

LARSKOL SALARY SURVEY 2021

- GENERAL INFORMATION -

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 2021 sample files can be viewed here:

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

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.

[Here can you read the Data Protection Regulation of Larskol Kft.](#)

DATA SUBMISSION:

Participants will be required to provide salary data by June 20, 2021. [in the Excel questionnaire that is available here.](#)

REPORTS:

Participants receive the analysis by e-mail before July 15, 2021. 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.

The fee of the Salary Report is 100.000 HUF+VAT for survey participants

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LARSKOL SALARY SURVEY 2021

- REPORTS -

The analyzes carried out in the framework of our salary survey cover the examination of the basic salary, variable pay, the total income and the various benefits. Based on the data provided by the survey participants, the following reports are prepared:

SUMMARY

Free of charge for survey participants

The summary report shows national wage data (basic wages, variable wages, total income - average wages, salaries paid by high-paying and low-paying companies) by functions and job levels.

SALARY REPORT

HUF 100,000 + VAT for the participants of the survey

Based on the detailed analysis, it is possible to find out more about the wage and income conditions in Hungary. Detailed analyzes are made in the following segments (basic wage, variable wage, total income - average wage, wages paid by well and poorly paying companies)..

BY GRADING LEVEL	BY FUNCTION	BY INDUSTRY
<ul style="list-style-type: none">▪ Managerial roles- senior managers, middle managers▪ Graduate jobs- senior, normal-graduate▪ Administrative jobs- unskmarked▪ Physical jobs- skilled workers, trained labourers	<ul style="list-style-type: none">▪ Marketing sales▪ Financial accounting▪ Logistics▪ Technical▪ Production▪ Quality▪ Informatics▪ Human▪ Corporate affairs	<ul style="list-style-type: none">▪ Mechanical engineering▪ Electronics, electronics manufacturing▪ Metal industry, metal processing▪ Automotive, automotive supplier▪ Chemical industry, plastics production▪ Trade/FMCG▪ Construction/building materials industry▪ Utility services▪ Other industries▪ Other
BY REGION	BY OWNERSHIP	BY REVENUE
<ul style="list-style-type: none">▪ Budapest▪ Central Hungary▪ Central Transdanubia▪ Western Transdanubia▪ Southern Transdanubia▪ Northern Hungary▪ Northern Great Plain▪ Southern Great Plain	<ul style="list-style-type: none">▪ Hungarian▪ Foreign owned	<ul style="list-style-type: none">▪ under 10 billion HUF▪ 10-50 billion HUF▪ over 50 billion HUF
		BY HEADCOUNT
		<ul style="list-style-type: none">▪ 100-▪ 100-500▪ 500-1.000▪ 1.000+

LARSKOL SALARY SURVEY 2021

- SALARY DATA -

SALARY DATA

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	6												
	5												
	4												
Blue collar jobs	3												
	2												
	1												

Comment : 25 % = a quarter of respondents pay less than this (low-paying companies)
75 % = three quarters of respondents pay less (high-paying companies)

Summary: Table 1+2

Salary report: Table 1-6

MORE INFORMATION ON INCENTIVES AND SALARY POLICIES (ONLY IN SALARY REPORT)

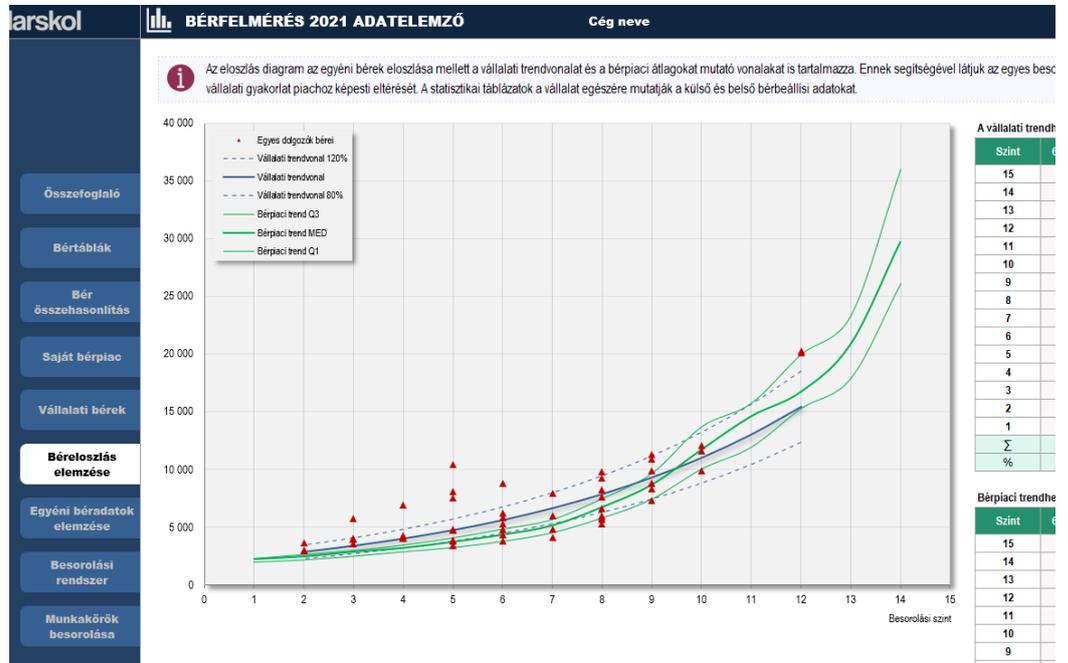
- Fringe benefits
- Cafet ria
- Company car
- Rate of wage increase
- Date of increase in wages
- Shift allowance
- Standby fee
- Planned changes

LARSKOL SALARY SURVEY 2021

- COMPANY SALARY ANALYSIS -

From 2021, our analysis for customers ordering paid analysis will be expanded with corporate payroll analysis. We're adding to our excel report more diagrams and tables that include corporate payroll distribution and individual leases.

