



The Global Pay Summary (GPS) provides data on employee compensation (base salary and total cash) in over 100 markets around the world. It includes 50 benchmark positions that allow HR managers to evaluate their employee pay programs against market averages, and provides analysis to help create competitive compensation packages that attract, motivate, and retain a talented workforce.

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DATA INCLUDED

ECONOMIC & LABOR MARKET

- ▶ GDP figures
- ▶ Inflation and unemployment rates
- ▶ Population sizes
- ▶ Gender ratios

11 JOB FAMILIES

- ▶ Top Management
- ▶ Legal
- ▶ Human Resources
- ▶ Finance
- ▶ Administration
- ▶ Information Technology
- ▶ Sales and Marketing
- ▶ Research and Development
- ▶ Engineering
- ▶ Operations
- ▶ Supply and Logistics

COMPENSATION

- ▶ Annual base salary
- ▶ Annual total cash
- ▶ Amounts provided in local currency and USD
- ▶ Low (33rd percentile), median, high (67th percentile) statistics

5 REGIONS

- ▶ Americas
- ▶ Asia Pacific
- ▶ Central and Eastern Europe
- ▶ Middle East and Africa
- ▶ Western Europe

110 MARKETS

See the full list of markets.



PRODUCTS & PRICING

EDITION	USD	EUR	CAD	AUD
GLOBAL PDF	3,000	2,700	3,900	3,900
REGION PDF	1,000	900	1,300	1,300
GLOBAL ONLINE	2,000	1,800	2,600	2,600

Next release: **January 2019**

GLOBAL PAY SUMMARY

50 BENCHMARK POSITIONS

- ▶ TOP MANAGEMENT
 - ▶ Head of Organization – Tier 3
- ▶ LEGAL
 - ▶ Legal Counsel – Experienced
- ▶ HUMAN RESOURCES
 - ▶ Head of Human Resources – Tier 3
 - ▶ Human Resources Manager
 - ▶ Compensation and Benefits Manager
 - ▶ Labor Safety Engineer – Experienced
 - ▶ Human Resources Administration Clerk – Experienced
- ▶ FINANCE
 - ▶ Head of Finance and Accounting – Tier 3
 - ▶ Credit and Collections Supervisor
 - ▶ Credit and Collections Clerk – Experienced
 - ▶ Accounting Manager
 - ▶ Accountant – Experienced
 - ▶ Accounting Clerk – Experienced
 - ▶ Audit Manager
- ▶ ADMINISTRATION
 - ▶ Executive Secretary – Senior
 - ▶ Secretary – Experienced
 - ▶ Office Administration Manager
 - ▶ Security Guard – Experienced
- ▶ INFORMATION TECHNOLOGY
 - ▶ Head of Information Technology – Tier 3
 - ▶ Systems Development Manager
 - ▶ Systems Analyst – Experienced
 - ▶ Systems Programmer – Experienced
 - ▶ Web Applications Developer – Experienced
 - ▶ Computer Operator – Experienced
- ▶ SALES AND MARKETING
 - ▶ Head of Sales and Marketing – Tier 3
 - ▶ Head of Marketing – Tier 3
 - ▶ Marketing Manager
 - ▶ Market Research Analyst – Experienced
 - ▶ Product/Brand Marketing Professional – Senior
 - ▶ Sales Manager
 - ▶ Sales Manager – Regional
 - ▶ Sales Representative – Experienced
 - ▶ Customer Service Manager
 - ▶ Customer Service Representative – Experienced
- ▶ RESEARCH AND DEVELOPMENT
 - ▶ Research and Development Manager
 - ▶ Research and Development Engineer – Experienced
- ▶ ENGINEERING
 - ▶ Environmental Health and Safety Manager
 - ▶ Technical Service Manager
 - ▶ Technical Service Technician – Experienced
 - ▶ Process Engineer – Experienced
- ▶ OPERATIONS
 - ▶ Head of Plant
 - ▶ Head of Production
 - ▶ Production Supervisor
 - ▶ Production Worker – Experienced
 - ▶ Head of Quality – Tier 3
 - ▶ Repair and Maintenance Engineering Manager
- ▶ SUPPLY AND LOGISTICS
 - ▶ Head of Supply Chain – Tier 3
 - ▶ Head of Purchasing
 - ▶ Traffic and Distribution Coordinator – Entry
 - ▶ Warehouse – Team Leader