

# *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?

---

# *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***

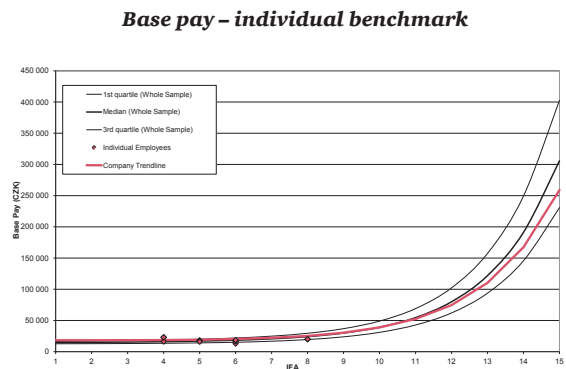
Standard job positions and job positions specific to a given sector, prepared in cooperation with the survey participants.

### ***Form***

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

## Examples of output

JobPage	
Job Title	Administration Specialist
Grade	A3
Job Family	Specialists
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: 384 No. of Companies: 39
Base Pay	Average: 28 690 1st Decile: 19 900 1st Quartile: 22 200 Median: 27 700 3rd Quartile: 34 000 9th Decile: 38 000
Total Pay	Average: 31 200 1st Decile: 21 600 1st Quartile: 24 200 Median: 30 400 3rd Quartile: 35 500 9th Decile: 41 600
Variable Pay (%)	18% 5% 8% 18% 24% 33%
Variable Pay	2 690 0 0 300 4 300 7 500
Car Price	
Bonus Eligibility	38% 1%
Company Car Eligibility	79% 5%



### Individual benchmark

Employee Data					Benchmark Jobs				Base Pay (Monthly)					Total Pay (Monthly)					Custom User
ID	Positions Title	Region	Job Code	IFA	Benchmark Job Title	Job Family	Subfamily	Grade	Your Company	Market	Market Ratio	Quantiles	Your Company	Market	Market Ratio	Quantiles	User Category		
6	General Manager	PHA	GA1b	16	General Manager I	G	GA	1	170 000				300 000						
9	asistent kvality	STC	QA3b	8	Quality Specialist II	Q	QA	3	20 000	34 788	57%	0	18 833	37 156	56%	0	division 1		
10	skladníci	STC	LW4b	5	Storekeeper	L	LW	4	18 000	15 446	117%	0	18 333	16 705	113%	0	division 2		
14	obslužba elektromontáže	STC	P4b	4	Operator I	P	P	4	13 000	20 497	63%	0	13 500	22 396	60%	0	division 2		
18	instalatéři	STC	PS4d	5	Plumber	P	PS	4	16 200	15 093	107%	0	17 683	18 589	95%	0	division 2		
19	instalatéři	STC	PS4d	5	Plumber	P	PS	4	17 450	17 500	100%	0	18 542	18 500	100%	0	division 2		
20	Kalič	STC	P4b	4	Operator II	P	P	4	22 991	15 093	152%	0	25 515	18 589	137%	0	division 2		
21	Kalič	STC	P4b	4	Operator II	P	P	4	22 991	15 093	152%	0	25 515	18 589	137%	0	division 2		
22	Nástrojář I	STC	PS4c	6	Tool Maker	P	PS	4	16 890	18 600	91%	0	19 112	22 000	87%	0	division 3		
23	Nástrojář I	STC	PS4c	6	Tool Maker	P	PS	4	16 890	18 600	91%	0	19 112	22 000	87%	0	division 3		
24	Odborný referent	STC	SA3	8	Sales Administration Specialist	S	SA	3	20 000	21 627	92%	0	25 000	24 741	101%	0	division 3		
25	Obsluha čistých odpadních vod	STC	PM4b	5	Mechanic	P	PM	4	15 952	19 548	82%	0	17 006	20 632	82%	0	division 3		
28	Ridič nákladního automobilu	STC	LT4a	6	Truck Driver	L	LT	4	18 594	19 800	94%	0	19 839	19 800	100%	0	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

---

## ***For more information please contact our specialists:***

***Lucie Tomášková***  
HRM Consultant  
Tel.: +420 251 152 520  
e-mail: lucie.tomaskova@cz.pwc.com

***Hana Farská***  
HRM Consultant  
Tel.: +420 251 151 608  
e-mail: hana.farska@cz.pwc.com

***Libor Stodola***  
HRM Senior Manager  
Tel.: +420 251 152 537  
e-mail: libor.stodola@cz.pwc.com

***Markéta Krejčová***  
HRM Manager  
Tel.: +420 251 152 614  
e-mail: marketa.krejцова@cz.pwc.com

***Daniel Soukup***  
HRM Manager  
Tel.: +420 251 152 595  
e-mail: daniel.soukup@cz.pwc.com

***Natália Kortiřová***  
HRM Manager  
Tel.: +420 251 151 911  
e-mail: natalia.kortisova@cz.pwc.com



**www.pwc.cz**

© 2014 PricewaterhouseCoopers Česká republika, s.r.o. All rights reserved. In this document, "PwC" refers to PricewaterhouseCoopers Česká republika, s.r.o., which is a member firm of PricewaterhouseCoopers International Limited, each member firm of which is a separate legal entity.