

# AIMS Compensation and Benefits Survey



9 February 2011

1. Analysing the Bulgarian market since 1995
2. The most representative Salary Survey
3. Designed to reflect the local characteristics of the labour market
4. User friendly

## Training

What?  
How often?  
What kind?  
At what cost?  
Where?

## Compensation

How much?  
Salary?  
Bonuses?  
Premiums?  
Commissions?

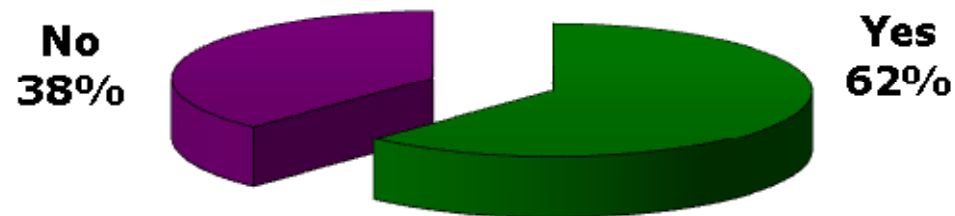
## Career Development

Planning?  
Financing of education?  
Challenges?

## Benefits

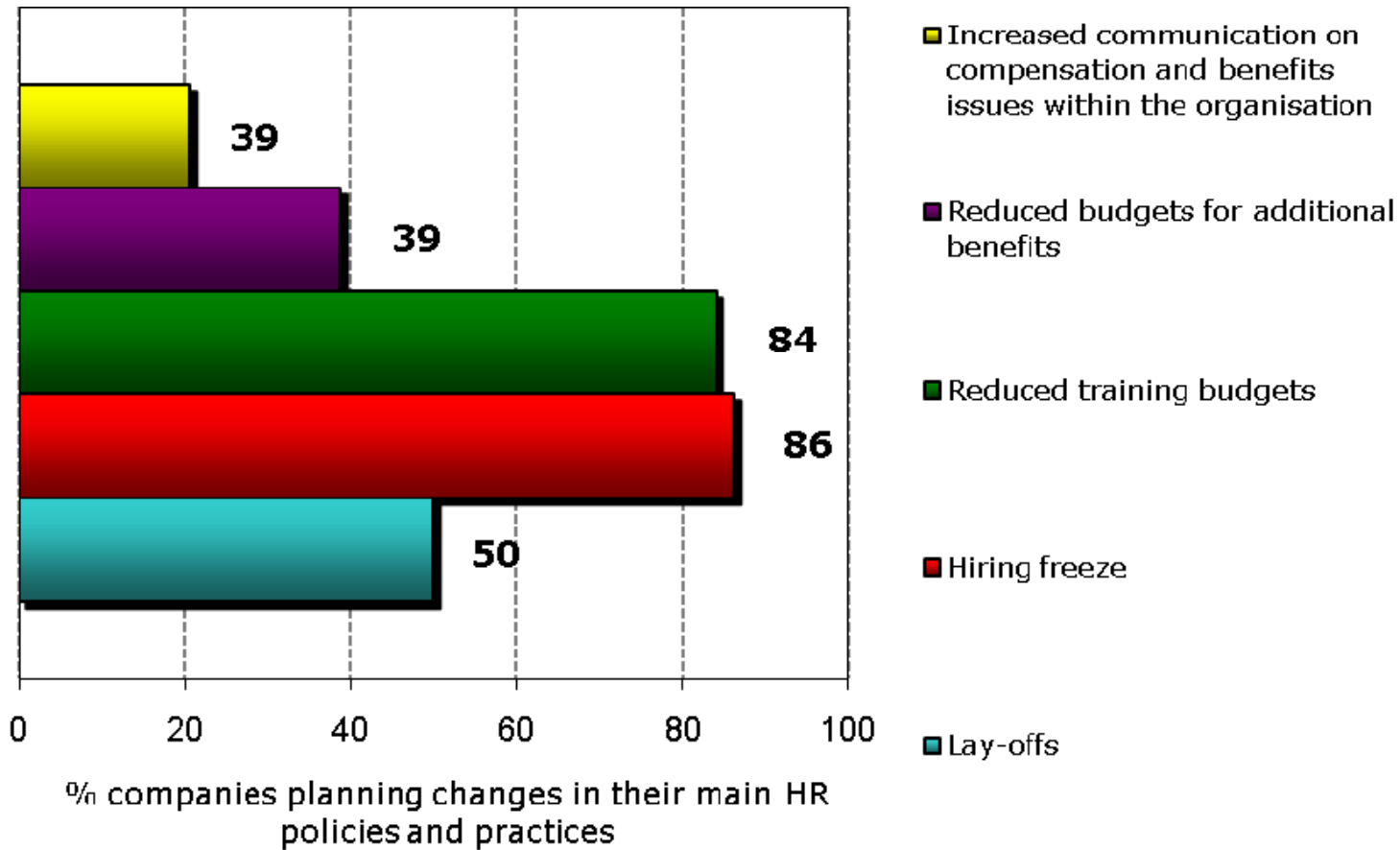
Should we?  
What kind?  
How much?  
Flexible?  
How?

