



PayWell* Moldova
Salary and Benefits Survey
2009 Edition

* connectedthinking

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PayWell Moldova 2009 Salary and Benefits Survey

Introduction

PayWell report is a tool created to assist the HR professionals and companies' decision-makers to develop competitive HR policies that attract, motivate and retain the needed talents that support the business strategy.

PayWell Moldova 2009 provides specific information covering three main areas:

Salary ranges for the analysed jobs for the general market

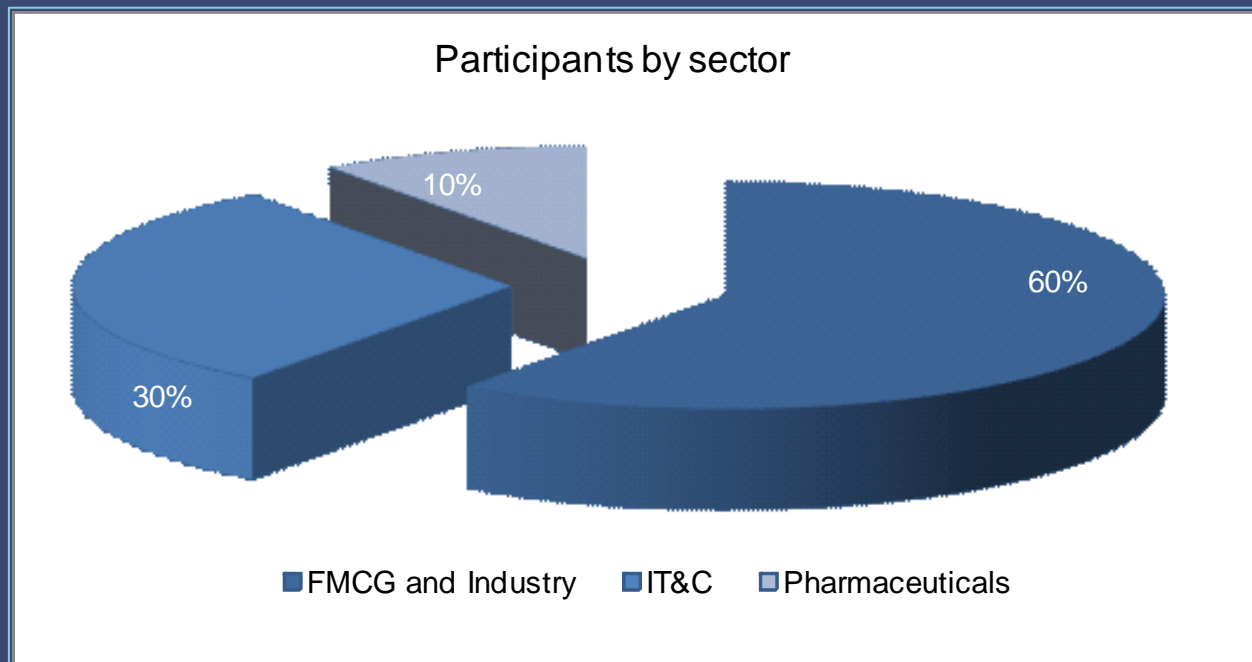
Compensation policies review

Benefits policy review and individual data per position

PayWell Moldova 2009 Salary and Benefits Survey

Our expertise

The 3rd Moldovan edition of the survey comprises information provided by 10 companies, covering a total headcount of 2,000 employees and 170 analysed positions across the general market.



Source: PayWell Moldova 2009 - Salary and Benefits Survey

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Structure and content of the report

1. Salary data

PayWell provides statistics for each analysed job, in the following format:

- Mean, median, lower and upper quartiles, 5 and 95 percentiles for the following values:
 - **Monthly gross base salary***;
 - **Annual fixed income*** (includes fixed bonuses - independent on the performance rate);
 - **Annual total income*** (includes all incentives);
- Information on the number of **job holders** and the number of **companies** that provided data on each position;
- Main **benefits** offered per position (e.g. company car, mobile phone, subscription to medical clinic, etc.) reported as a percentage of job holders from that position sample that receive that benefit.

