Salary Benchmarking

Slovakia - Trenčín region

Automotive

© BALANCED HR, March 2025

Economic outcomes

Comprehensive Data Sources

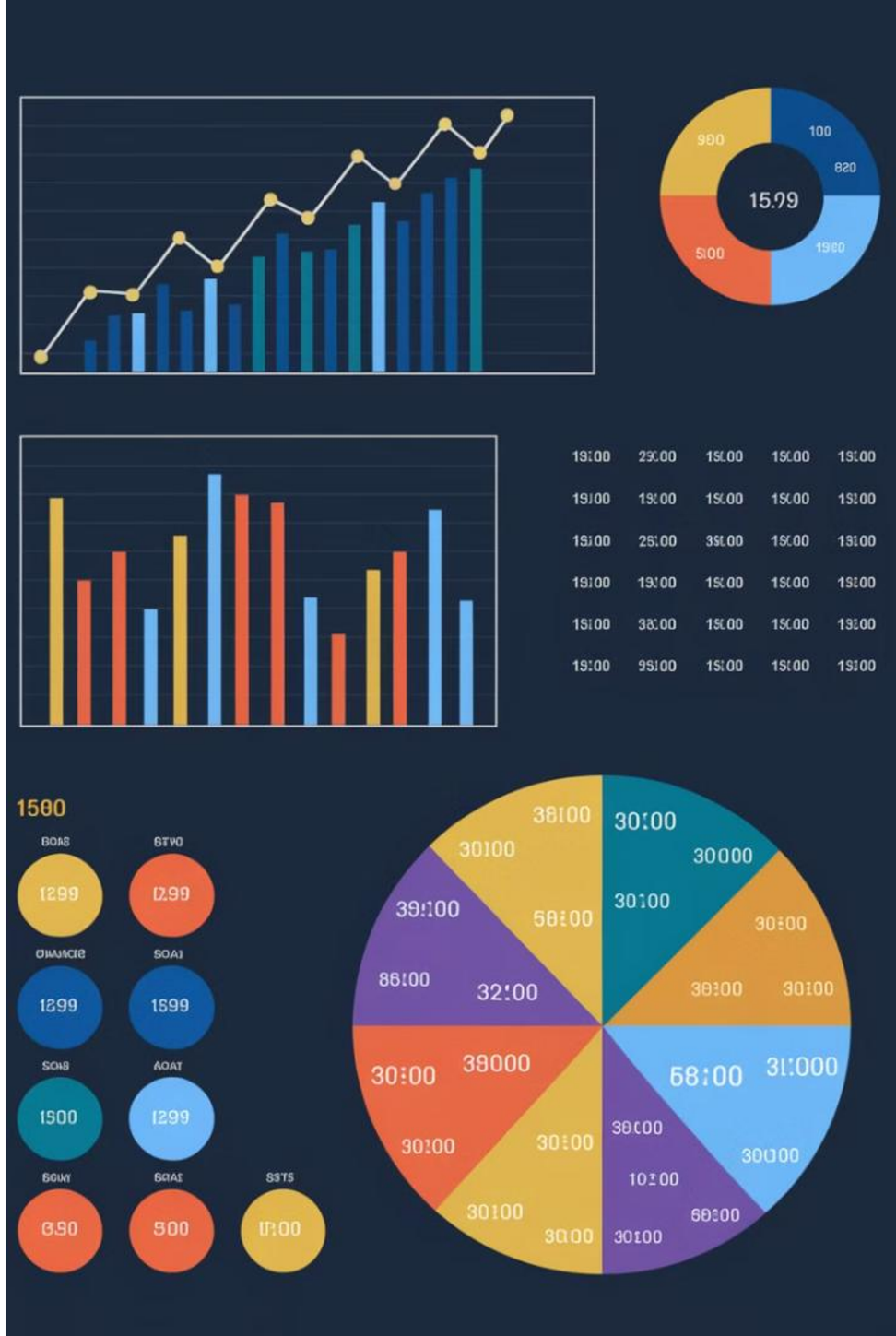
All economic projections are based on official data from the Institute for Financial Policy (IFP) of the Ministry of Finance SR and the National Bank of Slovakia

Current Forecasts

The economic prognosis data is current as of February 2025, providing the most up-to-date outlook available