**Have you implemented changes in the main HR policies and practices in your company for 2009 (hiring, compensation and benefits, others)?**

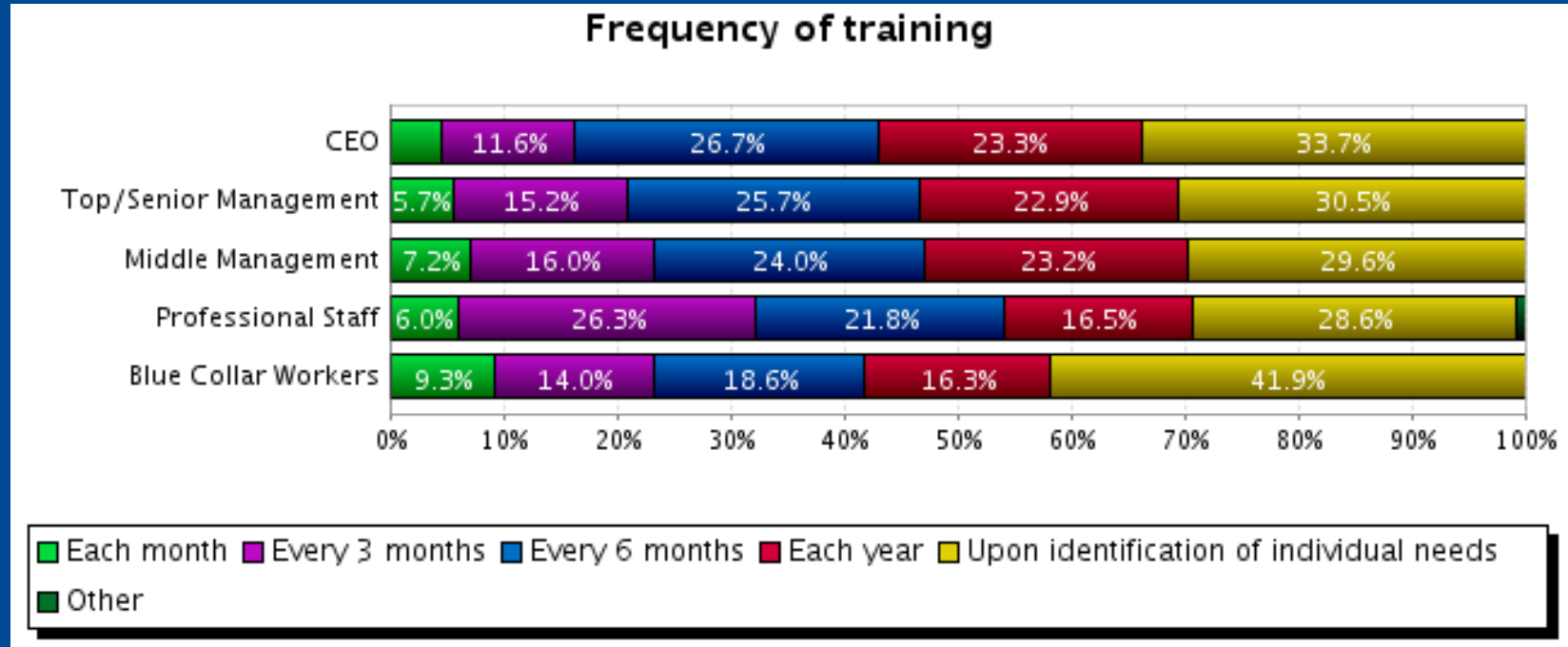


Source: AIMS Interim Report, 2009

## How do you plan to implement changes in your HR policies and practices?



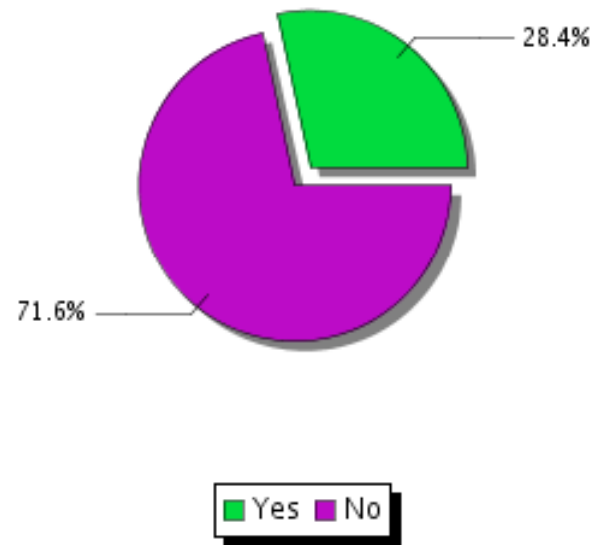
Source: AIMS Interim Report, 2009



100% = all companies which have reported they provide training to the respective level.

