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# *PayWell Moldova 2017* Salary and Benefits Survey



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# *What is this presentation about?*

What is PayWell?

What do PayWell reports contain?

How can you acquire PayWell?

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# *What is PayWell?*

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## *What is PayWell?*

**PayWell Moldova – Salary and Benefits Survey** is an annual Human Resources study conducted by PwC.

It is designed to assist the HR professionals and companies' decision-makers to develop competitive remuneration policies that attract, motivate and retain talents that support the business strategy.

PayWell reports are available in English and provide information both on compensation and benefits policies practiced by companies from the Moldovan market.

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# *PayWell Moldova 2017*

- 42 participating companies
- 6 industry sectors:
  - ✓ FMCG & Industry
  - ✓ IT
  - ✓ Telecom
  - ✓ Banking
  - ✓ Pharma
  - ✓ Oil & Gas
- 21,462 employees
- 854 benchmarking jobs

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# *What do PayWell reports contain?*

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# *What do PayWell reports contain?*

## **Salary data**

PayWell report presents statistics for an extensive set of benchmark jobs, in the following format:

- Mean, median, lower and upper quartiles, 10 and 90 percentiles for the following values: **monthly gross salary**, **annual guaranteed cash** (i.e. monthly salary x 12 + fixed bonuses), **annual variable pay** (performance bonuses and/ or sales commissions), **total annual cash** (monthly salary x 12 +fixed bonuses + variable bonuses);
- Information on the number of **job holders** and the number of **companies** that provide data for each job;
- **Benefits value** per year;
- **Car value** (total acquisition price).

# What do PayWell reports contain?

## Salary data (sample)

C5		System Administrator			FMCG & Industry		
Statistics	Count	Percentile 10	Percentile 25	Average	Median	Percentile 75	Percentile 90
Monthly base pay	8 / 6	-	5,721	6,370	6,200	6,925	-
Annual guaranteed cash	2 / 2	-	68,650	77,330	74,400	83,975	-
Annual variable pay	6 / 4	-	6,176	10,125	10,645	13,730	-
Variable pay (payout) %	6 / 4	-	8.01%	16.40%	14.50%	20.00%	-
Variable pay (target) %	6 / 4	-	7.75%	17.89%	17.50%	25.00%	-
<b>Total annual cash</b>	<b>6 / 4</b>	-	<b>80,115</b>	<b>84,924</b>	<b>82,380</b>	<b>85,865</b>	-

Statistics	Count	Percentile 25	Average	Median	Percentile 75
Benefits value per year	4 / 3	-	5,902	4,505	-
Car value	-	-	-	-	-



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# *What do PayWell reports contain?*

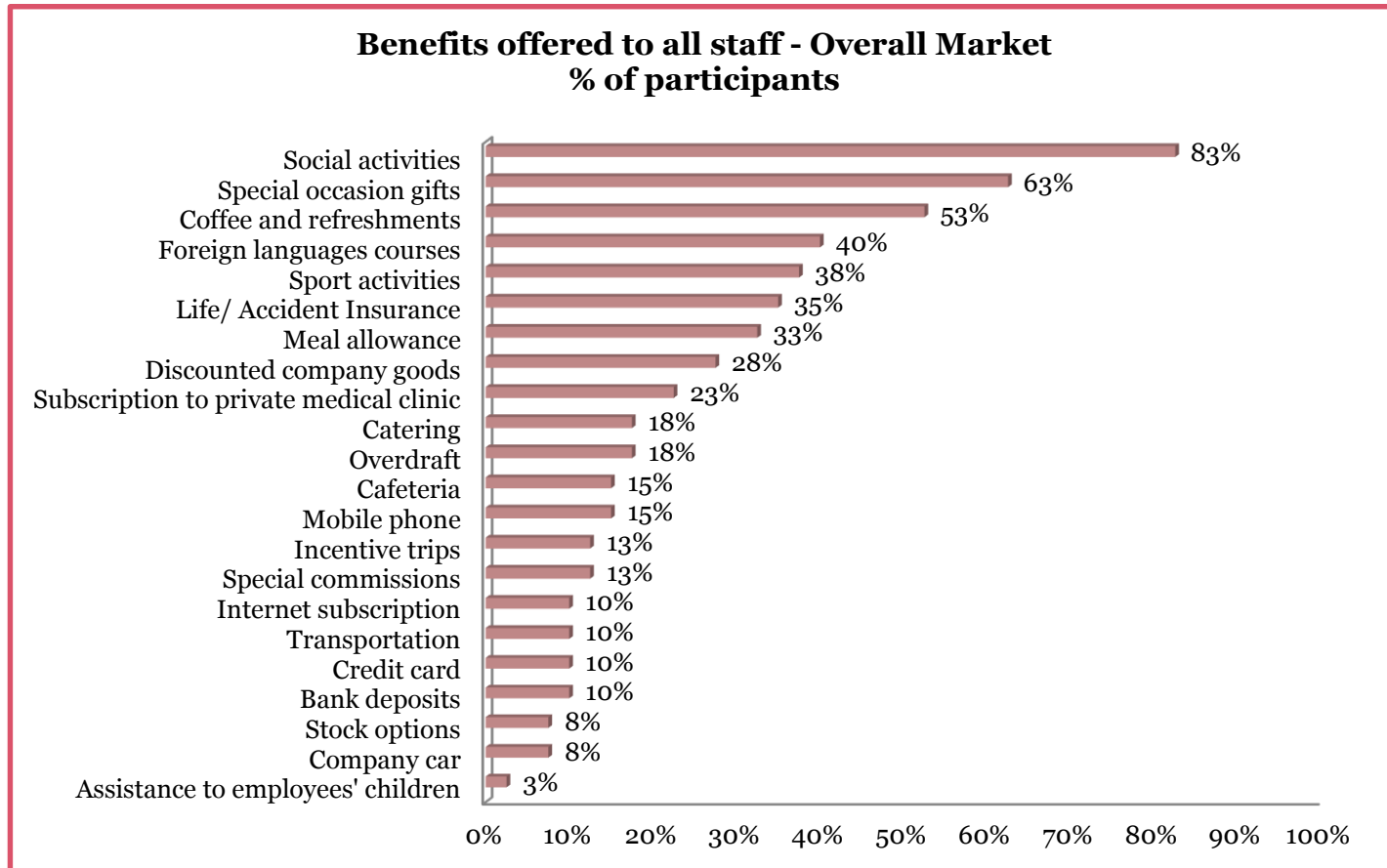
## **Compensation and benefits analysis report**

