥	189,094	¥	233,158
	硕士 Master	平均值 Average	中位值 Median	¥	-	¥	84,183	¥	108,791	¥	132,967	¥	154,693	¥	184,228
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	75,094	¥	95,753	¥	114,676	¥	135,917	¥	164,248
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	100,986	¥	135,960	¥	166,752	¥	192,684	¥	230,162
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	137,600	¥	178,211	¥	218,255	¥	255,641	¥	315,676
	博士 Doctor	平均值 Average	中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	所有学历 All	平均值 Average	中位值 Median	¥	-	¥	57,608	¥	74,292	¥	90,572	¥	105,237	¥	125,162
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	51,414	¥	65,408	¥	78,108	¥	92,442	¥	111,546
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	69,058	¥	92,806	¥	113,594	¥	131,125	¥	156,462
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	94,008	¥	121,597	¥	148,690	¥	174,025	¥	214,734
国有企业 State Owned Enterprise/ Public Company	中专 Technical	平均值 Average	中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	Secondary School	75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	大专 College	平均值 Average	中位值 Median	¥	-	¥	56,310	¥	73,771	¥	90,247	¥	105,130	¥	125,203
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	50,192	¥	64,995	¥	77,936	¥	92,492	¥	111,754
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	67,619	¥	92,058	¥	112,987	¥	130,701	¥	156,119
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	92,264	¥	120,496	¥	147,652	¥	173,075	¥	213,677
	本科 Bachelor	平均值 Average	中位值 Median	¥	-	¥	78,666	¥	101,914	¥	124,929	¥	145,087	¥	172,877
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	70,180	¥	89,741	¥	107,853	¥	127,558	¥	154,224
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	94,352	¥	127,278	¥	156,470	¥	180,556	¥	215,760
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	128,535	¥	166,723	¥	204,553	¥	239,719	¥	295,596
	硕士 Master	平均值 Average	中位值 Median	¥	-	¥	107,164	¥	138,140	¥	168,661	¥	196,023	¥	233,445
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	95,618	¥	121,579	¥	145,428	¥	172,173	¥	208,066
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	128,506	¥	172,649	¥	211,575	¥	244,280	¥	291,790
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	175,014	¥	226,317	¥	276,994	¥	324,247	¥	400,411
	博士 Doctor	平均值 Average	中位值 Median	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	-	¥	-	¥	-	¥	-	¥	-
	所有学历 All	平均值 Average	中位值 Median	¥	-	¥	73,408	¥	94,319	¥	114,810	¥	133,203	¥	158,419
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	65,541	¥	83,034	¥	98,979	¥	116,952	¥	141,124
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	87,951	¥	117,835	¥	144,053	¥	166,087	¥	198,177
		75百分位值 75th%ile	90百分位值 90th%ile	¥	-	¥	119,643	¥	154,405	¥	188,631	¥	220,579	¥	272,193