Source: AIMS Compensation and Benefits Survey, 2010

## Provision of company sponsored education

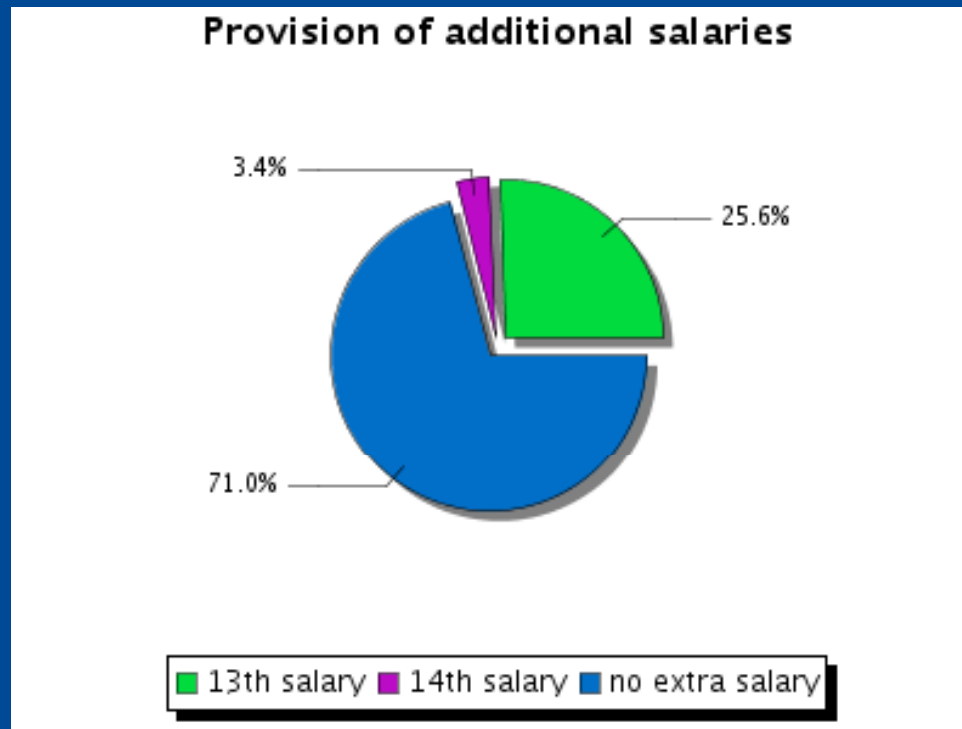


100 % = all participants in the Survey

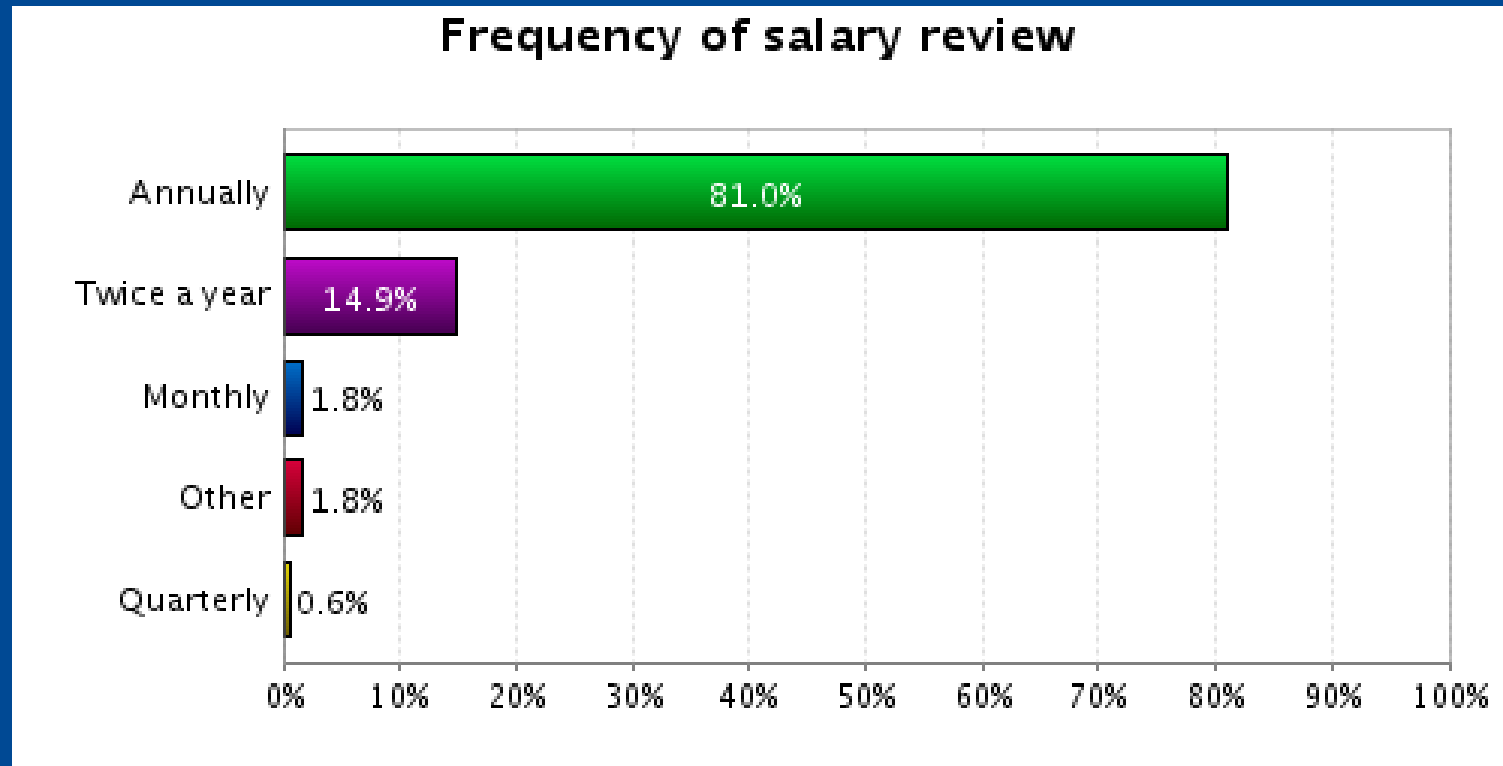
Source: AIMS Compensation and Benefits Survey, 2010

- What kind? – diversity
- To whom? – all employees?
- In what form?
- How much? – how can we tell?
- Flexible benefits

- Frequency of Salary Payment
- Remuneration Structure - Variable %
- Provision of 13th and 14th Salary
- Frequency of Salary Review



