

THINK OUTSIDE.

**Kelly HR Consulting
Labor Market Analysis:
Pharmaceutical Sector
March 2009**

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RPO

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Outplacement

Assessment &
Development

Salary Surveys

Kelly HR Consulting and KSR

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Kelly HR Consulting

- **Salary & Labor Market Surveys**
- Outplacement
- Assessment & Development
- HR Audit



Recruitment for Pharmaceutical Industry:

- Clinical Research
- Registration
- Veterinary
- Sales
- Marketing
- Quality Control
- Production

Pharmaceutical sector analysis :

- Personnel-Related Costs Optimization Survey **March 2009**
- Employee Motivation Factors Survey (Pharm sector) **March 2009**

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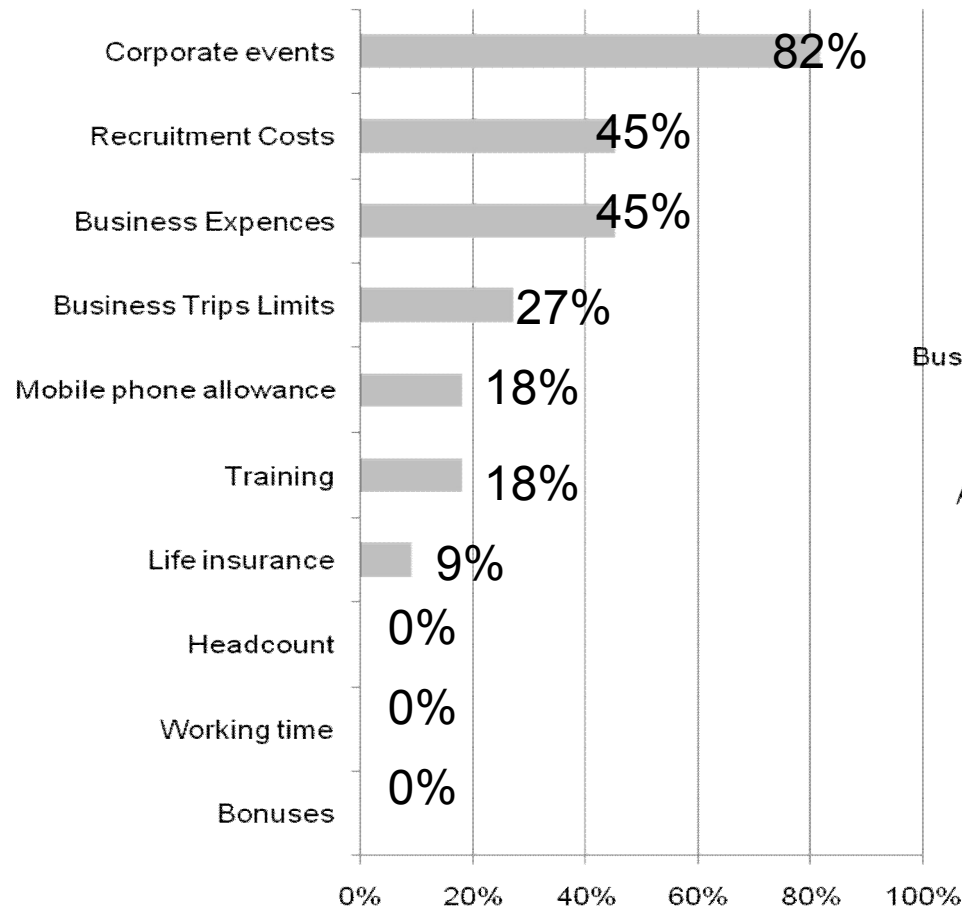
Assessment &
Development

