

PayWell Moldova Salary & Benefits survey 2017 edition



Dear HR Professionals,

We are pleased to invite you to participate in PwC's 2017 edition of annual PayWell Moldova salary & benefits survey, that presents information on salary levels & remuneration practices applied by Moldovan organisations.

This document presents useful information about the survey: what it analyzes, reports content & structure, and your involvement, as a participant.

If you need further clarifications on the content of this presentation or you need additional details for making a decision, do not hesitate to contact us! We are looking forward to talking to you!

PayWell Team

PayWell Salary & 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 two main areas:



Salary ranges for general and specific jobs, for the analysed sectors

01



Compensation and benefits policies review

02

Your involvement, as participant in the study

Participation in PayWell study includes provision of information on salary levels and compensation and benefits policies within your organisation, by completing **two questionnaires**:

➤ **Salary data collection sheet**, which gathers information on: gross monthly salary, fixed and variable annual payouts, annual value of benefits per position;

➤ **Remuneration policies** questionnaire, which gathers information on company's compensation policies and on benefits granted to employees.

As a participant in PayWell survey, you will be assigned a dedicated consultant, who will be available to assist you during data completion process.

Pay Well 2017 Salary and Benefits Survey SALARY DATA COLLECTION SHEET									
1	2	3	4	5	6	7	8	9	10
Help	Help	Help	Help	Help	Help	Help	Help	Help	Help
Id	Job title in your company	Code	Position title DO NOT FILL	Level	Variation compared to job matching indicators	Location	Employee location (Banking sector)	No of employees per position	Gross monthly base pay
Please select Ctrl + Q						Please select Ctrl + Q	Branch/Agency		

PayWell 2017 Salary and Benefits Survey HR SYSTEMS

A. Compensation Policy

Compensation Policy - Guaranteed

A.1. Salary review

1 Please indicate the salary review frequency:

If "Once a year" or "Twice a year" please indicate during which month(s):

Once a year

Twice a year
1st
2nd

2 Please indicate the month and year of your last salary review:

 year month

Report content (1/4)

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	Percentile 90
Benefits value per year	4 / 3	-	5,902	4,505	-	-
Car value	-	-	-	-	-	-

Source: PayWell Moldova 2016 salary and benefits survey

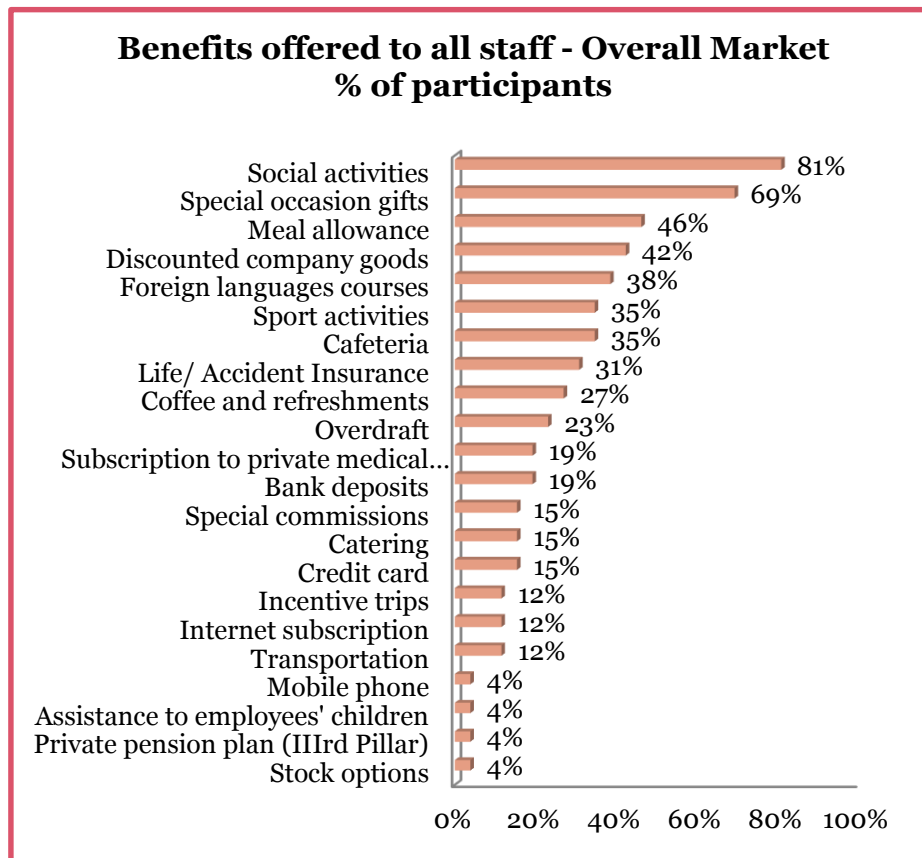
Report content (2/4)

Compensation & 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 2016 salary and benefits survey

Report content (3/4)

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 with the industry specifics.

