HAYS
SALARY REPORT

Your personalised salary analysis – quick, trustworthy, realistic

HAYS — Working for your tomorrow

hays.at/gehaltsrechner

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 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	10-15 years
Type	Professional
Employees	none
Position Requirements	Changing, 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)		72.114 EUR
Average (mean value of the database)		62.929 EUR
50% earn more than, 50% earn less than (median)	99.600 EUR	61.095 EUR
25% earn less than (lower quartile)		48.876 EUR
Own remuneration vs. Market remuneration	163%	

 Your annual base salary of 99.600 EUR is in the group of 163% of average comparable salaries from our database.

VARIABLE REMUNERATION (PREMIUMS, BONUSES, COMMISSIONS)		
	Your information	**Market value**
25% earn more than (upper quartile)		7.468 EUR
Average (mean value of the database)		5.836 EUR
50% earn more than, 50% earn less than (median)	0 EUR	4.744 EUR
25% earn less than (lower quartile)		3.085 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)		79.582 EUR
Average (mean value of the database)		68.765 EUR
50% earn more than, 50% earn less than (median)	99.600 EUR	65.839 EUR
25% earn less than (lower quartile)		51.961 EUR
Own remuneration vs. Market remuneration	144%	

 Your annual total salary of 99.600 EUR is in the group of 144% 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.

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E-Mail: service@hays.at

WWW

Are you looking for a job? Here you will find some useful tips and tricks for your next salary negotiation:
hays.at/gehalt