Salary Surveys

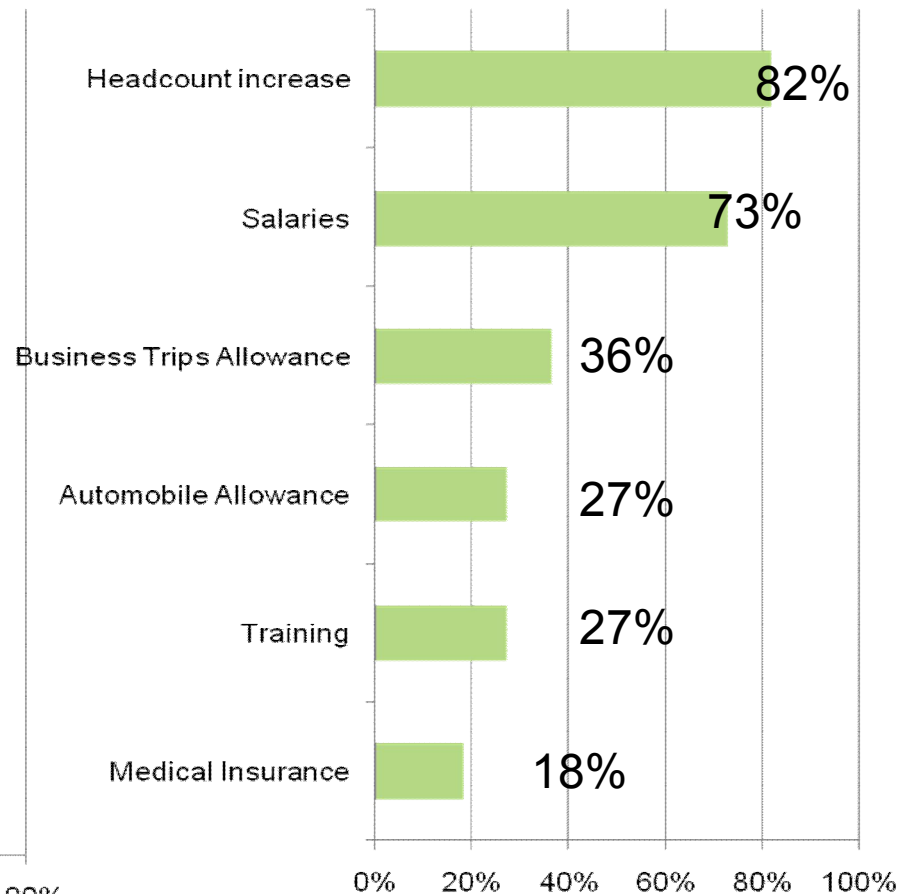
CUTTING COSTS AND INCREASING BUDGETS

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popular measures for cutting costs



areas for increasing budgets



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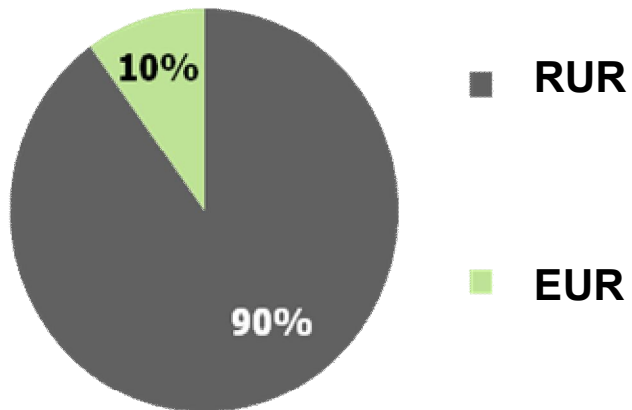
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Salary Surveys

SALARIES - CHANGES:

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salary currency:

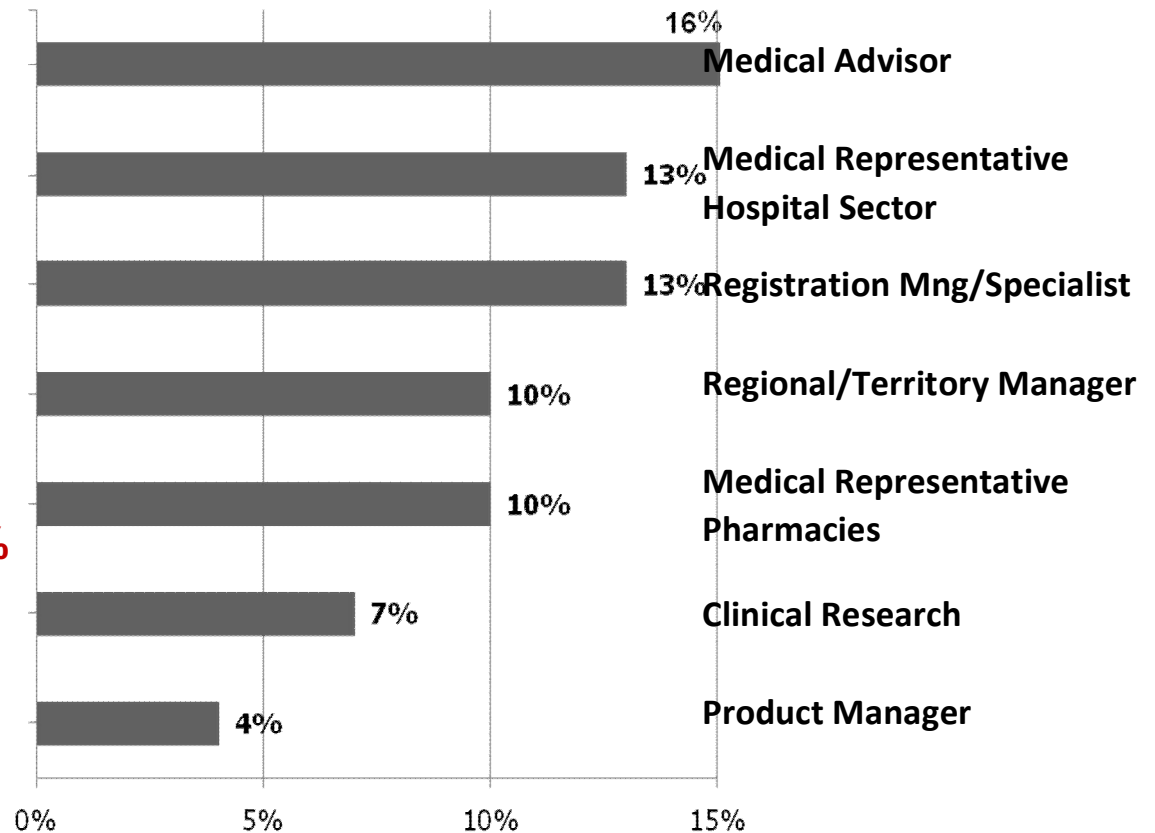


currency change: **0 %**

salaries Increase (average): **by 11,2%**

bonuses (scheme): **no change 81%**

Positions Salary Growth Index (March '09 vs September '08)



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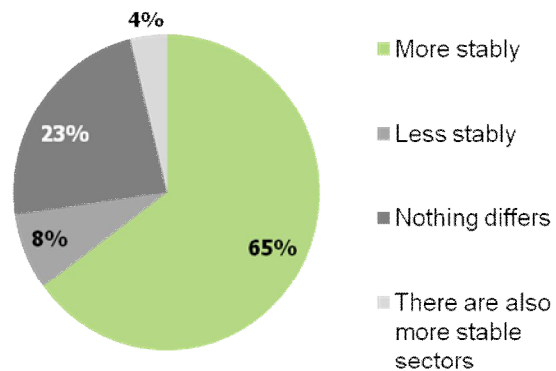
Salary Surveys

EMPLOYEE MOTIVATION FACTORS IN PHARMACEUTICAL SECTOR

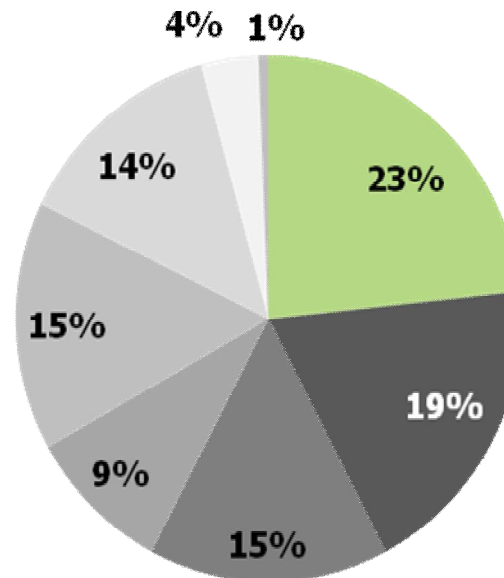
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March 2009 survey among 117 candidates working in pharmaceutical companies

How do you feel working in pharmaceutical sector in comparison to other sectors?