Wage Growth Focus

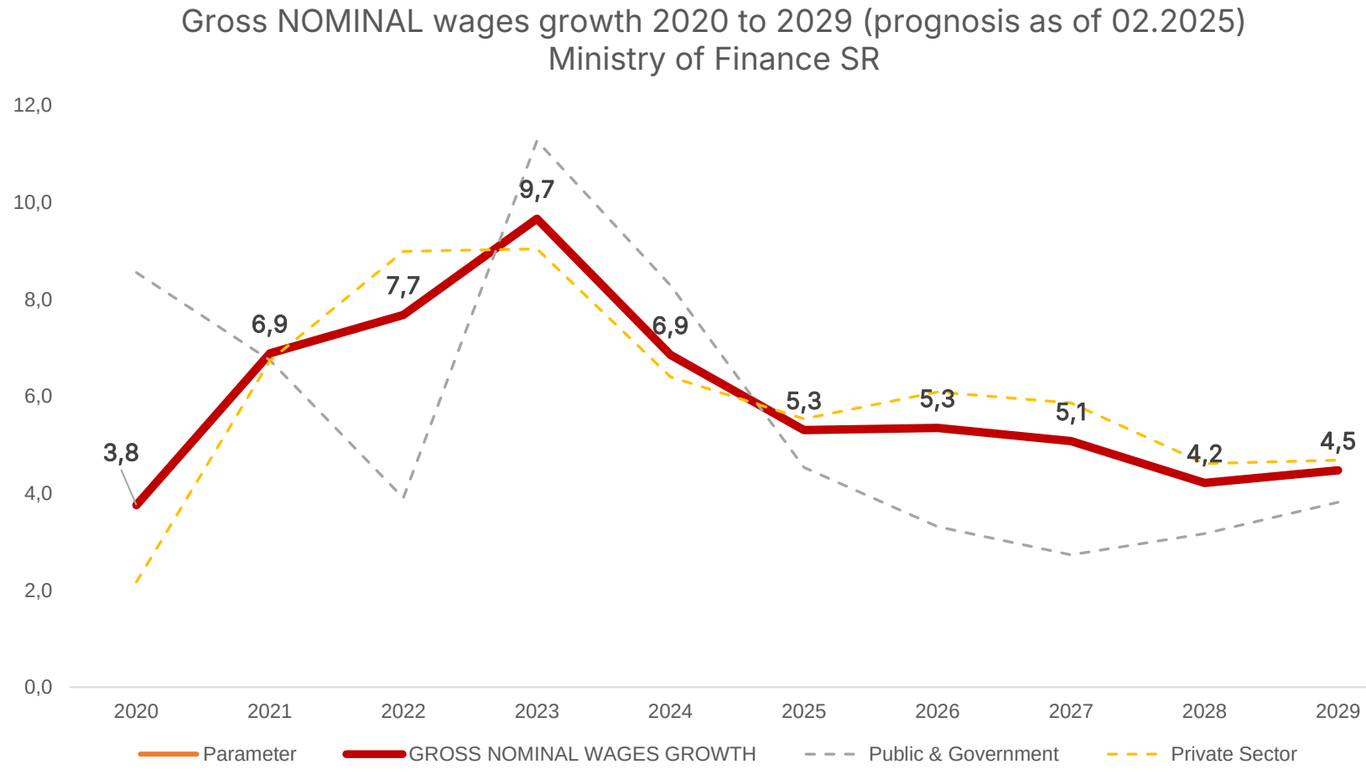
Special attention is given to nominal and real wage growth projections across both public and private sectors



Economic prognosis by Ministry of Fin. SR (IFP)

Parameter	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
GROSS NOMINAL WAGES GROWTH	3,8	6,9	7,7	9,7	6,9	5,3	5,3	5,1	4,2	4,5
AVERAGE REAL WAGES GROWTH	1,8	3,6	-4,5	-0,8	4,0	1,5	1,8	1,7	2,1	2,3
Public & Government	8,6	6,7	3,9	11,3	8,3	4,5	3,3	2,7	3,2	3,8
Private Sector	2,2	6,7	9,0	9,0	6,4	5,5	6,1	5,9	4,6	4,7
UNEMPLOYMENT	6,69	6,83	6,14	5,84	5,34	5,28	5,15	5,17	5,23	5,21

