

Learning your competition: turn rumours into facts



KPMG Luxembourg
Remuneration Survey
Commerce and Industry
1st Edition 2016

KPMG Remuneration Survey at a glance

Can you guarantee that you are competitive?

The KPMG Remuneration Survey can help you answer that question. It is...
... the product of **26 years' experience** doing remuneration surveys.

... a **valuable tool** for executives and HR managers.

Last year's financial sector edition...
... gathered data from **86 companies** and had over **18,000 data points**.



... won the 2015 HR One Gala's **Best HR Performance Tool** award.

What does the survey contain?

Statistics, trends, and industry-specific benchmarks about:

- remuneration practices
- fringe benefits
- HR management processes

At a glance

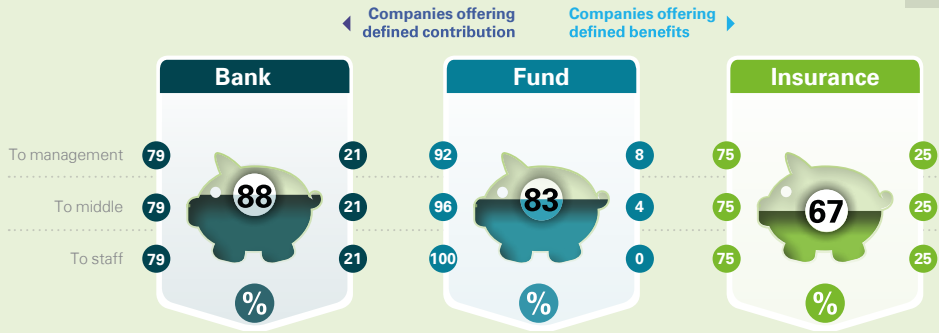


How will this survey improve your business?

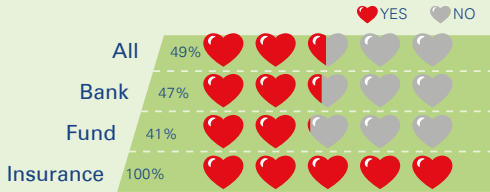
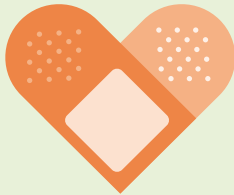
Equipped with this survey, you'll have...

- ...hard data to consult before you make strategic or everyday HR decisions.
- ...industry benchmarks for remuneration and fringe benefits for most of role in your organisation.
- ...concrete knowledge of whether you're competitive with the best market practices.
- ...an indicator of your progress in adopting new HR management processes.

Pensions by industry



Take good care



**Sample of the financial remuneration survey reports*

Whom is the survey for?

This survey is for non-financial enterprises in Luxembourg, including those in:

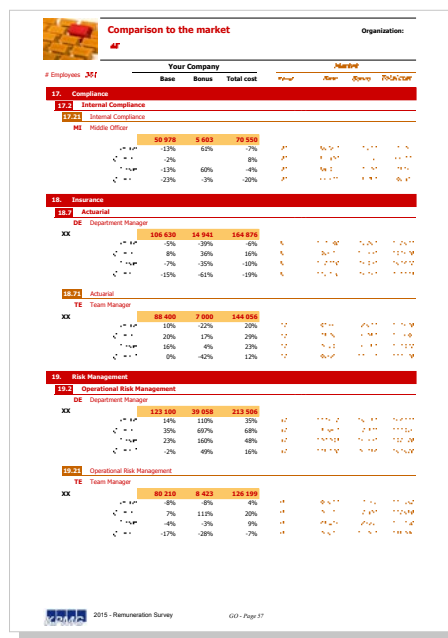
- material and productions
 - services to businesses
 - distribution and sales
- Depending on the number of participants, we will be able to further categorise these fields by business segment (e.g. ICT, Automotive).

Deliverables

- **Industry benchmarks** for compensation and benefits policies and HR practices in Luxembourg



- Two **individualised benchmark reports** based on sector and peer group



All reports
are available
in both PDF
and Excel formats.

- Complete an online questionnaire and an Excel file.
- Answer our follow-up questions, if need be.
- Benefit from the industry data our survey team gathers.





For more information,
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