What factors are most important for you to change the employer?



salary	23%
scope of work	19%
career	15%
company stability	15%
company reputation	14%
colleagues	9%
office location	4%
other	1%

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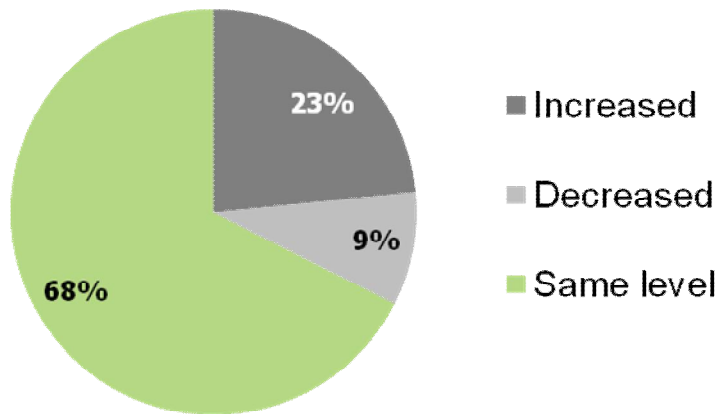
Salary Surveys

SALARIES – CHANGES DURING LAST 4 MONTHS:

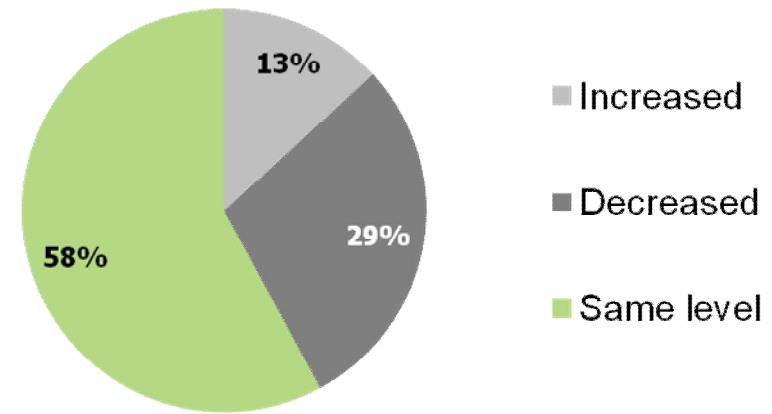
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March 2009 survey among 117 candidates working in pharmaceutical companies

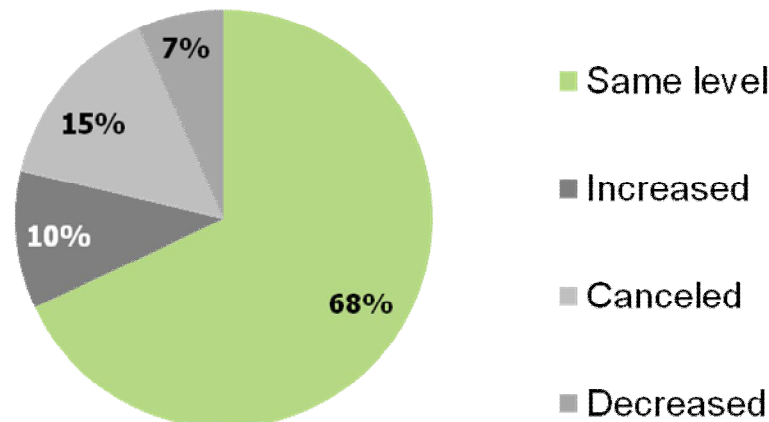
Fixed Salary



Bonuses



Other Benefits



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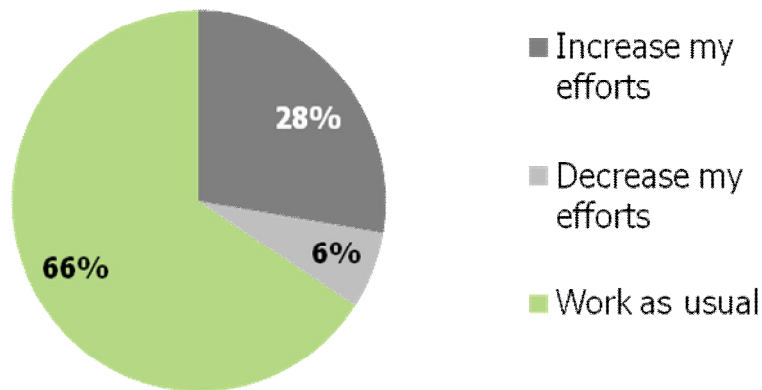
Assessment &
Development

