Salary Benchmarking

Slovakia - Trenčín region

Mechanical Engineering & Machining

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Economic outcomes

Comprehensive Data Sources

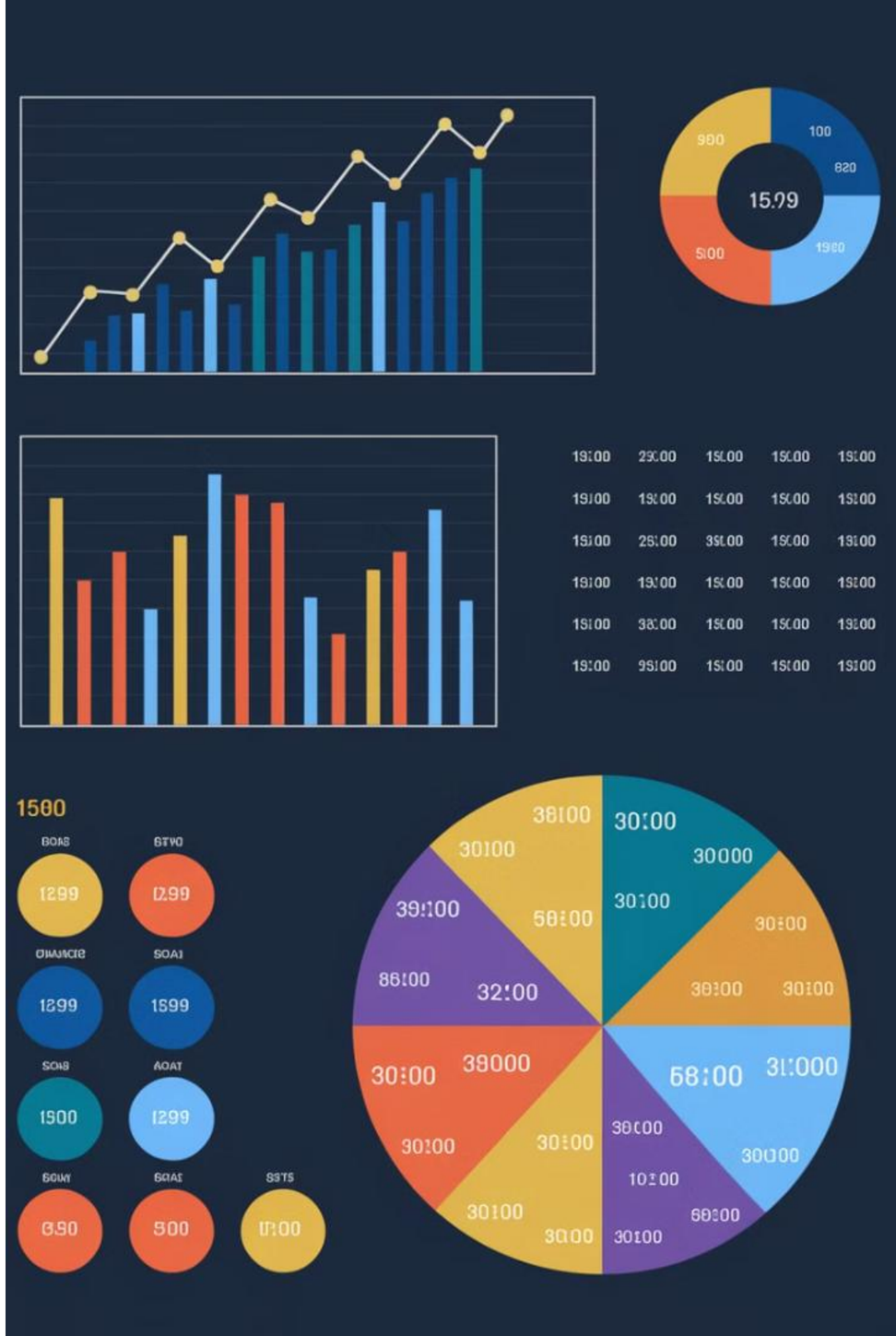
All economic projections are based on official data from the Institute for Financial Policy (IFP) of the Ministry of Finance SR and the National Bank of Slovakia