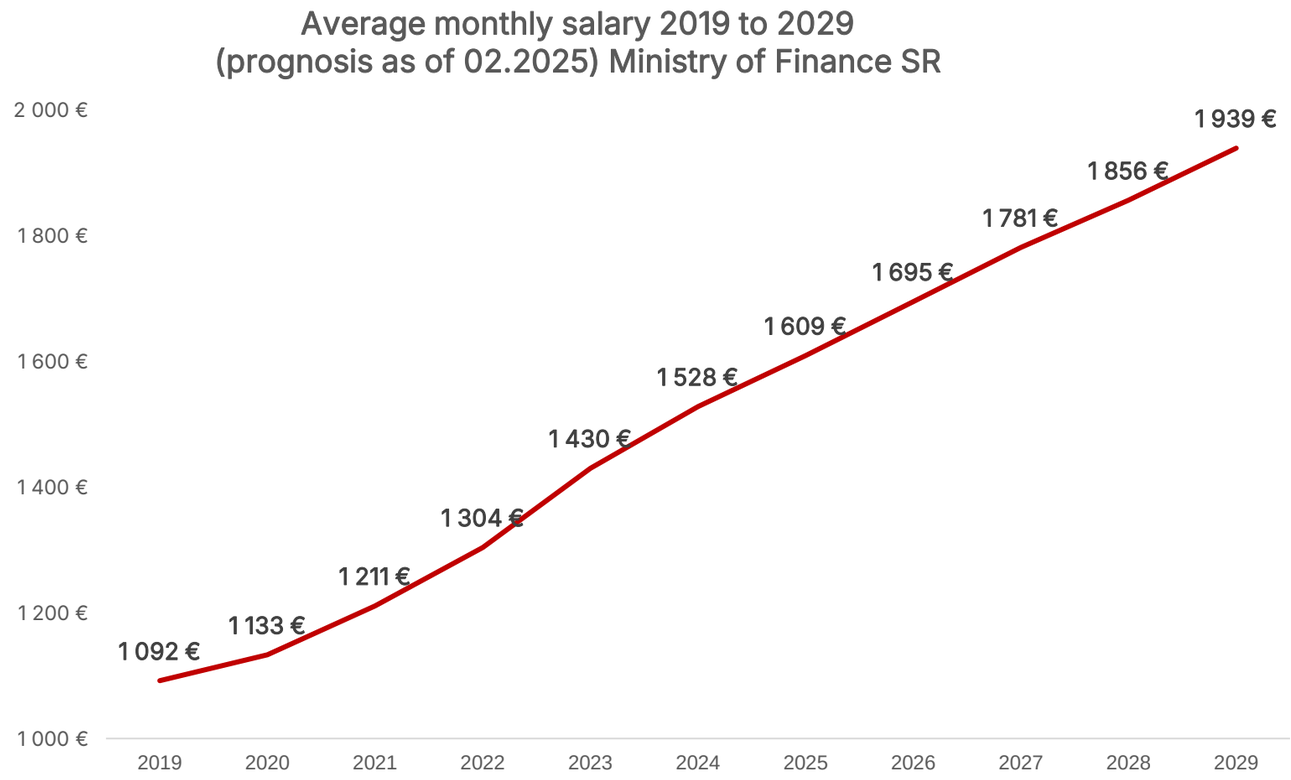
Source: Ministry of Finance SR as of February 2025



Economic prognosis by Ministry of Fin. SR (IFP)

Parameter	2019	2020	2021	2022	2023	*forecast* 2024	2025	2026	2027	2028	2029
average gross monthly salary	1 092 €	1 133 €	1 211 €	1 304 €	1 430 €	1 528 €	1 609 €	1 695 €	1 781 €	1 856 €	1 939 €

Source: Ministry of Finance SR as of February 2025



Economic prognosis by National Bank of SVK

Year	Gross Nominal Wages Growth		
	Average wage - nominal in %	Average wage - nominal - public sector in %	Average wage - nominal - private sector in %
2021	6,1	5,3	6,4
2022	6,4	2,8	7,6
2023	9,6	14,3	8,1
2024	5,7	5,3	5,8
2025	5,5	4,6	5,8
2026	5,2	4,3	5,5
2027	4,2	3,6	4,4

Source: National Bank of Slovakia as of winter 2024

Information collected

Basic salary

Comprehensive data on base compensation across roles

Variable – motivational remuneration wage components

Performance-based incentives and bonuses

Other benefits – e.g. performance bonus

Additional compensation beyond base salary

13th and 14th salary rules and conditions

Eligibility criteria and payment structures

2023 and onwards salary evaluation policies

Future compensation strategies and adjustments

Market Survey – Trenčín region

Data Collection

Comprehensive salary information from regional employers

Analysis

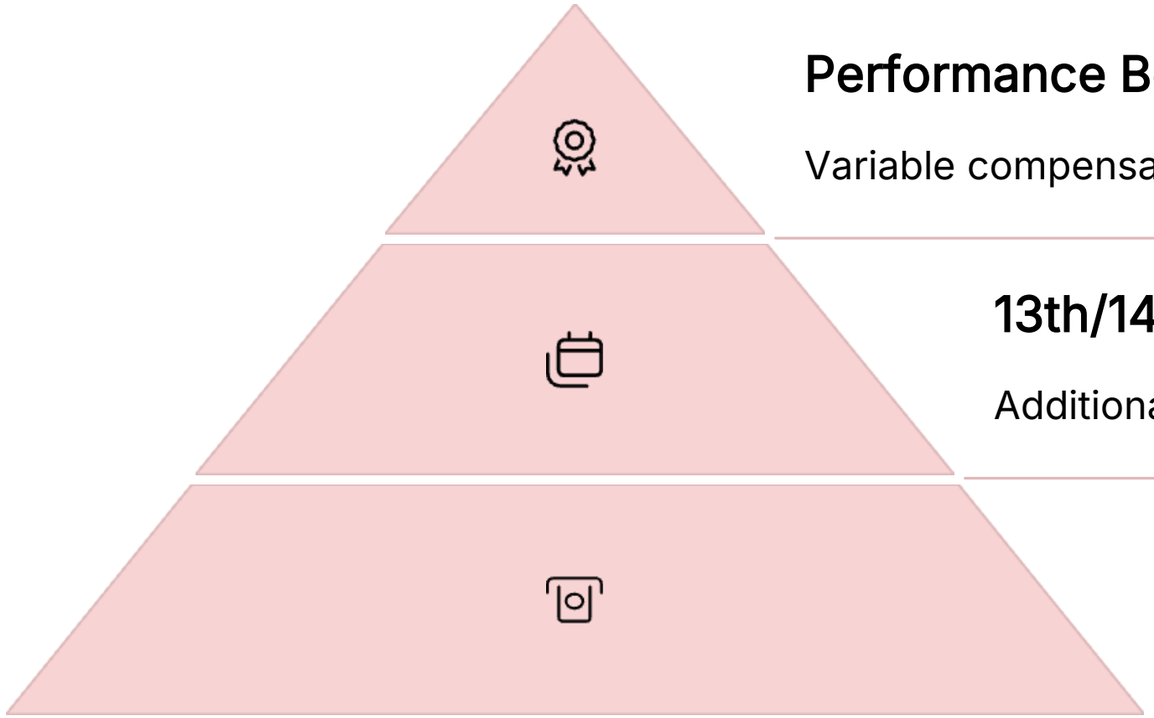
Comparative assessment across positions and companies