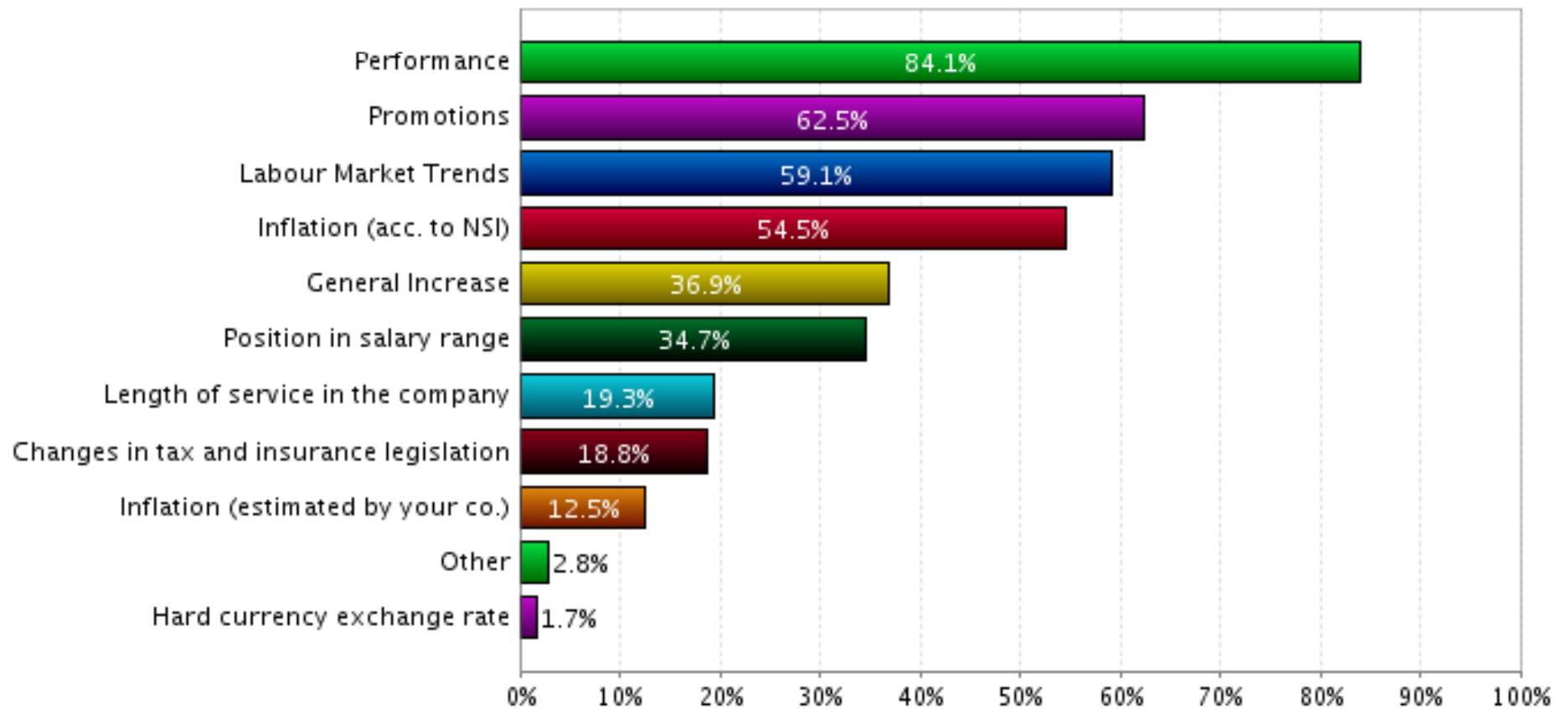
Source: AIMS Compensation and Benefits Survey, 2010



