

# Operator I

J5A

Operates automated technical machinery according to production plan of the company.

2006	Base pay	Total pay
	Market	Market
Average	6.817	7.192
D1	4.603	4.603
Q1	6.429	6.489
Median	6.863	6.975
Q3	7.334	8.012
D9	8.681	9.983

Structure of annual pay - market		
Base pay	Variable bonus	Total pay
81.801	12.016	86.307
55.236	6.696	55.236
77.142	6.696	77.868
82.350	13.727	83.700
88.008	15.626	96.144
104.172	15.626	119.798

Salaries depending on the size of the company			
Base pay	Organization categories by headcount		
	<150		>150
Q1	NA		6.429
Median	NA		6.863
Q3	NA		7.334
Total pay			
Q1	NA		6.489
Median	NA		6.975
Q3	NA		8.012

Regional comparison		
Zagreb	Outside Zagreb	
	NA	NA
	NA	NA
	NA	NA
Total pay		
	NA	NA
	NA	NA
	NA	NA

Salaries depending on the size of the business			
Base pay	Organization categories by annual turnover (mil HRK)		
	<100 mil HRK		>100 mil HRK
Q1	NA		NA
Median	NA		NA
Q3	NA		NA
Total pay			
Q1	NA		NA
Median	NA		NA
Q3	NA		NA

Company Car			Companies offering bonuses	
% in the sample	Price range (HRK)		Variable bonus	
Market	Q1	Q3	Market	
0,0	0	0	66,7	

Weighted sample description		
Sample		Seniority
Number of companies	Number of persons	Number of subordinates
Market	Market	Market
3	8	0,0

**PayWell** Croatia - 2006

Distribution of the sample into wage ranges			
4.603 - 5.948	5.949 - 7.293	7.294 - 8.638	8.639 - 9.983
12,5	62,5	0,0	25,0