

# **MOJA PLATA**



## **Salary report Pro**

### **Economist - Economy, Finance, Accountancy**

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10 April 2019

# Economist - Economy, Finance, Accountancy

Total net salary (median)

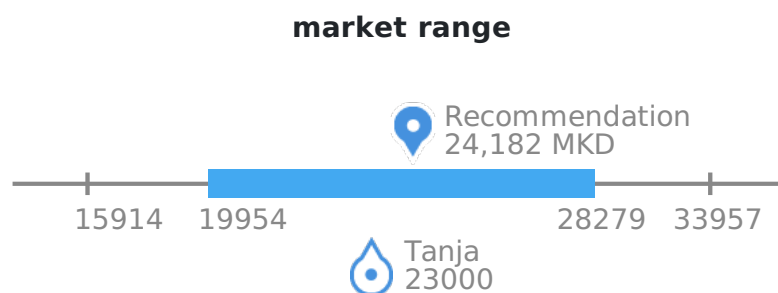
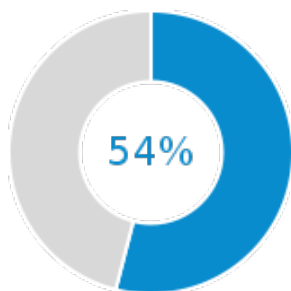
**23,478**  
**MKD**

Region: Republic of North Macedonia  
 Working experience: all experience levels  
 Company size: all company sizes  
 Education: all education levels  
 Sample: 41 participants

## Description of the job position

- › Responsibility for the processing and managing the accounting agenda of the company.
- › Checking customer payment of claims and liabilities of the company.
- › Cash management in domestic and/or foreign currency.
- › Drafting and recording internal regulations.
- › Submission of proposals for cost optimization of the company.
- › Preparing and submitting monthly, quarterly and annual statements and reports.
- › Preparing economic documents, reports and analyses for the company's management team.
- › Tax return preparation.
- › Assisting the tax office employees with tax inspections.

## Recommendation



Salaries higher than Tanja are received by **54 %** employees.

The total pay of the employee **Tanja** is comparable to the median of the total pay of survey participants. We therefore recommend **reassessing it to the level of 24182 €.**

## **Explanation of basic terms**

### **Methodology**

The Pro salary survey takes into account not only the work position and region but also work experience, company size and age. The report summarizes a basic overview of remuneration on the selected position while respecting other selected criteria. The output gives a picture of basic as well as total gross salary. Beside the average value, it is possible to see the salary distribution expressed in basic percentiles.

### **Total net salary**

Beside the monthly net salary, the total net salary includes financial benefits obtained during the year (the Christmas bonus salary, bonuses, commissions) and monthly variable salary components.

#### **1. decile**

10% of employees earn less than the specified value

#### **1. quartile**

25% of employees earn less than the specified value

#### **Median**

A half of employees earn less/more than the specified value

#### **3. quartile**

25% of employees earn more than the specified value

#### **9. decile**

10% of employees earn more than the specified value

## Salary ranges

Region: Republic of North Macedonia

## The span of the salary

Region: Republic of North Macedonia

	<b>Average</b>	<b>1st decile</b>	<b>1st quartile</b>	<b>median</b>	<b>3rd quartile</b>	<b>9th decile</b>
Basic salary	23,800	15,590	19,560	22,799	26,104	31,345
Total salary	24,738	15,914	19,954	23,478	28,279	33,957

\*The total monthly income includes a proportionate share of the financial benefits received throughout the year (Christmas bonus salary, bonuses, commissions) and the monthly variable salary component.

## Salaries by work experience

Region: Republic of North Macedonia

	Average	1st decile	1st quartile	median	3rd quartile	9th decile
Junior (less than 2 years of working experience)	18,097	15,950	17,481	18,413	20,600	24,908
Middle (3-5 years of working experience)	24,353	16,389	19,974	23,044	26,794	31,979
Senior (more than 6 years of working experience)	27,584	17,471	21,484	24,764	28,387	33,631

## Salaries by education

Region: Republic of North Macedonia

	<b>Average</b>	<b>1st decile</b>	<b>1st quartile</b>	<b>median</b>	<b>3rd quartile</b>	<b>9th decile</b>
graduation	20,759	15,610	18,396	20,798	24,502	30,764
university education	25,283	16,273	20,155	23,578	27,934	33,887

