

Pay Well & Benefits Survey



PricewaterhouseCoopers Azerbaijan is pleased to announce the launch of the 2009 PayWell Salary & Benefits Survey.

PricewaterhouseCoopers Azerbaijan has conducted salary and benefits surveys for the Azerbaijani market the last four years. The survey included many companies from a variety of industries and a number of analyzed positions reached 93.

The PayWell Salary & Benefits Survey aims to analyze and compare the local employee compensation strategies and benefits systems in the leading companies active in the Azerbaijani market. The survey report represents a practical tool that will assist you in developing competitive policies related to recruitment, employee retention, salary adjustment and overall reward management.

The structure of the 2009 PayWell Salary & Benefits Survey will be as follows:

Part 1 Human Resources compensation policies

A full analysis of compensation and benefits systems and the main trends for the Azerbaijani market

Part 2 Salary data tables

- Salary statistics for overall market and by sector;
- Statistics on annual base salary and annual pay including all bonuses and fixed payments (average, median, 1st and 9th deciles, 1st and 3rd quartiles). The annual salaries are presented as gross amounts in USD;
- Information on the number of job holders and the number of companies that provided the data on each position.

Please find below a sample salary output for the Senior Accountant position used for previous years:

Job Title	Job Code							
Grade	J12	Senior Accountant						
Job Family		Specialists Finance						
Job Description	Performs professional accounting or auditing work in a company. Knowledge of the theory and practice of recording, classifying, examining and analyzing of financial transactions in accordance with defined regulations required. Follows accounting regulations and company procedures.							
Sample Size	No. of Job Holders			No. of Companies				
	14			8				
Level of Responsibility	Lower		Equal		Greater			
	6		8		0			
	Average	1st Decile	1st Quartile	Median	3rd Quartile	9th Decile		
Annual Base Pay	24,000	14,800	17,900	26,000	31,400	31,400		
Annual Total Pay	26,700	15,100	20,700	27,700	36,000	36,000		
Annual Variable Pay (%)	15%	12%	14%	15%	15%	19%		
Annual Variable Pay	3,300	2,300	2,500	2,800	4,100	4,600		
Car Price	-	-	-	-	-	-		
Bonus Eligibility	% of Job Holders Receiving			% of Companies Providing				
	79%			63%				
Company Car Eligibility	0%			0%				
Sector Comparison	Annual Base Pay			Annual Total Pay				
	Average	1st Quartile	Median	3rd Quartile	Average	1st Quartile	Median	3rd Quartile
Oil & Gas	27,800	25,500	27,000	30,300	30,300	27,400	28,800	34,300

Note:

Annual base pay, variable, and total pay are displayed in USD as gross values. No statistics are calculated if data was provided by less than 3 companies. Median is calculated if 3 or more data points were available, quartiles if 5 or more data points were available and deciles if 7 or more data points were available. Data is valid as of 1 September 2006.

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Report Pricing

- The participation fee for the 2009 PayWell Salary & Benefits Survey is USD 2,000 (excluding VAT).

Survey Timeline

- June 2009: confirmation deadline
- June - July 2009: salary data collection
- August - September 2009: review and process data
- September 2009: report release

How to participate

If you would like to take part, please complete and return the Participation Form to us by **5 June 2009**.

The survey process

You will be asked to complete a user-friendly questionnaire that contains explanations and methodology relating to particular terms. Our consultants will perform a detailed review of all data provided and will contact each participant to resolve any issues of job-matching or erroneous data.

All data received is kept strictly confidential.

Next Steps

Please contact one of our specialists to find out more information about PayWell. If you decide to participate in the salary survey complete the Participation Form and send back to our specialists by e-mail or fax.

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