Current Forecasts

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

Wage Growth Focus

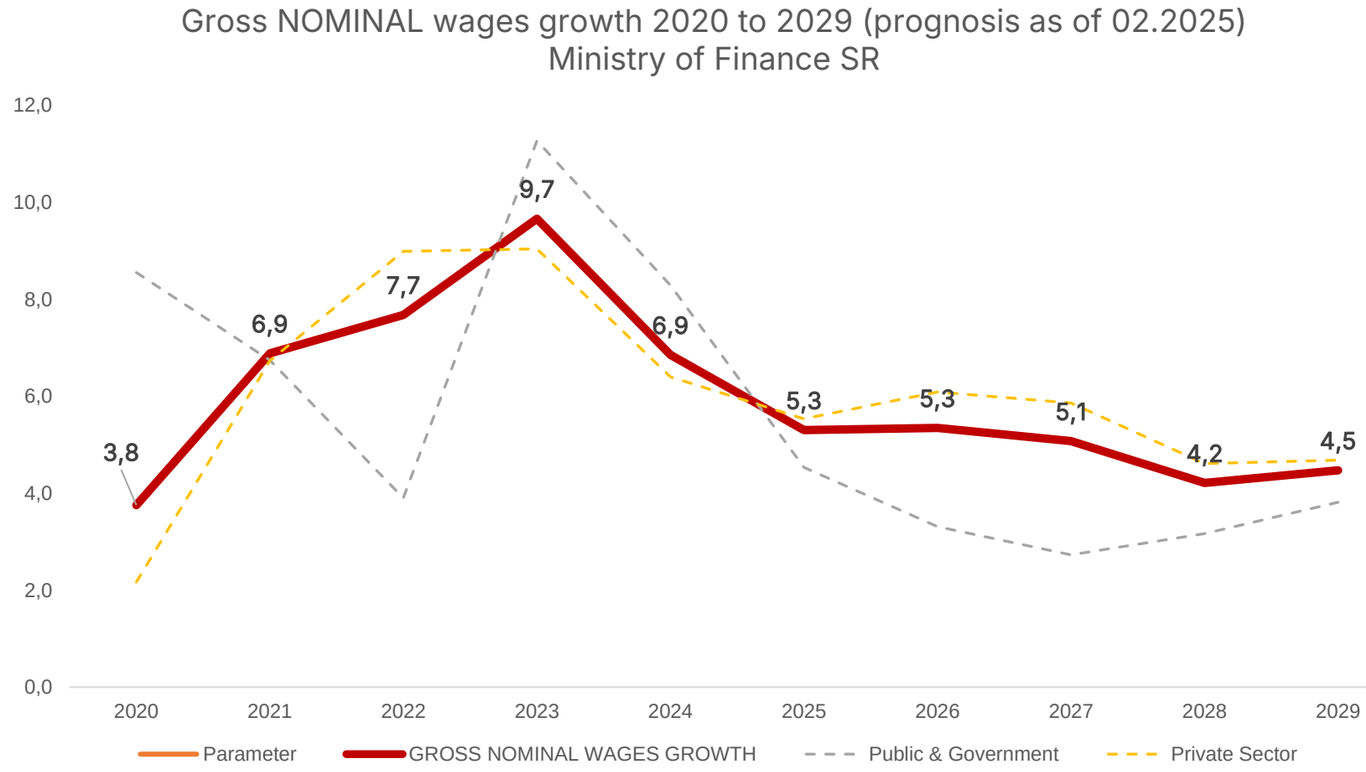
Special attention is given to nominal and real wage growth projections across both public and private sectors



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

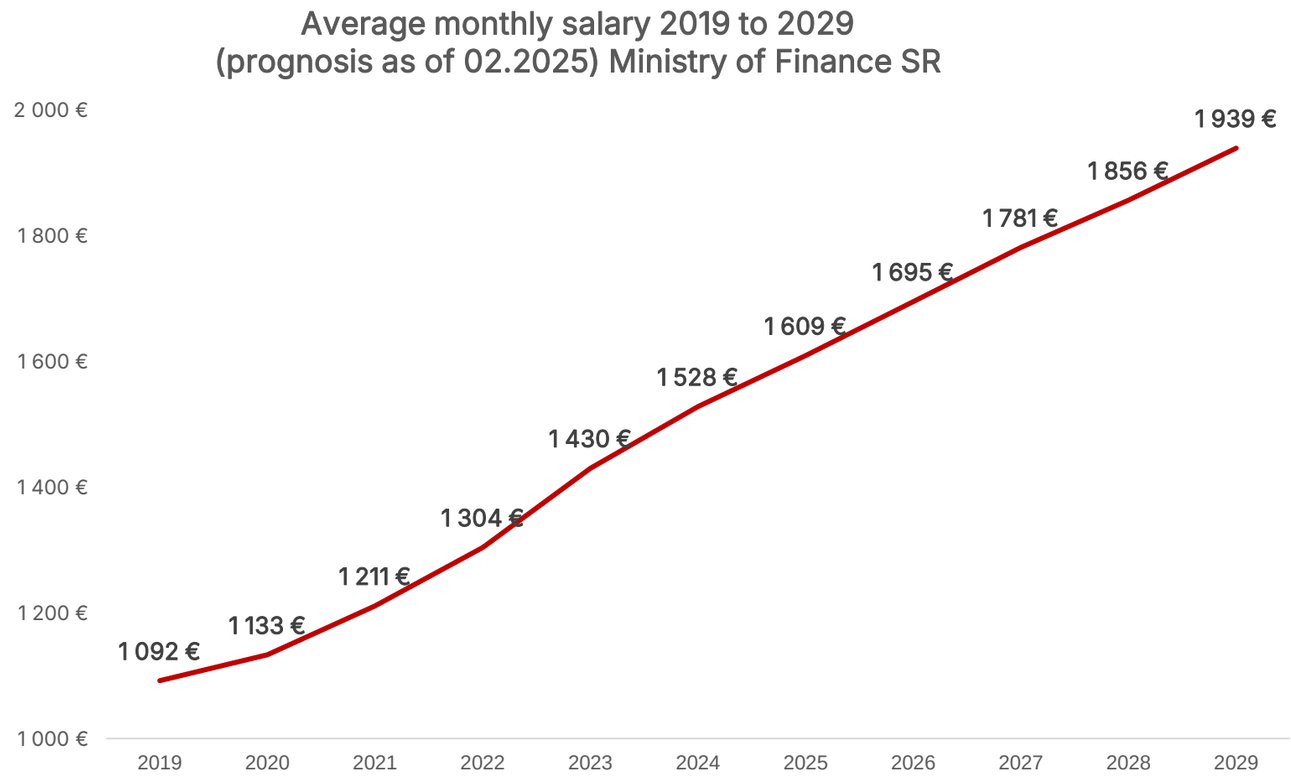
Source: Ministry of Finance SR as of February 2025



