

## SALARY SURVEY HUNGARY 2019

The annual Salary Survey Hungary organized by [Larskol](#), [Simconsult](#) and [IMPC](#) provides comprehensive information on the Hungarian salary market. The survey informs you about base salary, variable pay and total cash by region, industry, company size, job family, ownership and job size. The [Salary report](#) provides information on salary increase, benefits, company car, shift allowance, standby fee, etc.

### LARSKOL SALARY SURVEY HUNGARY 2019

|                       |                   |
|-----------------------|-------------------|
| <b>DATE OF SURVEY</b> | <b>2019.06.01</b> |
|-----------------------|-------------------|

#### PARTICIPANTS

|                          |        |
|--------------------------|--------|
| # organizations          | 91     |
| # employees              | 48 669 |
| # individual salary data | 23 157 |

| Industry/Sector            | # organisations |     |
|----------------------------|-----------------|-----|
| Machinery                  | 11              | 12% |
| Electrical/electronics     | 11              | 12% |
| Metal processing           | 14              | 15% |
| Automotive industry        | 33              | 36% |
| Chemical industry          | 9               | 10% |
| Building/building material | 10              | 11% |
| Food and agriculture       | 6               | 7%  |
| Other industry             | 17              | 19% |
| Sales/FMCG                 | 15              | 16% |
| Utilities                  | 14              | 15% |
| Logistics                  | 3               | 3%  |
| Other sector               | 20              | 22% |

| Headcount           | # organisations |     |
|---------------------|-----------------|-----|
| 100- employees      | 26              | 29% |
| 100-500 employees   | 35              | 38% |
| 500-1.000 employees | 18              | 20% |
| 1.000+ employees    | 12              | 13% |

| Ownership | # organisations |     |
|-----------|-----------------|-----|
| Hungarian | 24              | 26% |
| Foreign   | 67              | 74% |

|                                   |             |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|-----------------------------------|-------------|---------|--------|-----|-------|--------------|---------|--------|-----|------------|---------|--------|-----|---|--|
| <b>6. OWNERSHIP</b>               |             |         |        |     |       |              |         |        |     |            |         |        |     | Hungarian, foreign  |  |
| <b>5. COMPANY SIZE</b>            |             |         |        |     |       |              |         |        |     |            |         |        |     | Small, medium, large  |  |
| <b>4. REGION</b>                  |             |         |        |     |       |              |         |        |     |            |         |        |     | Budapest + 7 Euro regions   |  |
| <b>3. INDUSTRY</b>                |             |         |        |     |       |              |         |        |     |            |         |        |     | Machinery, electronics, meat, chemistry, automotive, sales, utilities |  |
| <b>2. JOB FAMILY</b>              |             |         |        |     |       |              |         |        |     |            |         |        |     | Sales, engineering, logistics, production, finance, HR, IT, admin     |  |
| <b>1. ALL HUNGARY</b>             |             |         |        |     |       |              |         |        |     |            |         |        |     | All participants  |  |
| Grade                             | Base salary |         |        |     |       | Variable pay |         |        |     | Total cash |         |        |     |   |  |
|                                   | 25%         | Average | Median | 75% | Month | 25%          | Average | Median | 75% | 25%        | Average | Median | 75% |   |  |
| Managerial jobs                   | ...         |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 13          |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 12          |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 11          |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
| Specialists                       | 10          |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 9           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 8           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 7           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
| Clerical jobs<br>Blue collar jobs | 6           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 5           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 4           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 3           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 2           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |
|                                   | 1           |         |        |     |       |              |         |        |     |            |         |        |     |   |  |

**Comment:** 25 % = A quarter of respondents pay less (low paying companies)  
75 % = Three quarters of the respondents pay less (well-paying companies)

Content of the [Salary report](#):

**All Hungary**

**Salary data by job family**

- Administration
- Marketing-sales
- Engineering
- Supply chain
- Production
- Finance
- Human
- IT

**Salary data by industry**

- Machinery
- Electronics
- Metal industry
- Chemistry
- Automotive industry
- Sales

- Utilities

**Salary data by region**

- Budapest
- Central Hungary
- Central Transdanubia
- Western Transdanubia
- Southern Transdanubia
- Northern Hungary
- Northern Great Plain
- Southern Great Plain

**Salary data by ownership**

- Hungarian
- Foreign

**Salary data by revenue**

- 10- billion HUF
- 10-50 billion HUF

- 50+ billion HUF

**Salary data by employees)**

- 100-
- 100-500
- 500-1.000
- 1.000+

**BENEFITS**

- Cafeteria
- Benefits
- Company car

**OTHER**

- Salary increase
- Date of salary increase
- Shift allowance
- Standby fee

The cost of the [Salary report](#) is 150.000 Forints (500 EUR) + VAT.

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