Salary Surveys

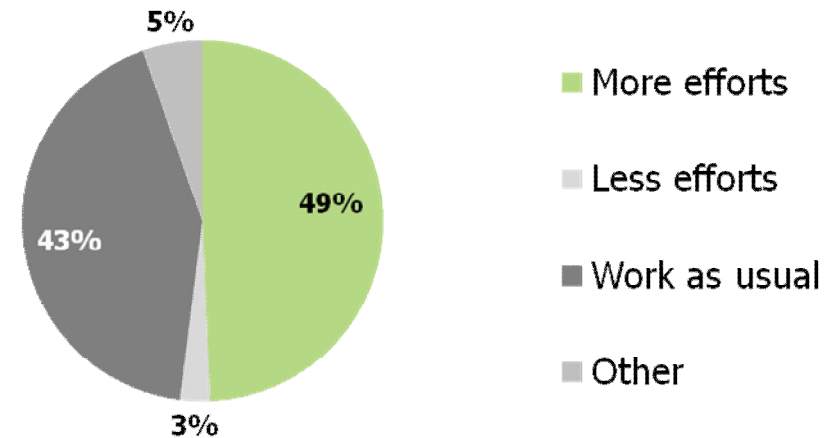
COST SAVING MEASURE RATING AMONG EMPLOYEES

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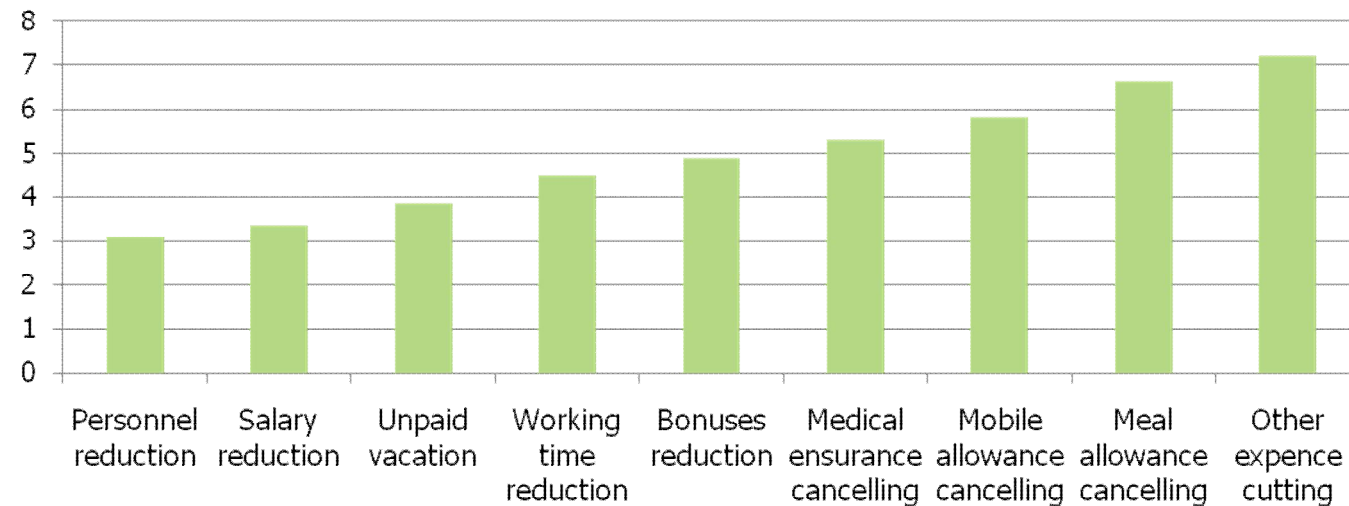
How crisis situation influences your working behavior?



How will change your working behavior, should your company undertake unpopular personnel cost saving measures?



Employees' cost saving measures rating (less appropriate – most appropriate):



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