

SALARY SURVEY HUNGARY 2020

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. The Salary report 2020 sample files can be viewed here:

[Larskol Salary Survey Hungary - sample report \(pdf\)](#)

[Larskol Salary Survey Hungary - sample analysis \(excel\)](#)

The salary analysis is based on a transparent job evaluation.

Grade	Administration	Sales	Engineering	Supply chain	Production	Finance	Human	IT ...	
Managerial jobs	Managing Director								
Specialists				
			Engineer III			Accountant III	HR specialist III		
			Engineer II			Accountant II	HR specialist II		
			Engineer I			Accountant I	HR specialist I		
Trainee/graduate									
Clerical jobs	General Clerk II				Skilled worker III	Accounts clerk II			
	General Clerk I				Skilled worker II	Accounts clerk I			
				Warehouse clerk	Skilled worker I				
Blue collar jobs				Truck driver	Semi-skilled				
					Unskilled worker				

Participation: Participation in the survey is free of charge, the condition for participation is provision of pay data. Submitted data is handled confidentially, analyses that are being made do not allow the identification of individual salaries.

Data submission: Participants will be required to provide salary data by **September 25, 2020** in the Excel questionnaire that [is available here](#). Job grades can be submitted in different systems.

Reports: Participants receive the analysis by e-mail before **October 12, 2020**. There are two types of reports:

Summary: Provides salary information (base salary, variable pay, total cash) all Hungary and breakdown by job family. The summary is *free of charge* for survey participants.

Salary report: Provides salary information (base salary, variable pay, total cash) by job family, industry, region, company size, ownership and job size. Further information on salary increase, benefits, company car, shift allowance, standby fee, etc.

Price: 100.000 HUF for survey participants
150.000 HUF for other organizations

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SALARY REPORT

- Content -

1. INTRODUCTION

2. MANUAL

Job grades
Salary data

3. SURVEY PARTICIPANTS

4. SALARY DATA

All Hungary

- All participants

Salary data by job family

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

Job family comparison

Only in detailed (paid) Salary report

Salary data by industry

(depending on # of participants)

- Machinery
- Electronics
- Metal industry
- Chemistry
- Automotive industry
- Sales
- Transport/logistics
- IT/telekom
- Finance
- Utilities ...

Industry comparison

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

Ownership comparison

Salary data by company size (revenue)

- 100- million HUF
- 100-500 million HUF
- 500-1.000 million HUF
- 1-10 billion HUF
- 10-50 billion HUF ...

Revenue comparison

Salary data by company size (# employees)

- 100-
- 100-500
- 500-1.000
- 1.000-5.000
- 5.000+

Employee comparison

5. BENEFITS

- Cafeteria
- Benefits
- Company car

6. OTHER

- Organization's performance
- Economic prospects
- Salary increase
- Date of salary increase
- Shift allowance
- Standby fee

ANNEX

Grading system
Benchmark jobs

SALARY DATA

The survey informs about base salary, variable pay and total cash by job family, industry, region, company size and ownership.

1. ALL HUNGARY													
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 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)

Summary: Table 1+2
 Salary report: Table 1-6