The report analyses compensation and benefits policies applied by participating companies. The information is presented for the entire sample of companies and across sectors.

- ***Analysis of compensation policies***, e.g. salary policies, fixed bonuses, variable bonuses, entry-level salaries and probation period, holiday, overtime and flexible work policies, employees relations, special compensation programmes (relocation, retention);
- ***Analysis of benefits offered to employees*** - for each type of benefit the report presents information on the staff category that receives it, the cost and the utilisation policy.

# What do PayWell reports contain?

## Compensation and benefits analysis report (sample)



# What do PayWell reports contain?

## Benchmarking tool

This tool enables you to assess and report the position of your salaries against sample statistics.

It calculates the ratio of your salary against sample statistics and generates an output that positions your salary within the range.

Overall Market Sector (sample)

### C7 Network Administrator

Please select the position:

C7 - Network Administrator

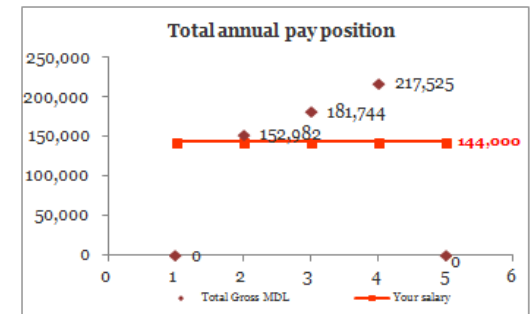
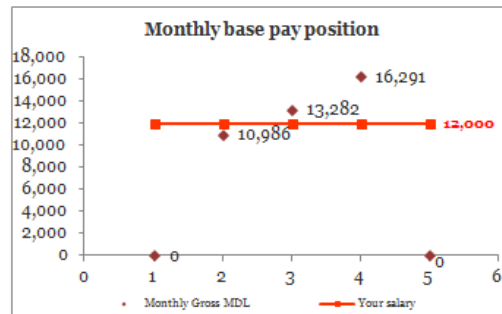
Please fill in the position salary information:

Monthly base pay: 12,000 Gross MDL

Fixed bonuses: Gross MDL

Variable pay: Gross MDL

Overall Market Sector		
General statistics		
Gross MDL	Monthly base pay	Total annual pay
MEAN	13,373	180,436
Percentile 10	-	-
Percentile 25	10,986	152,982
MEDIAN	13,282	181,744
Percentile 75	16,291	217,525
Percentile 90	-	-



# What do PayWell reports contain?

## Interactive tool

The report provides an analysis tool which allows the selection of a sample of companies based on the number of employees or turnover.

This tool offers you the opportunity to obtain a relevant comparison with the reference market.

### INTERACTIVE TOOL (sample)

Please select the position

B11 - HR Officer / Generalist

Please select filter criterion

Turnover 51 to 100 mln EUR



B11			HR Officer / Generalist														
Entire market			Your choice			Turnover 51 to 100 mln EUR			Turnover 51 to 100 mln EUR			versus			Entire market		
General statistics						Selected statistics											
Gross MDL	Monthly salary	Total annual cash	Gross MDL	Monthly salary	Total annual cash	%	Monthly salary	Total annual cash	%	Monthly salary	Total annual cash	%	Monthly salary	Total annual cash	%	Monthly salary	Total annual cash
MEAN	8,130	113,076	MEAN	7,726	108,332		-5%	-4%									
Percentile 10	5,106	73,521	Percentile 10	-	-		N/A	N/A									
Percentile 25	5,869	86,645	Percentile 25	5,106	73,521		-13%	-15%									
MEDIAN	8,221	118,111	MEDIAN	7,358	103,396		-10%	-12%									
Percentile 75	9,217	134,361	Percentile 75	9,116	133,271		-1%	-1%									
Percentile 90	10,651	140,657	Percentile 90	-	-		N/A	N/A									

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# *How can you acquire PayWell?*

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# How can you acquire PayWell?

Package / report	Full package	Full report	Sector package	Sector report
<b>Content</b>	<ul style="list-style-type: none"> <li>➤ Salary statistics for all sectors analysed in the study</li> <li>➤ Compensation and benefits analysis report</li> <li>➤ Benchmarking tool</li> <li>➤ Interactive tool</li> </ul>	<ul style="list-style-type: none"> <li>➤ Salary statistics for all sectors analysed in the study</li> <li>➤ Compensation and benefits analysis report</li> </ul>	<ul style="list-style-type: none"> <li>➤ Salary statistics for one sector, of your choice</li> <li>➤ Compensation and benefits analysis report</li> <li>➤ Benchmarking tool</li> </ul>	<ul style="list-style-type: none"> <li>➤ Salary statistics for one sector, of your choice</li> <li>➤ Compensation and benefits analysis report</li> </ul>
<b>Fee*</b>	EUR 2,600	EUR 1,900	EUR 1,560	EUR 1,160

\* The fees do not include VAT

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***We look forward to hearing from you!***



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