**Values are expressed in gross MDL*

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Structure and content of the report

Salary data output sample:

J3		Finance Controller			Overall Sector		
	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Monthly gross salary	9 job holders, 4 companies	9,991		8,500	10,323	10,761	
Annual fix gross	9 job holders, 4 companies	132,639		111,497	136,226	145,679	
Total annual gross	8 job holders, 3 companies	155,326		125,013	145,679	194,025	
Monthly variable pay	ca as % of monthly gross	25.1%		0.0%	12.6%	14.3%	
Benefits	Company car	Mobile phone	Meal allowance	Company loans	Life insurance	Medical insurance	Company sports activities
	11%	100%	44%	78%	22%	78%	78%

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Structure and content of the report

2. Compensation and benefits analysis report

The report analyses compensation and benefits policies for the entire sample.

Analysis of compensation policies:

- Wage policies
- Employment relations
- Salary review
- Salary negotiation
- Salary increase
- Special pay rates
- Fixed bonuses
- Variable bonuses
- Overtime policy
- Holiday policy
- Sick leave, maternity leave, child care leave policy
- Probation period, entry level salaries
- Retention programmes etc.

Employee benefits analysis:

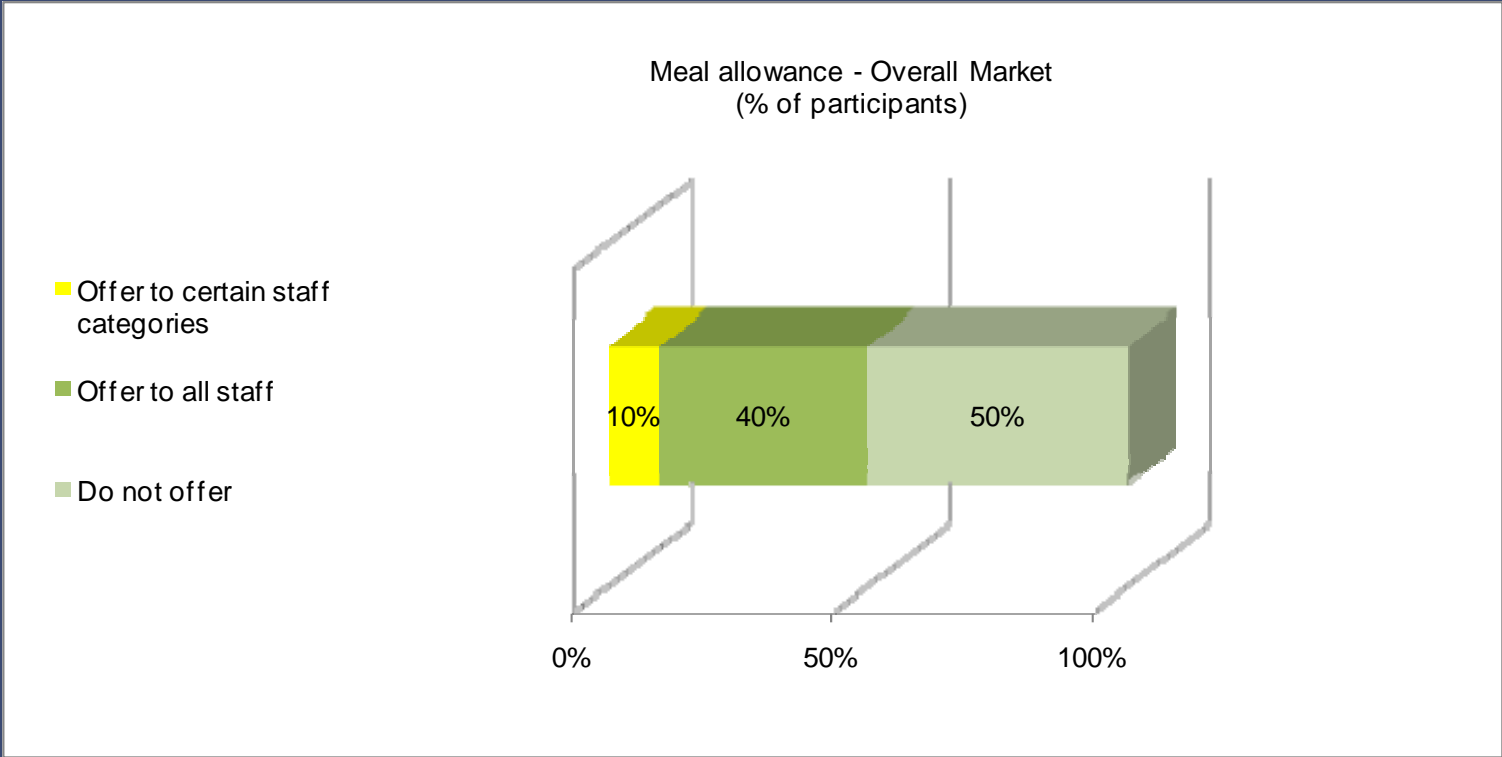
For each benefit, we report information on:

- staff categories that are entitled to it;
- cost / value;
- usage policy.

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Structure and content of the report

Compensation and benefits analysis report – output sample:



Source: PayWell Moldova 2009 - Salary and Benefits Survey

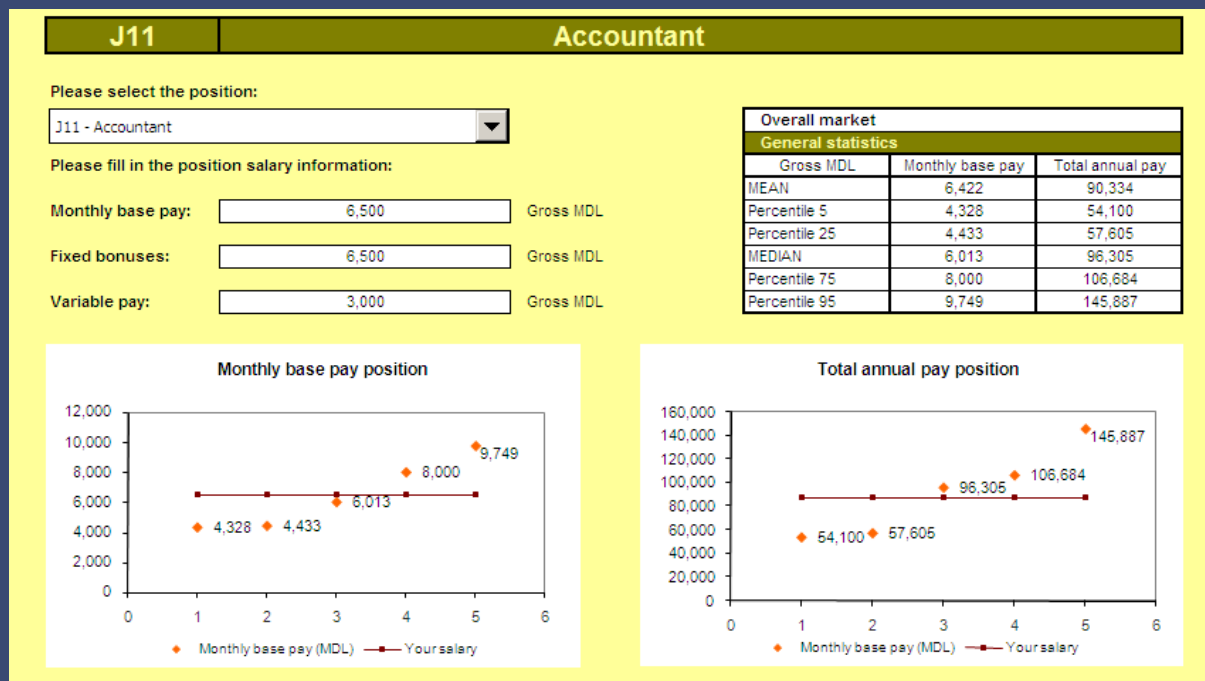
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Structure and content of the report

3. Market positioning tool

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

The tool calculates the proportion of your salary as compared to sample statistics and generates an output that positions your salary within the range.



Source: PayWell Moldova 2009 - Salary and Benefits Survey

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Participants

Coca Cola

Efes Vitanta Moldova Brewery S.A.

Endava SRL

GlaxoSmithKline SA

Mary Kay Moldova

Moldcell SA

Orange Moldova

SEP Nestle

Sudzucker Moldova SA

Trigor AVD SRL

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Fees

General Market Report – EUR 900*

- Salary data on analysed jobs
- Compensation & benefits policies analysis report
- Data analysis tool

**The price does not include VAT*

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