

Salary Survey



Professional IT job market research



it-доминанта



- Salary **S**urvey usage scenarios

5 key goals:

- Attract
- Maintain
- Motivate
- Focus
- Develop

- “Small company C&B development” and “C&B reasonableness principles” [▶](#)
- “Simple yet difficult truths about budgeting, or how much human resources management costs” [▶](#)
- “Bonus awards for IT employees - bogus or bonus?” [▶](#)
- “C&B basics: compensations and benefits basic principles” [▶](#)

Video tutorial



- The Salary **S**urvey research structure

Salary **S**urvey

Analysis report

The document is written on the basis of the analysis of published works related to the Russian IT market. The publications used are found in public sources and the media. Another kind of data used is the information provided by industry associations (the RUSOFT non-profit partnership and the APKIT association), market experts, and leading IT companies operating in the Russian market.

Statistical data cross-section

General information about the participants. Number of employees, recruiting, salary payment and changes policy, compensations and benefits, office location and quality, personnel certification and training, etc.

Position catalogue

Statistical data on salaries paid in the current and previous periods (the information is gathered via questionnaires sent to various companies and analyzing the information published on job websites), max and min amounts, percentiles (10, 25, 75, 90), average and median salaries, etc.



- The Salary Survey participants

List of those who participated
in 2016

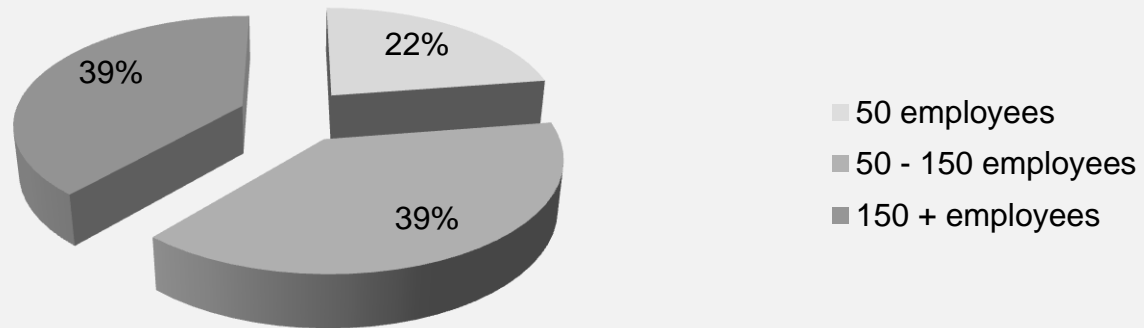
I-Free, Arcadia, B-rain Tech, Alloy Software, Genesis Telecommunication Laboratories, GK SCOUT, Grid Dynamics, Total Objects Ltd, STC Group, e-Legion, Veeam Software, Yota, Quest Software, Competentum, LG Electronics Inc., Russia RandD Lab., MEL Science LLC, STC, New Cloud Technologies, Katharsis, ARGUS, PETER-SERVICE, Selectel, Sea Project, Sidenis, Softwerke, TimeWeb, Teknavo, Tract-Soft Ltd, Transas, DevExperts, ETNA Software / ETNA



- The Salary **S**urvey participants

- The set of companies participating remains almost the same, which enables us to monitor salary trends from year to year

- A wide range of companies participating in the survey (from start-ups to groups of companies, including Russian, Western ones and of a mixed type)





- Advantages of the Salary Survey research

- Unique position catalogue

More than 150 IT positions

Excellent data precision

Information on each position is provided in detail

- Professional reports

Grade system

A detailed version and a summary table enable the user to compare his or her data with the report data



- Cost of participation in the Salary Survey research

	Light package *	Basic package 1**	Basic package 2***	Individual report ****	Special report *****	English version*****
For companies which participated in the last year's research (2016-2017 Survey) and those participating for the first time						
For small companies with less than 50 employees	0	15 000	22 000	+50% of the basic package cost	+75% of the basic package cost	+50% of the basic package cost
For large companies with more than 50 employees	0	17 500	22 000			
For other companies						
For small companies with less than 50 employees	0	20 000	28 000	+75% of the basic package cost	+100% of the basic package cost	+75% of the basic package cost
For large companies with more than 50 employees	0	23 000	28 000			
*Light package	➤ Survey of any 5 positions					
**Basic package 1	➤ Analysis report + statistical data cross-section + survey of your positions					
***Basic package 2	➤ Analysis report + statistical data cross-section + survey of all positions					
****Individual report	➤ This report is an addition to the basic package in which the data stated in the questionnaire are included for better convenience					
*****Special report	➤ This report is an addition to the basic package in which the company can choose 8 (eight) or more companies from the list of those participating in the research and get a detailed report on their positions					
*****English version	➤ Translation of the basic package. The costs of translation of special and individual reports and the light package are to be negotiated					
Cost	➤ Expressed in rubles					



- Cost of the Salary Survey research

	1 position	5 position	10 + N position	Survey of all positions
Report on positions*	10 000	35 000	55 000 + 5 500*N	175 000
+ English version	+50%	+40%	+35%	+15%
General report**	40 000	60 000	75 000 + 5 500*N	185 000
+ English version	+50%	+40%	+35%	+15%
*Report on positions	➤ Includes: only the chosen positions survey			
**General report	➤ Includes: chosen positions survey + analysis report + statistical data cross-section			
English version	➤ It is an addition to the Russian version			
Cost	➤ Expressed in rubles			



- The Salary **S**urvey schedule

- Registration of participants.
Signing agreements
Until October, 18, 2017
- Filling in the questionnaires sent to the
research participants
From October, 11, to November, 8, 2017
- Data processing and correction
From November, 8, to November, 22, 2017
- **Sending out completed reports**
Light, Basic 1 and Basic 2:
from November, 29, 2017
Special and Individual:
from December, 6, 2017
English version:
from December, 20, 2017



- How can I participate?

How can I participate?

Write a letter to Vladimir Karpuk
(vladimir@it-events.com) concerning your
willingness to take part in the research, and
we will contact you



- Contacts



Vladimir Karpuk

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