Benchmarking

Position-specific salary ranges and compensation structures

This salary benchmarking study provides detailed insights into compensation practices across the automotive sector in the Trenčín region, allowing companies to make informed decisions about their remuneration strategies.

Production Operator



Performance Bonuses

Variable compensation based on productivity

13th/14th Salary

Additional monthly salaries based on conditions

Base Compensation

Monthly salary ranging from €866 to €1,438

Production Operators form the backbone of automotive manufacturing operations, with compensation packages that include base salary, shift differentials, and performance-based incentives. The benchmarking data shows significant variation across companies in the region.

BALANCED

Production Operator Compensation Details

Base Salary

€866-€1,438 monthly

Performance Bonus

Up to 25% additional

13th Salary

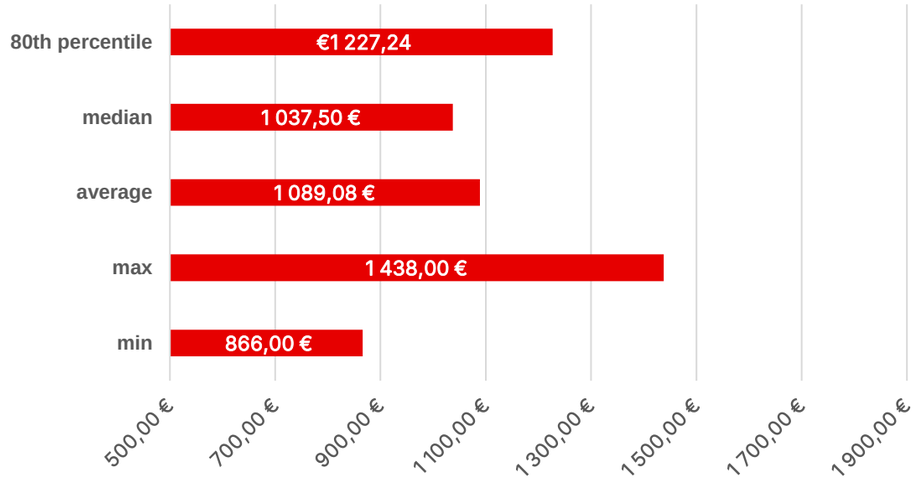
50-110% of base salary

Conditions

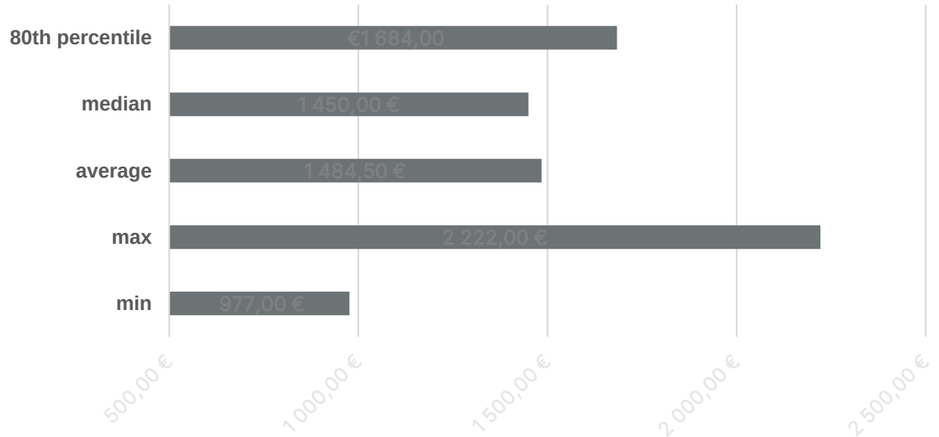
Attendance, company results

Production Operator compensation in the Trenčín region automotive sector shows considerable variation across employers, with hourly wages ranging from €5.50 to €11.80. Most companies offer performance bonuses and 13th salary benefits tied to attendance and company performance.

