

# *PayWell Macedonia 2011 Salary & Benefits Survey Report*



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# ***1. PayWell Macedonia 2011***

## ***Introduction***

PricewaterhouseCoopers Macedonia conducted the survey during the period October 2011 – December 2011.

The PayWell 2011 Salary and Benefits survey report for Macedonia was released on 18 January 2012. As a result of our survey overall market data and industry sectorial reports are available. The survey covers all job positions and provides detailed information on the compensation and benefit policies used by companies active on the Macedonian market. The survey was conducted between 1 October and January 2012 and had some of Macedonian's largest employers.

A total of 13 companies submitted information on their job positions, providing the qualitative and quantitative data necessary when considering changes to the 2012 compensation and reward offering for all key individuals.

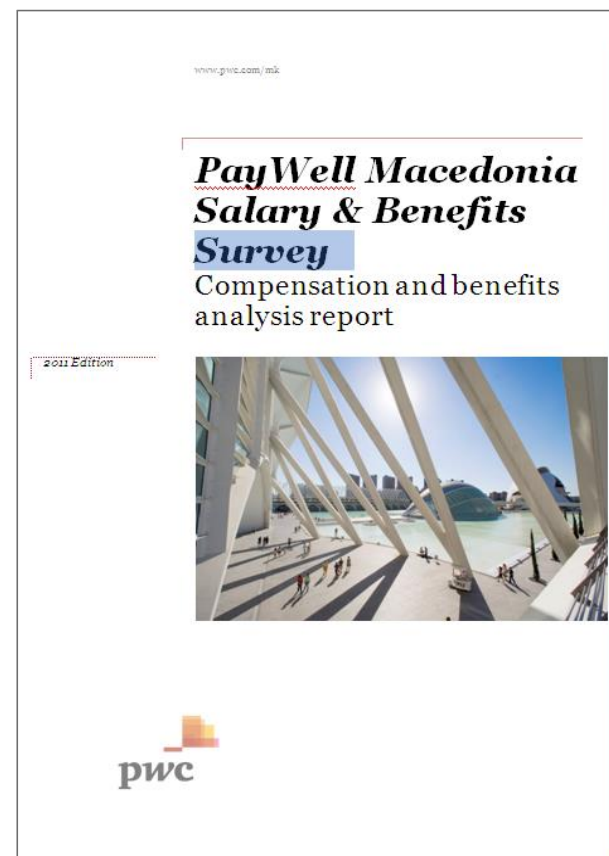
The depth and spread of the report, its tenure and the quality of organisations involved make PayWell 2011 a unique and valuable instrument aiming to aid overall remuneration and retention planning.

## ***2. PayWell Macedonia 2011 report structure***

PayWell report is a tool created to assist the HR professionals and companies' decision makers to develop competitive HR policies that attract, motivate and retain talents that support the business strategy.

PayWell report is structured in three different sections:

- Introduction, consisting of information on the survey methodology and data confidentiality;
- Compensation and benefits analysis report, providing information on the compensation and benefits systems and trends on the Macedonian market;
- Salary data report, providing salary statistics for each analyzed job.



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## ***PayWell Macedonia 2011 report structure***

PayWell Macedonia 2011 data collection package included:

***Benchmark jobs catalogue comprising 273 benchmark jobs, grouped in two categories:***

- general jobs, common to all companies (211 jobs);
- specific jobs for Manufacturing (62 jobs)

***Salary data collection sheet, gathering information on:***

- Gross monthly salary, as per September 2011 payroll;
- Annual bonuses: fixed (independent of performance, e.g. thirteenth month salary, Christmas bonus etc.) and variable (sales commissions and/or performance bonus); Information on the annual bonuses was collected for October 2010– September 2011 period;

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## ***PayWell Macedonia 2011 report structure***

- Target bonus for 2011: the planned level of performance bonus and/or sales commission to be paid for 100% target achievement.
- Annual value of benefits granted, as per September 2011 policy;
- Company car acquisition price.

### ***Compensation & benefits policy questionnaire, gathering:***

Organisational data: sector, turnover, headcount;

Compensation policies data: salary negotiations and reviews, salary increases, fixed and variable bonuses, holiday and leave policies etc.;

Employees' benefits data: staff categories entitled, cost and usage policies.

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### ***3. Reports and Fee for PayWell 2011***

➤ ***Market overview report – EUR 2.500 (VAT not included)***

- Salary statistics for the entire sample of companies participating in the survey
- Compensation and benefits analysis report
- Benchmarking tool

➤ ***Sector report may be available at the price of EUR 2.500 (VAT not included)***

- Salary statistics for the analyzed sector participating in the survey
- Compensation and benefits analysis report
- Benchmarking tool

➤ ***Full report - market overview + sector report at the price of EUR 4.000 (VAT not included)***

***\*Discounts from the above prices are available in case you commit to participate in the PayWell Survey for 2012***

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## **Contact**

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With the kindest regards,

**Your PayWell team**