

www.pwc.com/md

PayWell Moldova 2014 Salary and Benefits Survey



pwc

PayWell Moldova 2014

Dear Madam / Dear Sir,

We are pleased to present you the annual Human Resources study conducted by PwC in 2014!

PayWell Moldova – Salary and Benefits Survey provides you with information both on compensation and benefits policies practiced by companies from the Moldovan market.

The survey report represents a practical tool which can assist companies management in taking the right competitive policies related to recruitment, employee retention, salary adjustment and overall reward management.

The following presentation provides detailed information regarding the content of PayWell report and related fees.

We would also be happy to meet you and to provide you with additional details regarding PayWell Moldova 2014 Survey.

Contact the PayWell team

Tatiana Stavinschi: tatiana.stavinschi@ro.pwc.com, + (373 22) 25 17 00

Natalia Donțu: natalia.dontu@ro.pwc.com, + (373 22) 25 17 00

PayWell Moldova 2014

Salary & benefits survey

1

About PayWell salary and benefits survey

PayWell report is a tool created 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 report provides specific information covering **2 main areas:**

- Salary ranges for general and specific jobs, for the analysed sectors
- Compensation and benefits policies review

PayWell report is available in both Romanian and English.

Report content

1. 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). The salary statistics are presented for the entire country and by region.
- 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).

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%	-
Total annual cash	6 / 4	-	80,115	84,924	82,380	85,865	-

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

Source: PayWell Moldova 2014 salary and benefits survey

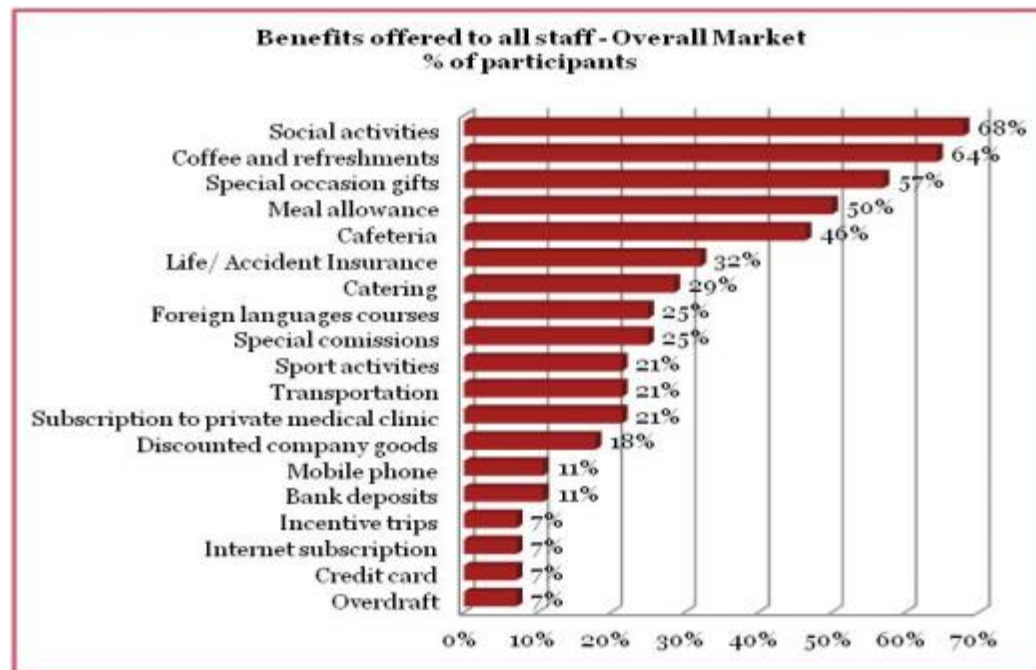
Report content

2. 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.



Source: PayWell Moldova 2014 salary and benefits survey

Report content

3. Benchmarking tool

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

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

BENCHMARKING TOOL

Overall Market Sector

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	160,436
Percentile 10	-	-
Percentile 25	10,566	152,382
MEDIAN	13,282	161,744
Percentile 75	16,291	217,525
Percentile 90	-	-



Source: PayWell Moldova 2014 salary and benefits survey

Report content

4. Interactive tool *

The report provides an analysis tool which allows the selection of a sample of companies based on the following criteria:

- Number of employees
- Turnover

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

INTERACTIVE TOOL

Please select the position

Please select filter criterion

F2	Sales Manager								
Entire market			Your choice	Turnover more than 100 mln EUR			Turnover more than 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	
MEAN	23,902	333,963	MEAN	27,839	456,261	MEAN	16%	37%	
Percentile 10	17,750	234,212	Percentile 10	-	-	Percentile 10	N/A	N/A	
Percentile 25	18,379	255,106	Percentile 25	-	-	Percentile 25	N/A	N/A	
MEDIAN	23,000	312,000	MEDIAN	22,410	403,959	MEDIAN	-3%	29%	
Percentile 75	27,600	398,079	Percentile 75	-	-	Percentile 75	N/A	N/A	
Percentile 90	32,126	450,967	Percentile 90	-	-	Percentile 90	N/A	N/A	

Source: PayWell Moldova 2014 salary and benefits survey

* The interactive tool is available only within the Full version of the report.

Fees

PayWell Moldova 2014

2

Fees

Package ->	Full package, comprising:	Full report, comprising:	Sector package, comprising:	Sector report, comprising:
Content ->	<ul style="list-style-type: none"> ➤ Salary statistics for all sectors analysed in the study ➤ Compensation and benefits analysis report ➤ Benchmarking tool ➤ Customised analysis tools 	<ul style="list-style-type: none"> ➤ Salary statistics for all sectors analysed in the study ➤ Compensation and benefits analysis report 	<ul style="list-style-type: none"> ➤ Salary statistics for one sector, of your choice ➤ Compensation and benefits analysis report ➤ Benchmarking tools 	<ul style="list-style-type: none"> ➤ Salary statistics for one sector, of your choice ➤ Compensation and benefits analysis report
Fee* ->	EUR 2,200	EUR 1,600	EUR 1,300	EUR 960

* The fees do not include VAT

*Thank you and we look forward to
hearing from you!*