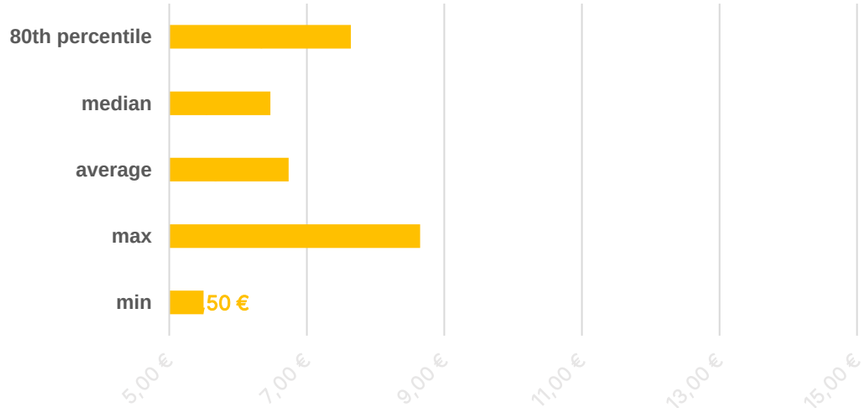
Production Operator - BASIC Gross Monthly Salary



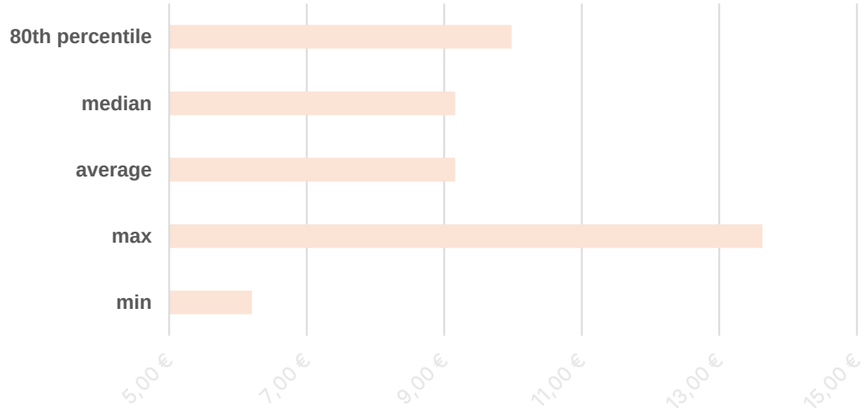
Production Operator - AVERAGE Gross Monthly Salary



Production Operator - BASIC Hourly rate



Production Operator - AVERAGE Hourly rate



BALANCED

Production Operator	Shifts	Hours Worked	Basic Gross Monthly Salary (€):		Average Monthly Salary (€):		Performance Bonus (€ or % per month)	13th Salary (€ or %)	14th Salary (€ or %)	13th / 14th Salary Conditions	Basic Gross Hourly Wage (€):		Average Hourly wage (€):	
			from	to	from	to					from	to	from	to
Company 1	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 2	4	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 3	2or 3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 4	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 5	1, 2, 3, 24/7	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 6	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 7	2	[illegible]	[illegible]	[illegible]							[illegible]	[illegible]		
Company 8	3	[illegible]	[illegible]	[illegible]			[illegible]	[illegible]	[illegible]					
Company 9	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 10	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]					[illegible]	[illegible]	[illegible]	[illegible]

Machine and Equipment Setter Compensation

Higher Base Salary

€986-€1,980 monthly base compensation reflecting technical expertise

Performance Incentives

Bonuses up to €250 monthly based on productivity metrics

Additional Payments

13th salary ranging from €500 to 110% of base salary

Hourly Rates

€5.84-€17.00 hourly wages depending on experience and company

Machine and Equipment Setters receive premium compensation packages that recognize their technical skills and critical role in maintaining production efficiency. The benchmarking data shows significant variation in both base salary and total compensation across companies in the region.

BALANCED

Electrical Maintenance Technician Compensation

€2,030

Top Base Salary

Highest monthly base at Company 1

€2,772

Maximum Total Compensation

Highest potential at Company 4

€17.00

Peak Hourly Rate

Top average hourly wage

Electrical Maintenance Technicians receive premium compensation packages that reflect their specialized skills and critical importance to manufacturing operations. Most companies offer performance bonuses and 13th salary benefits, with some also providing 14th salary payments based on company results and attendance.

