



Kazakhstan 2011/2012 Compensation and Benefits Survey



Survey target

Such information may serve as an effective tool in the following areas:

- ▶ Budgeting of payroll, training, benefits package and other HR costs
- ▶ Structuring and optimizations employee compensation packages
- ▶ Providing rationale for changes in salary levels and benefit packages.

Ernst & Young in Kazakhstan has carried out the Compensation and Benefits Survey 2011/2012 and glad to present the following industry reports:

- ▶ General Industry Report (all industries, over 100 participants)
- ▶ Oil and Gas
- ▶ Mining
- ▶ FMCG
- ▶ Banking and Investment companies
- ▶ IT and Telecommunications
- ▶ Other.

Content of the Survey:

- ▶ Characteristics of the participants
- ▶ Salary and compensation levels for over 400 positions in Astana, Almaty and 14 regions of Kazakhstan
- ▶ Level of salary increase in 2011 and forecast for 2012
- ▶ Structure of benefits package
- ▶ Compensation structure and types of benefits most widely used in Kazakhstan
- ▶ Short-term and long-term incentive programs used to retain and motivate key personnel and raise employee productivity
- ▶ Popular corporate car models
- ▶ Other.

For purposes of comparison we are glad to offer reports for 2007–2010, information on changes in employee remuneration as of February 2011 in Kazakhstan, Customized relocation allowances Survey as well as Human resource management metrics Survey (over 100 quantitative and qualitative indicators of HR system).

Contact details

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