Overall Market Sector

C7	Network Administrator
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Please select the position:

C7 - Network Administrator

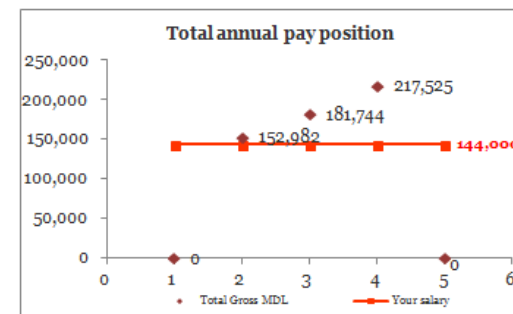
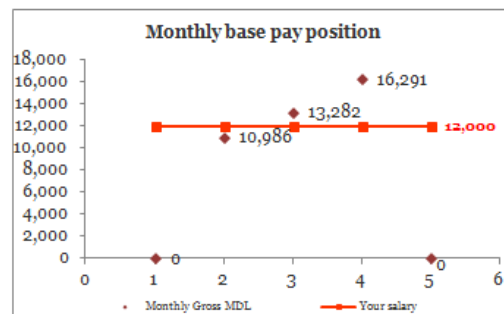
Please fill in the position salary information:

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	10,986	152,982
MEDIAN	13,282	161,744
Percentile 75	16,291	217,525
Percentile 90	-	-



Source: PayWell Moldova 2016 salary and benefits survey

Report content (4/4)

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

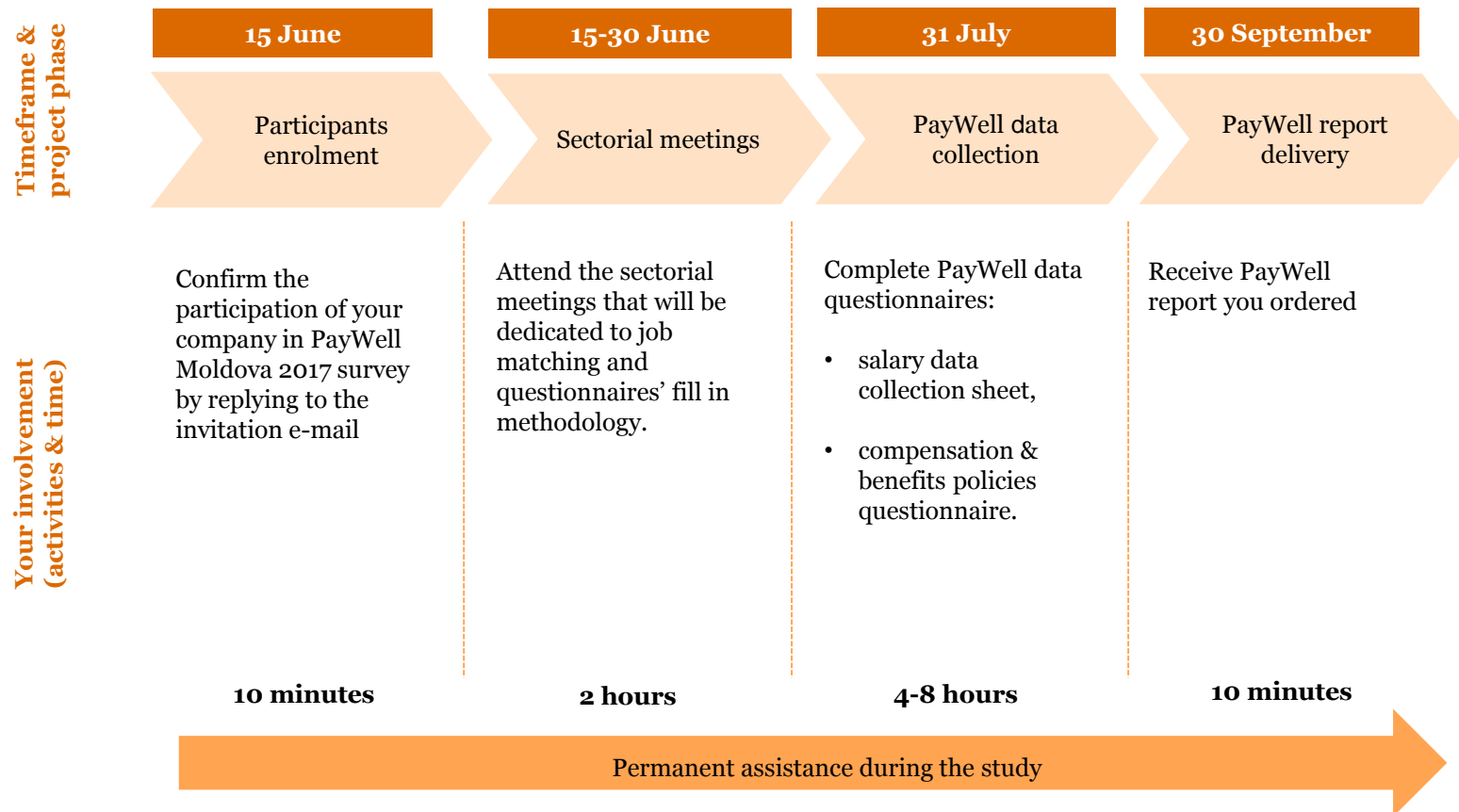


B11		HR Officer / Generalist										
Entire market			Your choice		Turnover 51 to 100 mln EUR		Turnover 51 to 100 mln EUR		versus		Entire market	
General statistics			Selected statistics									
Gross MDL	Monthly salary	Total annual cash	Gross MDL	Monthly salary	Total annual cash							
MEAN	8,130	113,076	MEAN	7,726	108,332							
Percentile 10	5,106	73,521	Percentile 10	-	-							
Percentile 25	5,869	86,645	Percentile 25	5,106	73,521							
MEDIAN	8,221	118,111	MEDIAN	7,358	103,396							
Percentile 75	9,217	134,361	Percentile 75	9,116	133,271							
Percentile 90	10,651	140,657	Percentile 90	-	-							

Source: PayWell Moldova 2016 salary and benefits survey

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

Planning



Fees

Package ->	Full package	Full report	Sector package	Sector report
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
Standard* fee	EUR 2,600	EUR 1,900	EUR 1,560	EUR 1,160
50% discounted fees for participants* ->	EUR 1,300	EUR 950	EUR 780	EUR 580

* The fees do not include VAT

Let's talk



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