In addition to the distribution of individual wages, the distribution chart also includes lines showing the corporate trend line and wage market averages. With the help of this, we can see the wage distributions characteristic of each grade level, the jobs below and above the average, and the deviation of corporate practice from the market. The statistical tables show the external and internal rental data for the company as a whole.



A bérelőzések táblázat megmutatja, hogy egyes dolgozók bére hogyan aránylik a belső vállalati trendhez illetve a külső bérfelület viszonyítva

Sorszám	Dolgozó azonosító	Munkakör	SC szint	Béradatok ezer Ft/év				Vállalati bérelőzés			Piaci bérelőzés		
				Aktuális éves bér	Vállalati trend	Bérfelület trend	Kombinált trend adat	%	% kategória	Különbség	%	% kategória	Különbség
1	D_001	Gazdasági igazgató	10	12064	11023	11706	11433	109,4%	100-120%	1041	103,1%	100-120%	388
2	D_002	Beszerezési igazgató	9	11310	9314	8659	8921	121,4%	> 120%	1996	130,6%	> 120%	2651
3	D_003	Kereskedelmi igazgató	8	9230	7870	6720	7180	117,3%	100-120%	1360	137,4%	> 120%	2510
4	D_004	Műszaki igazgató	7	7930	6649	5130	5738	119,3%	100-120%	1281	154,6%	> 120%	2800
5	D_005	Műszaki vezető	12	20072	15441	16722	16210	130,0%	> 120%	4631	120,0%	> 120%	3350
6	D_006	Termékreferens	6	5650	5618	4328	4844	104,1%	100-120%	232	135,2%	> 120%	1522
7	D_007	Terület képviselő	8	8281	7870	6720	7180	105,2%	100-120%	411	123,2%	> 120%	1661
8	D_008	Hr ügyintéző	8	5265	7870	6720	7180	66,9%	< 80%	-2605	78,3%	< 80%	-1455
9	D_009	Pénzügyi vezető	9	8320	9314	8659	8921	89,3%	80-100%	-994	96,1%	80-100%	-339
10	D_010	Könyvelő	4	4147	4011	3179	3512	103,4%	100-120%	136	130,4%	> 120%	968
11	D_011	Beszerező	3	3952	3389	2839	3059	116,6%	100-120%	563	139,2%	> 120%	1113
12	D_012	Flakár vezető	5	3770	4747	3706	4122	79,4%	< 80%	-977	101,7%	100-120%	54
13	D_013	Raktáros	5	3874	4747	3706	4122	81,6%	80-100%	-873	104,5%	100-120%	168
14	D_014	Menedzser asszisztens	6	5278	5618	4328	4844	93,9%	80-100%	-340	122,0%	> 120%	950
15	D_015	Termelési igazgató	12	20280	15441	16722	16210	131,3%	> 120%	4839	121,3%	> 120%	3558
16	D_016	Szerviz Vezető szerelő	9	10894	9314	8659	8921	117,0%	100-120%	1580	125,8%	> 120%	2235
17	D_017	Szerviz szerelő	6	4355	5618	4328	4844	77,5%	< 80%	-1263	100,6%	100-120%	27
18	D_018	Szerviz-segédmunkás	6	4836	5618	4328	4844	86,1%	80-100%	-782	111,7%	100-120%	508
19	D_019	Informátikus	7	5954	6649	5130	5738	89,5%	80-100%	-695	116,1%	100-120%	824
20	D_020	Műszaki asszisztens	7	4836	6649	5130	5738	72,7%	< 80%	-1813	94,3%	80-100%	-294
21	D_021	Karbantartási csoportvezető	6	8775	5618	4328	4844	156,2%	> 120%	3157	202,7%	> 120%	4447
22	D_022	Karbantartó	5	10439	4747	3706	4122	219,9%	> 120%	5692	281,7%	> 120%	6733
23	D_023	Működésellenőr	5	8060	4747	3706	4122	169,8%	> 120%	3313	217,5%	> 120%	4384
24	D_024	Műszakvezető	5	4784	4747	3706	4122	100,8%	100-120%	37	125,1%	> 120%	1078
25	D_025	Gépbérlő operátor	4	6903	4011	3179	3512	172,1%	> 120%	2892	217,1%	> 120%	3724

In addition to the distribution chart, the pay analysis also includes a detailed payroll table, which shows how the wages of individual employees are related to the internal corporate trend and the external wage market. It is also a useful tool for identifying under- and over-paid jobs and reducing disparities.

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