



ОРГАНИЗАЦИЈА НА РАБОТОДАВАЧИ
НА МАКЕДОНИЈА

COMPETITIVE SALARY

COMPENSATIONS AND
BENEFITS SURVEY



Why participate in the research and what will it do for you?

The information obtained by conducting a valid survey of salaries, compensations and benefits will help you to obtain relevant labor cost information for the profiles of employees in specific job positions, in order to optimize it and at the same time continuously upgrade and improve future development policies. of human capital in the organization.

1. **Competitive SALARY** will give you answers to key questions that will help you build your organization's strategies.
2. The participation in the survey will allow you to compare the salaries of your employees with the data of other participants for specific jobs and thus get direct information about the labor market and your competitiveness.
3. The analytical approach will allow you to see all the specifics that relate to individual jobs, different industrial sectors, different groups of jobs, ie occupations and many other useful information.
4. You will have a basis with more certainty to create reward systems for employees so that they are at the same time profitable for the

organization and competitive in the labor market.

5. Through statistical comparisons and the numerous of valid data, you will gain insight into how you are positioned in the marketplace in relation to competing or other companies and evaluate your own reward strategies.
6. By improving reward strategies, you will identify areas in which the reward package can be improved in order to improve the processes of attracting and retaining competent workers.
7. The methodological approach in data processing will give you relevant information about both the internal placement of employees' salaries and the fairness of the remuneration for the job within your organization.

SURVEY PROFILE

National survey for the whole economy

- Benchmark of 150+ selected positions from companies
- From executive senior management to executive level

Data collection

- Highly structured questionnaire adapted to local regulations and the needs of companies
- Easy data entry - online access

Defining job positions

Job positions are defined according to the list of national classification of occupations ISKO -08

Online reports available

- Useful detailed statistics
- Selection of reports according to your needs
- Rich content of additional qualitative information

Data covered by the survey and reports

1. General data:

- information on the structure of the participating organizations, by several categories,
- policies for annual analysis and adjustments of employees' salaries,
- data on voluntary departure of employees,
- application of collective agreements for the organization and
- data on the most important job position, job position for which it is most difficult to recruit staff as well as job position which is the most difficult to retain employees

2. Basic salary - The amount of the employee's salary for full-time work and normal performance. Net and gross, by number of months for which it is paid in total annually.

3. Salary compensation for work performance – additional monetary amount as a salary supplement for individuals or groups of employees according to predetermined criteria and criteria of the organization (bonuses, commissions and other monetary rewards)

4. Other salary supplements – Total paid salary supplements for the job based on the following categories:

- night shift work,
- work in three shifts,
- work on a day of weekly rest,

- work on holidays,
- work on non-working days determined by law and
- other types of accessories.

5. Salary allowances other benefits:

Qualitative analysis of the frequency and types of benefits paid on a legal basis or on the basis of internal policies of organizations such as:

- Allowance for annual leave,
- jubilee awards,
- separate life,
- severance pay upon termination of employment due to part reasons (redundancy),
- insurance,
- other allowances and benefits policies.

6. Transportation and use of official vehicles and private vehicles for official purposes

- organized transportation of employees
- Use of company cars
- Use private vehicles for official purposes

The reports contain:

- Introduction to **Competitive SALARY**,
- Description of the methodology,
- List and profile of the participants,
- Analysis of the political, socio-economic and market trends in 2021, with special reference to the trends of wages and the labor market,
- Statistics for comparative data by position, cumulatively by groups, by career paths, ranks and other analysis for all data included in the research,
- Qualitative comparative analysis and presentation of other useful information arising from the research data

Competitive Advantages of Competitive SALARY

- Follows the specifics of the local market and the specifics of local legislation
- Provides information on specific industries involved in research
- Gives participants the flexibility to suggest job positions or questions that will be included in the research
- Comparison (benchmark) of the positions of the organization with job positions that are most common in organizational hierarchical structures.

- For the job positions, the participants will be able to choose from the list of national classification of occupations ISKO-08, which will enable the production of easily comparable results.
- Consulting assistance in all phases of the research:
 - benchmark of your jobs with comparable positions,
 - explanation of the methodology and application of the ISKO-08 list of occupations,
 - clarifying how to provide reliable accurate and comparable information and,
 - interpretation of the results.
- Reports are easy to follow, simple and tailored to your needs
- Ability for clients to choose a report tailored to their needs
- Competitive participation prices, benefits for long-term participation and promotional prices for participation in the first survey for 2021.

Access to research and data security

- The data from your organization, which will be entered in the research will not contain personal data (name and surname of the employees or other personal data)
- All data that will be analyzed and presented in the research will be processed, analyzed and presented exclusively for the purposes of the research and according to the guarantees defined in the Participation Agreement.
- Each organization participating in the survey will receive a link to access the questionnaire and the results published in the reports.
- The access of the persons involved in conducting the research is strictly controlled and guaranteed by the implementer



Research participation packages and types of reports

Appropriate packages are provided for all categories of participants:

1 **BASIC** - Opportunity for the organizations that will participate in the research with their data to receive a free package of selected reports for 5 positions and other general information from the research.

2 **TOP 10 and TOP 5** - Opportunity to purchase several different packages for groups of 10 or 5 jobs.

3 **PARTNER +** - Companies that will commit to participate in the research next year with their own data and purchase survey reports for 2021 and 2022

4 **PREMIUM +** - Companies that participate in the survey with their own data and purchase all the reports from the survey.

5 **PREMIUM** - Companies that do not participate with their data in the research, but want to purchase all the reports from the research for 2021.

Price list for research products:

* Prices are in MKD

Package name	Regular price for 1 year	* Price for OEM members	Mandatory participation with your own data		Reports included in the package			Number of positions
			2021	2022	Introductory part	Full report		
						2021	2022	
BASIC	for free	for free	✓		✓			5
TOP 5	15.000	12.000						5
TOP 10	30.000	24.000			✓			10
PARTNER+	50.000	40.000	✓	✓	✓	✓	✓	all
PREMIUM+	65.000	52.000	✓		✓	✓		all
PREMIUM	85.000	68.000			✓	✓		all

Schedule and contacts for the research



Apply for participation

Date for registering for the participation and receiving the research questionnaire starts to 17.06.2022.



Filling in the questionnaires

The information in the questionnaire should be filled in by 20.06.2022 at the latest.



Distribution of reports

The reports will be finalized and submitted to the participants and users on 11.07.2022.

Sales support

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