## Salaries by company size

Region: Republic of North Macedonia

	<b>Average</b>	<b>1st decile</b>	<b>1st quartile</b>	<b>median</b>	<b>3rd quartile</b>	<b>9th decile</b>
middle company	26,755	17,556	21,776	25,113	29,557	35,072
small company	21,683	16,949	19,009	21,127	24,355	28,655



## Salaries by region

	<b>Average</b>	<b>1st decile</b>	<b>1st quartile</b>	<b>median</b>	<b>3rd quartile</b>	<b>9th decile</b>
Skopski	25,541	18,395	21,475	24,292	28,150	32,852
Southeastern	20,855	14,162	18,986	21,555	23,941	27,885
Southwestern	21,701	13,643	17,074	20,721	26,615	33,305
Eastern	23,114	16,854	20,059	23,440	26,274	29,152
Pelagoniski	19,704	16,141	17,441	18,426	22,279	32,027
Poloshki	21,232	16,055	17,117	19,006	24,604	33,864
Northeastern	24,270	15,590	18,958	22,665	27,555	34,276
Vardarski	20,708	13,345	17,353	21,937	26,975	32,161

## Salaries by age group

Region: Republic of North Macedonia

	<b>Average</b>	<b>1st decile</b>	<b>1st quartile</b>	<b>median</b>	<b>3rd quartile</b>	<b>9th decile</b>
<24	21,869	15,933	19,344	21,399	24,797	31,259
25-34	23,962	15,721	20,353	23,285	26,896	33,112
35-44	27,738	15,940	20,467	24,035	29,125	36,846

## Compensation mix

### Variable salary component

**9%**

of employees have stated that they are getting a variable salary component and its middle value is 2600 MKD per month.

### Christmas bonus

**62%**

employees mentioned that they get Christmas bonus and that the medium value of this bonus is 9550 MKD.

### Annual bonus

**9%**

employees mentioned that they get annual bonus and that the medium value of this bonus is 6000 MKD.

## Non-financial benefits

Region: Republic of North Macedonia

80% of employees receive some non-financial benefit

## Most common benefits

## Methodology

### Input data

By filling out a questionnaire on Mojaplata.mk, people on the job market have the possibility to receive a comparison of their salary with other employees on the same position and in the same region. Every user who fills in their experience on the selected position and whose data undergo data cleansing (removing duplicate and extreme values) becomes a valid survey participant and will receive a free comparison of their salary with the reference sample. The latter is made up by other respondents according to the filled in position and region.

Every respondent's data are valid for one year. All data in the salary survey are

anonymous, unless the survey participant, of their own accord, fills out their e-mail address for receiving a salary analysis in the future. The collection and processing of data fully respects the GDPR regulation on the processing of personal data.

The Macedonian salary survey collects data from respondents expressed by their net monthly salary with full-time employment. The survey does not include data on the remuneration of sole traders or on other forms of employment.

## Output data

Before carrying out the actual calculations, the sample of the data is being "cleansed". At first mistakes are filtered away, for example negative numbers, or extreme values as for example the salary 1 Eur/month or 10 mil.Eur/month. The second step in the cleansing of the database is detecting duplicate questionnaires and determining extremes. Extremes are determined specifically for concrete positions with consideration of the region. The method of detecting extreme data (trimming the data) is based on the rough estimate of the theoretic distribution of salaries on the position according to the region.

## Regression model

The salary survey calculates total and basic salaries with quantile regression. It takes into account the relations between positions, regions, company sizes, education, seniority and age. This proven method makes it possible to estimate the salary level even with the low number of respondents in the desired sample.

The regression model outputs provide data according to company size:

- › small (up to 50 employees),
- › medium (51 - 249 employees),
- › large (250+ employees)

For educational levels, the regression model distinguishes:

- › primary education,
- › secondary education
- › university education

Experience on the position is judged by three levels:

- › junior (up to two years of experience),
- › middle (3-5 years of experience),
- › senior (over 6 years of experience)

## In which cases you can not see the results

Despite applying the regression model, it is possible that the salary information can not be displayed on that position. This is a situation where few respondents are on selected position and the regression model evaluates the salary estimate as unreliable.

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