Mechanical Maintenance Technician Compensation

Performance Bonus

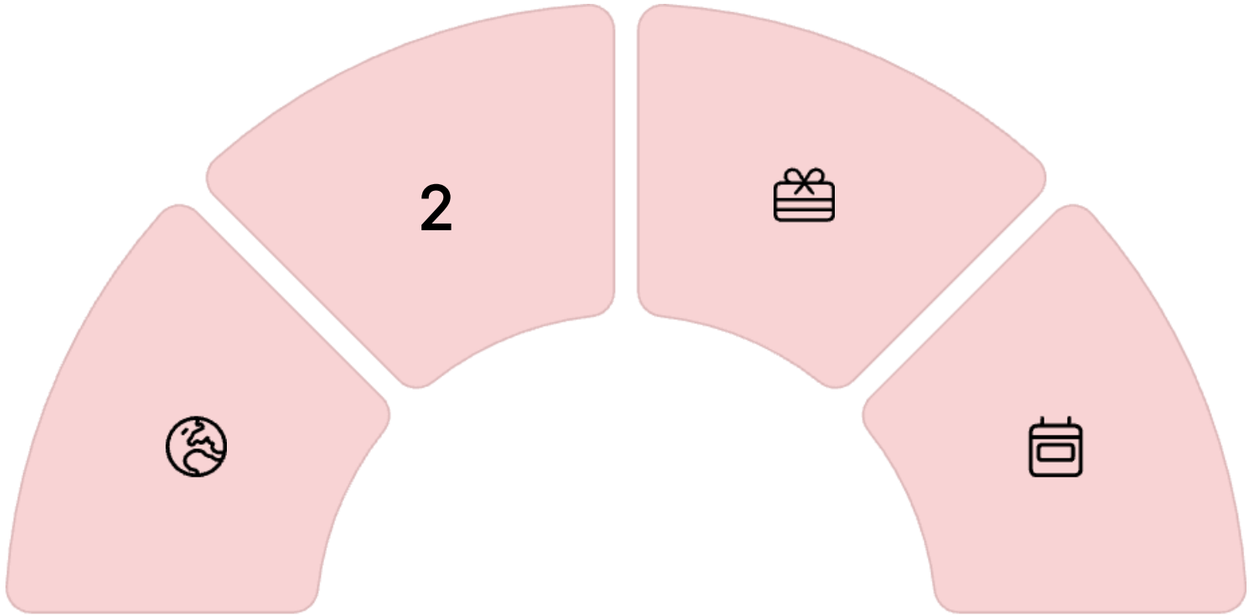
Up to €250 monthly

13th Salary

50-110% of base salary

Base Salary

€986-€1,860 monthly



14th Salary

Available at select companies

Mechanical Maintenance Technicians receive competitive compensation packages that reflect their technical expertise and critical role in maintaining production equipment. The benchmarking data shows significant variation in both base salary and total compensation across companies in the region.

Warehouse Operator Compensation

Base Salary Range

Warehouse Operators receive base monthly salaries ranging from €907 to €1,354 across surveyed companies, reflecting differences in experience requirements and responsibilities.

The average hourly wage ranges from €5.76 to €12.32, with significant variation between companies based on shift patterns and bonus structures.

Additional Compensation

Most companies offer performance bonuses ranging from €50 to €250 monthly based on productivity metrics and attendance.

13th salary benefits are common, with amounts typically ranging from €350 to 110% of base salary, while 14th salary is offered by some companies with conditions tied to length of service and attendance.

Warehouse Operator compensation packages in the Trenčín region automotive sector include competitive base salaries enhanced by performance bonuses and additional salary payments. Companies use these incentives to promote productivity and reduce absenteeism.

Production Foreman Compensation

€1,960

Highest Base Salary

Top starting salary at Company 4

€2,946

Maximum Total Compensation

Highest potential at Company 4

€540

Top Performance Bonus

Maximum monthly bonus at Company 5

Production Foremen receive premium compensation packages that reflect their supervisory responsibilities and critical role in maintaining production efficiency. Most companies offer performance bonuses and 13th salary benefits, with some also providing 14th salary payments based on company results and attendance.

Quality Engineer Compensation

Base Salary Range

Quality Engineers receive base monthly salaries ranging from €1,400 to €2,500 across surveyed companies, reflecting their technical expertise and critical role in quality assurance.

Total compensation packages can reach up to €3,441 monthly when including performance bonuses and additional salary payments.

Additional Compensation

Performance bonuses typically range from 10% of base salary to €1,200 annually, often tied to quality metrics and production targets.

13th salary benefits are standard, with amounts typically ranging from €350 to 100% of base salary, while 14th salary is offered by some companies with conditions tied to length of service and attendance.

Quality Engineer compensation packages in the Trenčín region automotive sector reflect the critical importance of quality assurance in manufacturing operations. The specialized technical skills required for this role command premium compensation relative to production positions.