100 % = all participants in the Survey

Source: AIMS Compensation and Benefits Survey, 2010

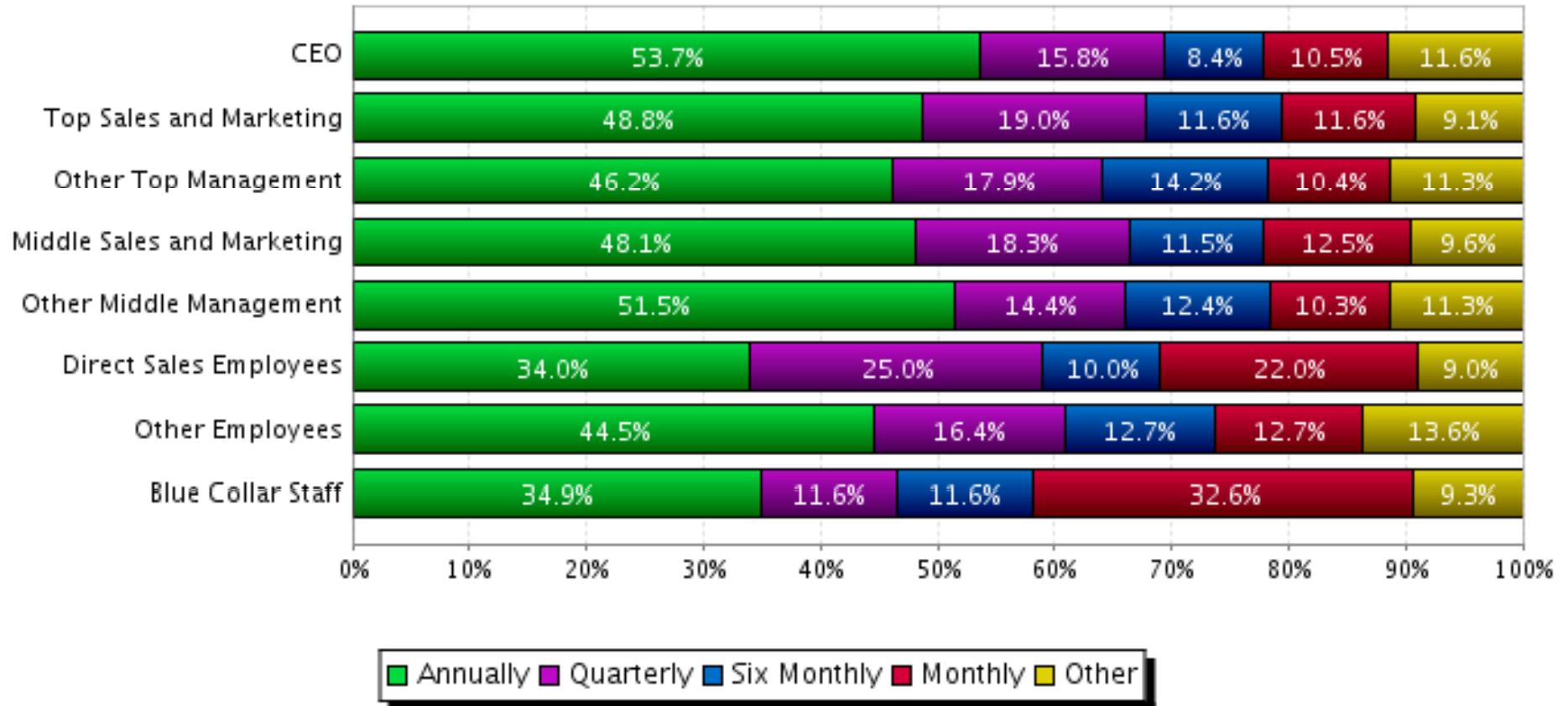
## Factors considered for salary increase



100 % = all participants in the Survey

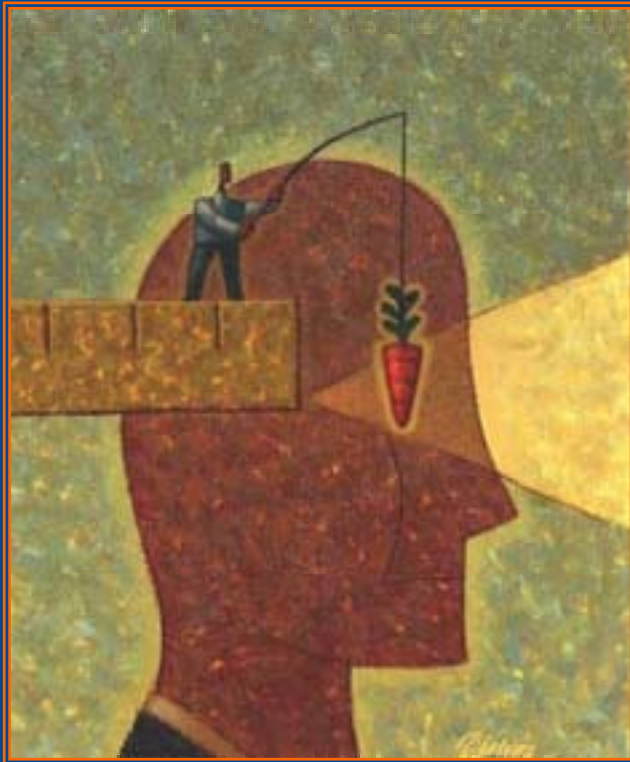
Source: AIMS Compensation and Benefits Survey, 2010

## Frequency of bonus payment



100% = all companies which have reported they give bonuses to the respective level.

