

PayWell 2012

20th year



pwc

Employee Benefits Report

Employee Benefits Report

The Employee Benefits Report is a comprehensive and graphically illustrated analysis of benefits provided by the companies which participated in the PwC study, PayWell 2012.

According to the results of this year's survey, almost 84.7% of companies use information from market surveys when reviewing their employees' salaries.

The report is divided into the following chapters:

Remuneration strategy – target market position

This chapter includes information on the remuneration target market position of companies and different job categories.

Evaluation of employee performance and salary review

In this section is the following information: description of employee performance evaluation methods that companies use, frequency of employee performance evaluations as well as actual salary increases in 2012, and the plan for 2013.

Variable component of the salary

In this section, you can find information about the original and adjusted plan of the share of the performance-related component of the salary, the payment frequency of performance-related salary component, as well as factors affecting the amount. Furthermore, we analyse 13th and 14th salary and special long-term bonuses, time-related bonuses and overtime, as well as initial salaries, retirement bonuses and redundancy payments.

Social and capital benefits

This chapter addresses the provision of above-standard health care to employees, sickness allowances, holiday and days off. In the second part, you can find the information on contributions to insurance and provision of loans with beneficial terms to employees.

Catering, accommodation and transportation to work

This section analyses the provision of food and refreshments at work, accommodation and the contribution to commuting to work.

Other employee benefits

This chapter includes statistics regarding social, cultural and sport events, use of mobile telephones, donation of gifts and provided types of trainings.

Company cars

The last chapter provides information on car fleet management, and as well the analyses of car classes and purchase price of company cars.

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