



# LARSKOL SALARY SURVEY 2023

## - 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 2023 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 23rd June, 2023. [in the Excel questionnaire that is available here.](#)

### REPORTS:

Participants receive the analysis by e-mail in the middle of July, 2023. 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 150.000 HUF+VAT for survey participants**

### CONTACT::

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## - 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.

### **SLARY REPORT** HUF 150,000 + 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"><li>▪ Managerial roles- senior managers, middle managers</li><li>▪ Graduate jobs- senior, normal-graduate</li><li>▪ Administrative jobs- unskmarked</li><li>▪ Physical jobs- skilled workers, trained labourers</li></ul>	<ul style="list-style-type: none"><li>▪ Marketing sales</li><li>▪ Financial accounting</li><li>▪ Logistics</li><li>▪ Technical</li><li>▪ Production</li><li>▪ Quality</li><li>▪ Informatics</li><li>▪ Human</li><li>▪ Corporate affairs</li></ul>	<ul style="list-style-type: none"><li>▪ Mechanical engineering</li><li>▪ Electronics, electronics manufacturing</li><li>▪ Metal industry</li><li>▪ Automotive, automotive supplier</li><li>▪ Chemical industry</li><li>▪ Agriculture, food industry</li><li>▪ Trade/FMCG</li><li>▪ Construction/building materials industry</li><li>▪ Utility services</li><li>▪ Other industries</li><li>▪ Other</li></ul>
BY REGION	BY OWNERSHIP	BY REVENUE
<ul style="list-style-type: none"><li>▪ Budapest</li><li>▪ Central Hungary</li><li>▪ Central Transdanubia</li><li>▪ Western Transdanubia</li><li>▪ Southern Transdanubia</li><li>▪ Northern Hungary</li><li>▪ Northern Great Plain</li><li>▪ Southern Great Plain</li></ul>	<ul style="list-style-type: none"><li>▪ Hungarian</li><li>▪ Foreign owned</li></ul>	<ul style="list-style-type: none"><li>▪ under 10 billion HUF</li><li>▪ 10-50 billion HUF</li><li>▪ over 50 billion HUF</li></ul>
		BY HEADCOUNT
		<ul style="list-style-type: none"><li>▪ 100-</li><li>▪ 100-500</li><li>▪ 500-1.000</li><li>▪ 1.000+</li></ul>

# LARSKOL SALARY SURVEY 2023

- 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
- Cafetéria
- Company car
- Rate of wage increase
- Date of increase in wages
- Shift allowance
- Standby fee
- Planned changes

# LARSKOL SALARY SURVEY 2023

## - COMPANY SALARY ANALYSIS -

Since 2021 our analysis for customers ordering paid analysis has been supplemented with corporate payroll analysis. We're adding to our excel report more diagrams and tables that include corporate payroll distribution and individual comparisons.

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 bérfelosztás táblázat megmutatja, hogy egyes dolgozó bére hogyan alakul a belső vállalati trendhez illetve a külső bérfelosztáshoz viszonyítva.

Sorszám	Létszám	Pozíció	Bérfelosztás	3C szint	Bérfelosztás azelőtt			Változó bérfelosztás			Piaci bérfelosztás		
					Minimális	Maximális	Átlag	%	% Előző	% Előző	%	% Előző	Átlag
1	0_001	Gépjármű vezető	13	12064	11629	11706	11423	95,6%	100-120%	1281	102,1%	100-120%	388
2	0_002	Beosztás vezető	9	11310	8214	8859	8821	121,4%	> 120%	1289	130,2%	> 120%	2011
3	0_003	Vezetői gépjármű vezető	8	6200	7870	8700	7180	117,3%	100-120%	1380	107,4%	> 120%	2510
4	0_004	Művelő gépjármű vezető	7	7000	8840	8100	8788	110,3%	100-120%	1281	104,9%	> 120%	2800
5	0_005	Művelő vezető	12	20072	18441	18722	18210	100,0%	> 120%	4831	120,0%	> 120%	3380
6	0_006	Tervező	8	8800	8818	4338	4844	104,1%	100-120%	330	108,2%	> 120%	1822
7	0_007	Tervező gépjármű vezető	8	8381	7870	8700	7180	109,2%	100-120%	411	123,0%	> 120%	1981
8	0_008	W ügykezelő	8	8385	7870	8700	7180	80,9%	< 80%	-2825	19,3%	< 80%	-1485
9	0_009	W ügykezelő	9	8120	8214	8859	8821	89,3%	80-100%	-864	96,1%	80-100%	-338
10	0_010	W ügykezelő	4	4147	4011	2118	2812	123,4%	100-120%	136	100,4%	> 120%	888
11	0_011	Beosztás vezető	9	2892	3889	2888	3058	118,8%	100-120%	583	108,2%	> 120%	1113
12	0_012	Művelő vezető	8	3773	4743	3700	4123	76,4%	< 80%	-877	121,1%	100-120%	84
13	0_013	Beosztás vezető	8	3874	4743	3700	4123	81,8%	80-100%	-877	104,8%	100-120%	168
14	0_014	Beosztás vezető	8	8278	8818	4338	4844	83,3%	80-100%	-340	122,0%	> 120%	880
15	0_015	Tervező gépjármű vezető	12	20080	18441	18722	18210	100,0%	> 120%	4830	121,3%	> 120%	3058
16	0_016	Szerviz vezető	9	10844	8214	8859	8821	117,3%	100-120%	1580	128,6%	> 120%	2235
17	0_017	Szerviz vezető	8	4383	5818	4338	4844	77,3%	< 80%	-1280	100,6%	100-120%	21
18	0_018	Szerviz gépjármű vezető	8	4836	8818	4338	4844	88,1%	80-100%	-782	111,1%	100-120%	588
19	0_019	Művelő	7	3834	8849	5100	5738	86,5%	80-100%	-885	118,1%	100-120%	834
20	0_020	Művelő vezető	7	4838	8849	5100	5738	72,1%	< 80%	-1813	94,3%	80-100%	-294
21	0_021	Vezetői gépjármű vezető	6	8778	8818	4338	4844	98,2%	> 120%	2187	200,7%	> 120%	4447
22	0_022	Vezetői gépjármű vezető	8	10498	4743	3700	4123	216,8%	> 120%	8992	281,1%	> 120%	8750
23	0_023	Művelő vezető	8	8800	4743	3700	4123	99,8%	> 120%	3213	217,8%	> 120%	4384
24	0_024	Művelő vezető	8	4784	4743	3700	4123	100,8%	100-120%	37	128,1%	> 120%	1878
25	0_025	Gépjármű vezető	4	3800	4811	2118	2812	172,1%	> 120%	3880	217,1%	> 120%	2724

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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