

# PayWell 2014

- **Remuneration trends in the Czech Republic**
- **Comprehensive salary statistics**
- **Employee benefits**
- **Largest sector database**
- **Easy-to-follow outputs**
- **in Czech and English**



***Everyone goes to work...***

***...what do you have to do to get the best of them to work for you?***

- Do you need a tool for fair and reliable human resources management?
- Do you know where you stand in the remuneration market in comparison with the competition?
- Do you know how to attract and retain talented employees?
- Do you know what salary increase to plan when preparing the HR budget for next year?
- Are you planning to set up a new compensation and benefits system?

***The PayWell study will help you to answer these questions...***

# PayWell

## remuneration planning tool

PayWell is a sector-oriented study evaluating remuneration and employee benefits. In 2013, PayWell analysed 111 companies in 9 sectors.

An overview of base and total salaries, including the distribution of variable components for more than 700 job positions. The complete version of the study includes complete salary data including the level of benefits under the following categories:

- Sector
- Company's size, measured by the number of employees
- Region
- Yearly turnover of the company
- Czech market

## ***What does the PayWell remuneration planning tool offer?***

### ***JobPage***

A well-arranged salary analysis for each position analysed, placed on one sheet (A4 format).

### ***Individual benchmark***

An interactive comparison of salary levels in your company with market data according to sector, region and total sample of participants. It allows you to gain a comprehensive overview of how individual job positions are remunerated.

### ***Regression curves graphs***

Dependence of salary amounts on the difficulty of the job, as determined using the IFA/JOSS method. It allows you to compare the salary level in your company to the entire market, as well as to the sector in which the company operates.

### ***Report on employee benefits***

Well-arranged (in terms of content and graphics) analyses give an overview of employee benefits offered in the market, in the given sector, and by individual job categories.

### ***Job position catalogue***

Standard job positions and job positions specific to a given sector, prepared in cooperation with the survey participants.

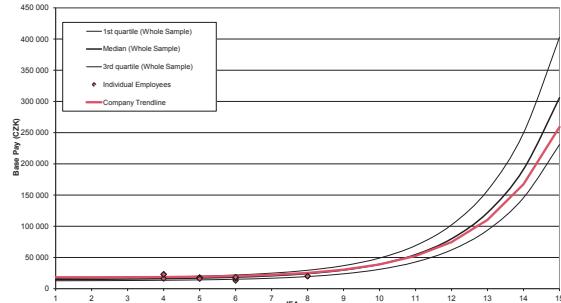
### ***Form***

PayWell results are available either online or on CD-ROM with a hard copy in both Czech and English.

## Examples of output

### Base pay – individual benchmark

Job Title		Administration Specialist	
Job Group	Job Family	Subfamily	Administration
Job Description			
Is responsible for the administration of the office or branch. Can also be responsible for accounting, wages, personnel, office fit-out, telephones, etc.			
Sample Size		No. of Job Holders No. of Companies	
384		39	
Average		1st Decile	1st Quartile
Base Pay		28 600	19 900
Total Pay		31 200	21 600
Variable Pay (%)		18%	5%
Variable Pay (%)		2 600	0
Car Price		-	-
Bonus Eligibility		35%	79%
Company Car Eligibility		1%	5%



### Individual benchmark

Employee Data				Benchmark Jobs				Base Pay (Monthly)				Total Pay (Monthly)				Comparable salary on the market			
ID	Positions	Title	Region	Job Code	IFA	Benchmark Job Title	Job Family	Subfamily	Grade	Your Company	Market Median	Market Ratio	Quartiles	Your Company	Market Median	Market Ratio	Quartiles	Custom V2	User Category
e.g.	General Manager	PTA	G1a	16	General Manager I	G	G	1	170 000	34 788	57%	●	20 633	37 155	56%	●	division 1		
6	asistent kvality	STC	QA03b	8	Quality Specialist II	Q	QA	3	20 000	14 000	117%	●	13 000	16 705	113%	●	division 1		
9	skladička	STC	LW4/b	5	Warehouse Worker	L	LW	4	15 446	15 446	117%	●	13 500	23 396	60%	●	division 2		
10	dělnice-elektronikáře	STC	P4a	6	Operator I	P	P	4	13 000	20 497	63%	●	17 683	18 589	95%	✓	division 2		
14	Čalouník I	STC	P4b	4	Operator II	P	P	4	16 200	15 093	107%	✓	18 542	18 509	100%	✓	division 2		
18	Instalátor	STC	PS4d	5	Plumber	P	PS	4	17 450	17 500	100%	✓	18 542	18 509	100%	✓	division 2		
19	Instalátor	STC	PS4d	5	Plumber	P	PS	4	17 450	17 500	100%	✓	18 542	18 509	100%	✓	division 2		
20	čistička	STC	P4b	4	Operator II	P	P	4	22 991	16 000	133%	●	25 515	18 589	137%	●	division 2		
21	Kalič	STC	P4b	4	Operator II	P	P	4	22 991	15 093	152%	●	25 515	18 589	137%	●	division 2		
22	Nástrojář I	STC	PS4c	6	Tool Maker	P	PS	4	16 890	18 600	91%	✓	19 112	22 000	87%	●	division 3		
23	Nástrojář I	STC	PS4c	6	Tool Maker	P	PS	4	16 890	18 600	91%	✓	19 112	22 000	87%	●	division 3		
24	Obchodní referent	STC	SA3	8	Sales Administration Specialist	P	SA	3	20 000	21 000	92%	●	25 000	24 741	101%	✓	division 3		
25	Obsluha částicky odpadních voz	STC	PM6	5	Mechanic	P	PM	4	15 852	19 548	62%	●	18 600	20 630	82%	●	division 3		
28	Ruční nákladního automobilu	STC	L74a	6	Truck Driver	L	LT	4	19 594	19 900	94%	✓	19 639	19 630	100%	✓	division 3		

# Our approach to data collection and data processing

## Reliability and objectivity of outputs

The used Integrated Factor Analysis (IFA) method allows an objective assessment and subsequent classification of individual job positions into the levels (the JOSS level) according to the scores received, based on the following factors: expertise, responsibility, independence and labour conditions.

## Data transmission security

Each participant is assigned a special, multi-character code, questionnaires are protected by a user password and salary data is processed anonymously in the database.

## User-friendly questionnaire

Participants in the survey fill out an electronic questionnaire, containing hints, a guide, and explanations of individual terms.

## Data weighting

The percentile filter method ensures that only statistically significant and representative data enter the analysis.

## Professional assistance

Our professionals are available for consultation and ensure the correctness and homogeneity of data.

## Timetable and data collection

3 – 5 / 2014 Addressing participants of the survey  
5 – 6 / 2014 Data collection

6 – 8 / 2014 Data analysis  
9 / 2014 Output publications

## ***Other services***

- Developing and optimising remuneration schemes
- Analysing the added value of human capital
- HR function effectiveness
- Performance management
- Developing an emergency HR management programme
- Employee engagement survey
- HR Benchmarking
- Talent Management
- Assessing the complexity of job positions IFA/JOSS
- Personnel and legal assistance with a restructuring organisation
- Management and personnel audit
- 360° method of staff appraisals
- Developing the HR management strategy
- Career planning
- Outplacement
- Leadership

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