



**HAYS**

# Hays Salary Report

Your personalized salary analysis  
– quick, trustworthy, realistic

[hays.at/gehaltsvergleich](https://hays.at/gehaltsvergleich)

# YOUR PERSONALISED SALARY REPORT

Do you earn enough? By using our salary calculator you can check and classify your current salary. We have analysed the information about your qualifications, experience, age, tasks and line of business and compared them with the statistical salary figures from of our partner's [gehaltsreporter.de](https://www.gehaltsreporter.de) database. You can see the detailed results of that analysis on the following pages. You get a realistic comparison of your earnings against those of other people with similar requirements, qualifications and experience.

**We wish you all the best in your professional development!**

## INFORMATION ABOUT QUALIFICATIONS AND EXPERIENCE

|                         |                         |
|-------------------------|-------------------------|
| Job Title               | Product Manager         |
| Age                     | 40                      |
| Education               | Bachelor                |
| Professional experience | extensive (10-15 years) |
| Type                    | Professional            |
| Employees               | none                    |
| Position Requirements   | Partly complex tasks    |

## INFORMATION ABOUT EMPLOYER AND OCCUPATION

|                  |                             |
|------------------|-----------------------------|
| Line of business | Consulting                  |
| Enterprise size  | 501 - 1.000                 |
| Place            | Wien                        |
| Function         | Marketing and Communication |
| Job              | Brand Management            |

## Your personalised salary analysis\*

| Annual basic salary                             |                  |              |
|---|------------------|--------------|
|   | Your information | Market value |
| 25% earn more than (upper quartile)             |                  | 89.213 EUR   |
| Average (mean value of the database)            |                  | 79.090 EUR   |
| 50% earn more than, 50% earn less than (median) | 99.600 EUR       | 74.951 EUR   |
| 25% earn less than (lower quartile)             |                  | 63.701 EUR   |
| Own remuneration vs. Market remuneration        | 133%             |              |

**Your annual base salary of 99.600 EUR is in the group of 133% of average comparable salaries from our database.**

| VARIABLE REMUNERATION (premiums, bonuses, commissions)        |                  |              |
|---|------------------|--------------|
|   | Your information | Market value |
| 25% earn more than (upper quartile)                           |                  | 9.740 EUR    |
| Average (mean value of the database)                          |                  | 7.828 EUR    |
| 50% earn more than, 50% earn less than (median)               | 0 EUR            | 6.281 EUR    |
| 25% earn less than (lower quartile)                           |                  | 4.020 EUR    |
| Average variable remuneration in % in relation to base salary | 0%               |              |
| Own remuneration vs. Market remuneration                      | 0%               |              |

**Your variable remuneration of 0 EUR is in the group of 0% of average comparable remuneration from our database.**

| TOTAL REMUNERATION (basic annual salary + variable remuneration) |                  |              |
|--|------------------|--------------|
|  | Your information | Market value |
| 25% earn more than (upper quartile)                              |                  | 98.953 EUR   |
| Average (mean value of the database)                             |                  | 86.918 EUR   |
| 50% earn more than, 50% earn less than (median)                  | 99.600 EUR       | 81.232 EUR   |
| 25% earn less than (lower quartile)                              |                  | 67.721 EUR   |
| Own remuneration vs. Market remuneration                         | 114%             |              |

**Your annual total salary of 99.600 EUR is in the group of 114% of average comparable salaries from our database.**

\* Market data are based on a working time of 40h / week

## Do you want to improve?

Does the salary comparison show that there is still room for improvement? Or maybe there are other reasons why you want to further develop your professional skills?

Whatever the reason may be, Hays is here to help you! Here are the answers to the most important questions about what we can offer you. Of course we would be happy to advise you personally. Just get in touch with us!

## Your advantages at a glance

- » Jobs and positions just for you
- » Professional application process
- » Systematic career planning
- » Individual consultation with specialists
- » Early information about vacancies
- » Comprehensive background information about the position and company
- » High reputation thanks to Hays recommendation

## Why should I work together with Hays?

After all, there are plenty of interesting listings on online job boards. It's true: highly qualified specialists are currently in demand in many areas. However, finding the right offer in the mass of various job offers takes time and can be very stressful. We want to spare you that. We know the profiles of our candidates, freelancers and permanent employees just as well as the companies requirements - and can perfectly match the two. More importantly, we offer you jobs that can be hard to find using traditional online job boards.

## How about a consultation?

Get in touch with us! We look forward to your calls and e-mails.

**Telefon: +49 621 1788 0**

**E-Mail: [service@hays.de](mailto:service@hays.de)**

Are you looking for a job? Here you will find some useful tips and tricks for your next salary negotiation: **[hays.de/ Gehalt](https://www.hays.de/ Gehalt)**