Process Engineer Compensation

Premium Base Salary

€1,400-€2,600 monthly reflecting specialized technical expertise

Performance Incentives

Bonuses up to €1,200 annually based on process improvements

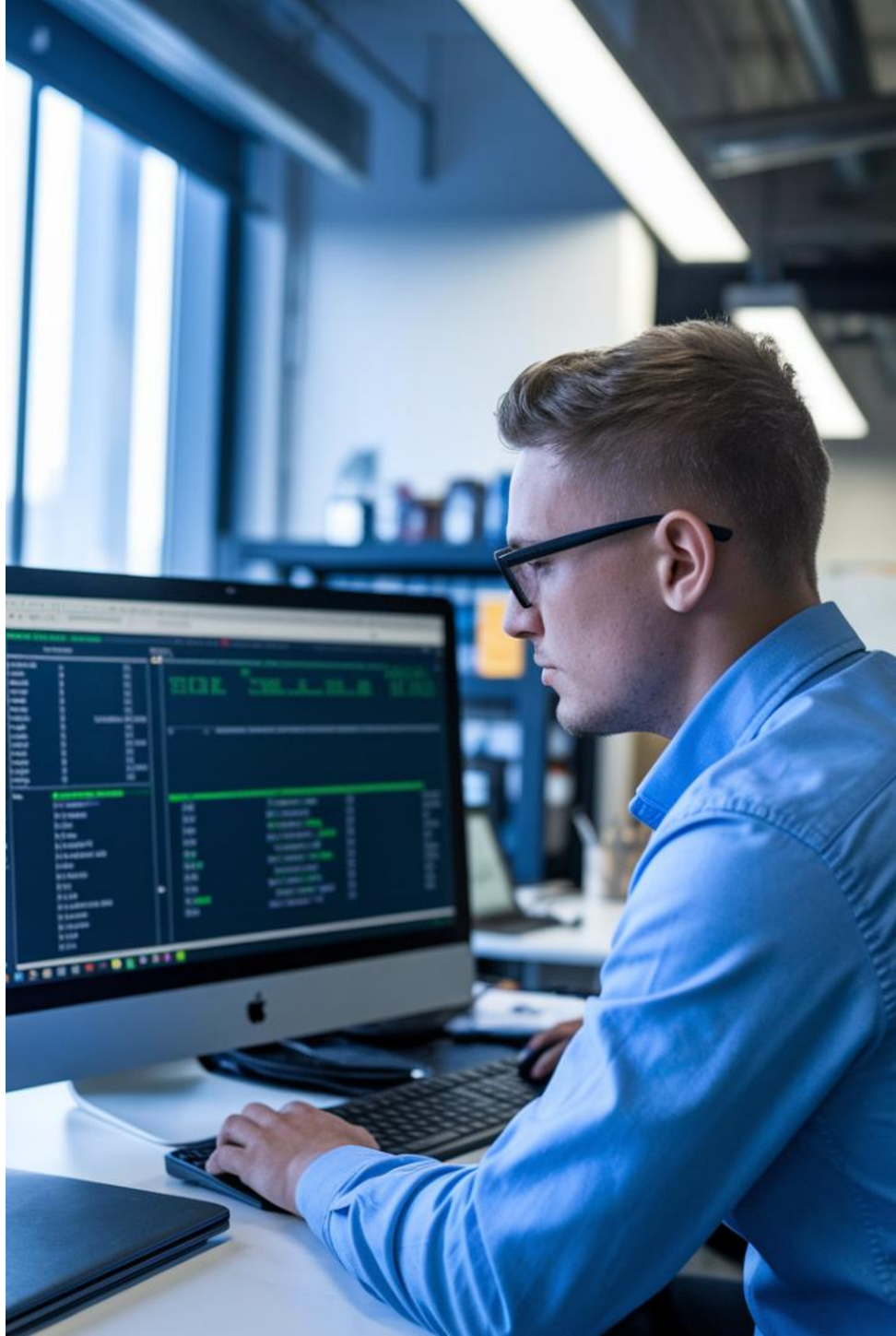
Additional Payments

13th salary ranging from €350 to 100% of base salary

Total Compensation

Potential to reach €3,030 monthly with all benefits

Process Engineer compensation packages in the Trenčín region automotive sector reflect the critical importance of manufacturing process optimization. The specialized technical skills required for this role command premium compensation relative to production positions.