Source: AIMS Compensation and Benefits Survey, 2010



## Competitive Policies and Remuneration Levels

*“Collecting data is a lot like collecting rubbish – you should know what you need it for, before you begin”*

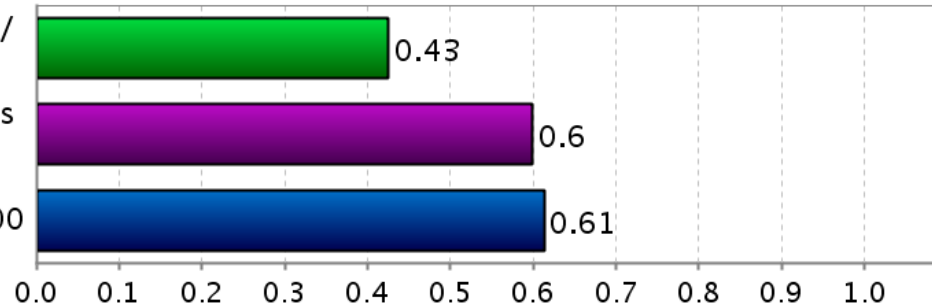
(Mark Twain)

- Market sector / share / industry
- Ownership
- Number of Employees
- Business Results (Turnover)
- Location
- General View / Detailed Market Extract

Chief Executive/ General Manager/ Country Manager/ Director/  
President of the company - 6000  
Head of Sales/ Director of Sales/ Commercial Director/Sales  
Manager - 4000

## General Report

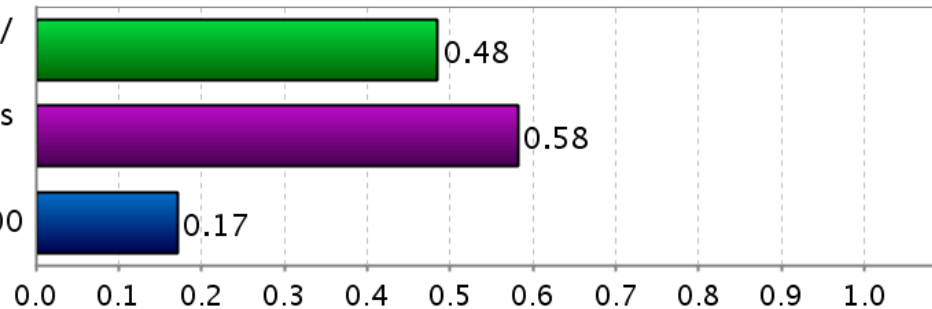
Accountant - 1000



Chief Executive/ General Manager/ Country Manager/ Director/  
President of the company - 6000  
Head of Sales/ Director of Sales/ Commercial Director/Sales  
Manager - 4000

## IT/Telecom

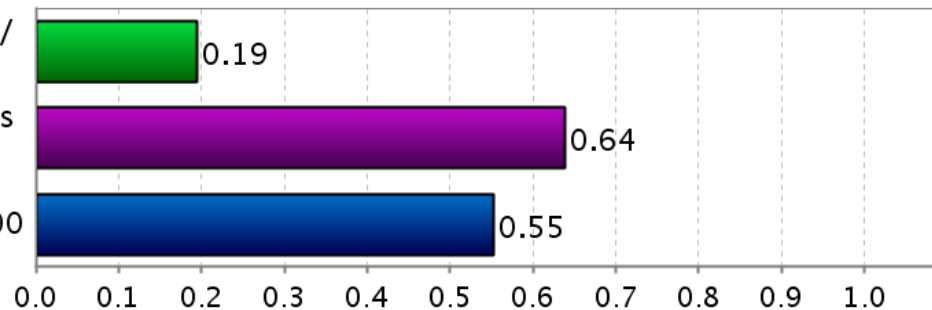
Accountant - 1000



Chief Executive/ General Manager/ Country Manager/ Director/  
President of the company - 6000  
Head of Sales/ Director of Sales/ Commercial Director/Sales  
Manager - 4000

## Product Distributors

Accountant - 1000



# AIMS Human Capital Compensation and Benefits Survey

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*“To guess is cheap. To guess wrong is expensive”.*

- Old Chinese Proverb