Industrial Salary Trends Analysis 2023-2025

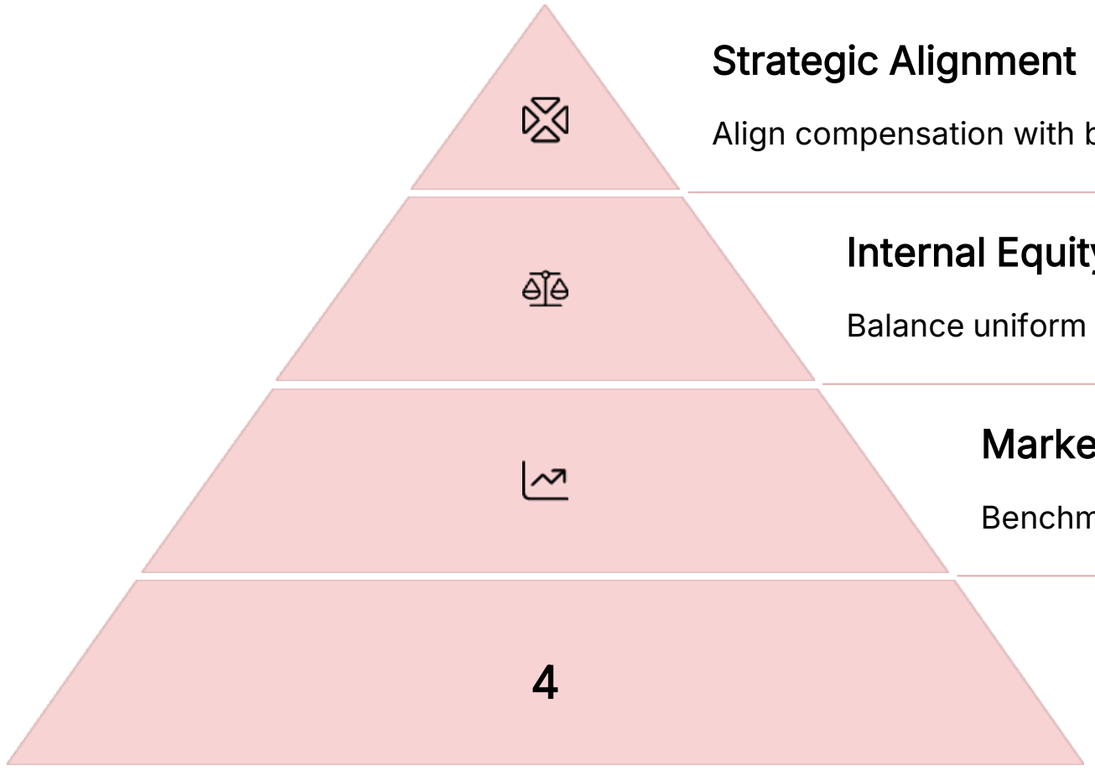
Welcome to our comprehensive analysis of salary trends across multiple companies in the industrial manufacturing sector. This presentation examines salary evaluation data for various positions from 2023 to 2025, highlighting percentage increases, evaluation dates, and comparative analysis between companies.

We'll explore patterns across different job roles, identify industry benchmarks, and provide insights into compensation strategies that companies are implementing in the current economic climate.

Key Findings and Recommendations

Our analysis reveals several important trends in industrial salary adjustments across companies and positions. Production and warehouse roles generally received higher percentage increases than technical and engineering positions, suggesting different labor market dynamics or strategic priorities.

Most companies are projecting more moderate increases for 2024-2025 compared to 2023-2024, indicating potential economic caution or normalization after higher post-pandemic adjustments.



Strategic Alignment

Align compensation with business goals and market conditions

Internal Equity

Balance uniform vs. role-specific increase strategies

Market Competitiveness

Benchmark against industry standards (5-7% for 2024-2025)

Consistent Timing

Standardize evaluation dates for better planning

BALANCED

Comprehensive Guide to Employee Benefits and Compensation in Trenčín Region

Welcome to our comprehensive analysis of employee benefits and compensation practices across companies in Trenčín Region. This presentation offers detailed insights into the prevalence, conditions, and variations of key benefits that organizations provide to attract and retain talent.

We'll explore everything from daily meal contributions to flexible working arrangements, providing you with valuable benchmarking data to inform your HR and compensation strategies. Each benefit is analyzed with specific figures and implementation details to give you actionable intelligence for your organization.

Comprehensive Benefits Strategy Recommendations

Universal Benefits	Consider meal contributions, professional development, and flexible working hours as foundation benefits with near-universal adoption.
Competitive Differentiators	Strategically deploy less common benefits like sign-on bonuses, extra vacation days, and comprehensive wellness programs as recruitment advantages.
Personalization	Implement cafeteria systems or flexible benefit structures to accommodate diverse employee needs and preferences.
Communication	Develop comprehensive benefits communication strategies to ensure employees understand and utilize available programs.
Regular Review	Establish annual benefits evaluation processes to assess utilization, satisfaction, and competitive positioning.

Effective employee benefits strategies require thoughtful alignment with organizational objectives, workforce demographics, and competitive dynamics. We recommend a tiered approach that establishes a strong foundation of widely-adopted benefits while strategically deploying distinctive offerings that differentiate your organization in the talent marketplace.

Regular reassessment is essential as both employee expectations and market conditions evolve. Particular attention should be paid to benefits with high perceived value relative to cost, such as flexible working arrangements and professional development opportunities. The most successful benefits programs balance financial constraints with genuine responsiveness to employee needs, creating sustainable advantage in the competition for talent.

by **Martin MAREK**
CEO & Senior Consultant

BALANCED HR s.r.o.
+421 948 687 374
martin.marek@balanced-hr.com
https://www.balanced-hr.com
https://sk.linkedin.com/in/martinmarekbhr

by **Michaela SÁDOVSKÁ**
Business Dev. Specialist / Consultant

BALANCED HR s.r.o.
+421 915 225 793
michaela.sadovska@balanced-hr.com
https://www.balanced-hr.com
https://www.linkedin.com/in/michaela-sadovska-bhr/