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

Core compensation data collected from all surveyed companies

Variable remuneration

Motivational wage components that supplement the basic salary

Other benefits

Additional compensation such as performance bonuses

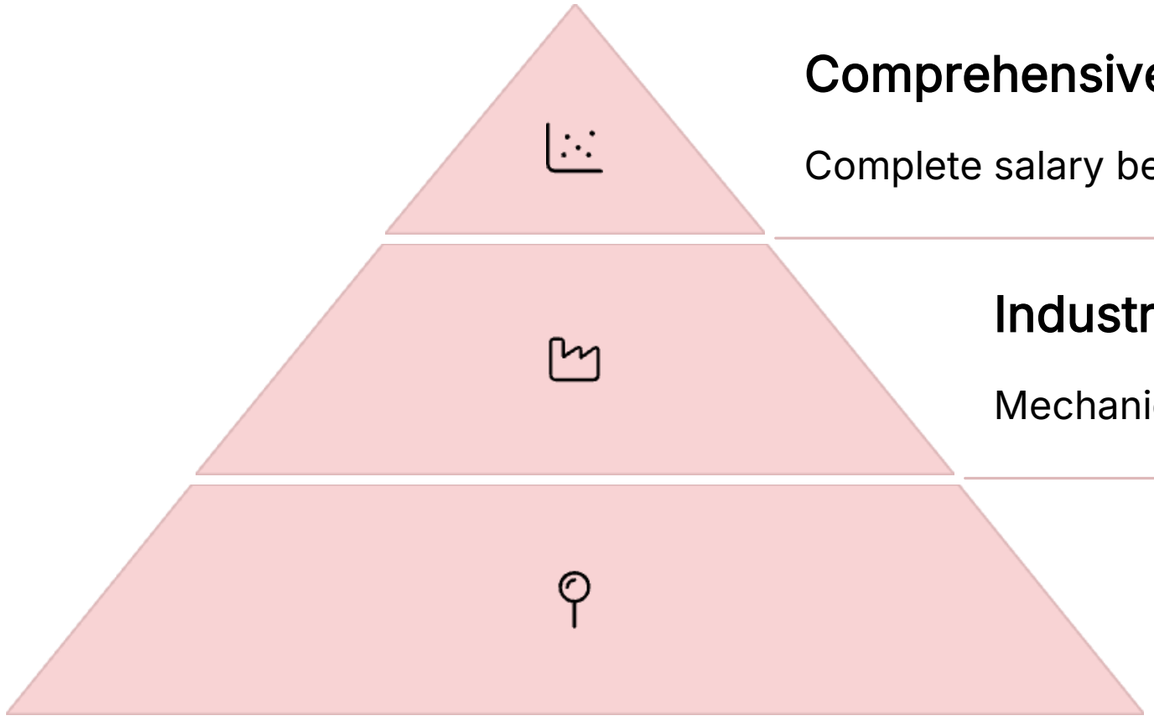
13th and 14th salary

Rules and conditions for additional monthly payments

Salary evaluation policies

2023 and onwards salary review practices

Market Survey – Trenčín region



Comprehensive Analysis

Complete salary benchmarking across positions

Industry Focus

Mechanical Engineering & Machining sector

Regional Specificity

Data exclusive to the Trenčín region

This market survey provides detailed salary benchmarking data for the mechanical engineering and machining sector in the Trenčín region of Slovakia. The analysis covers various positions from production floor workers to specialized engineers, offering a comprehensive view of current compensation practices across multiple companies in the region.

Fitter / Assembler

Role Overview

Responsible for assembling mechanical components and systems according to specifications

Key Skills

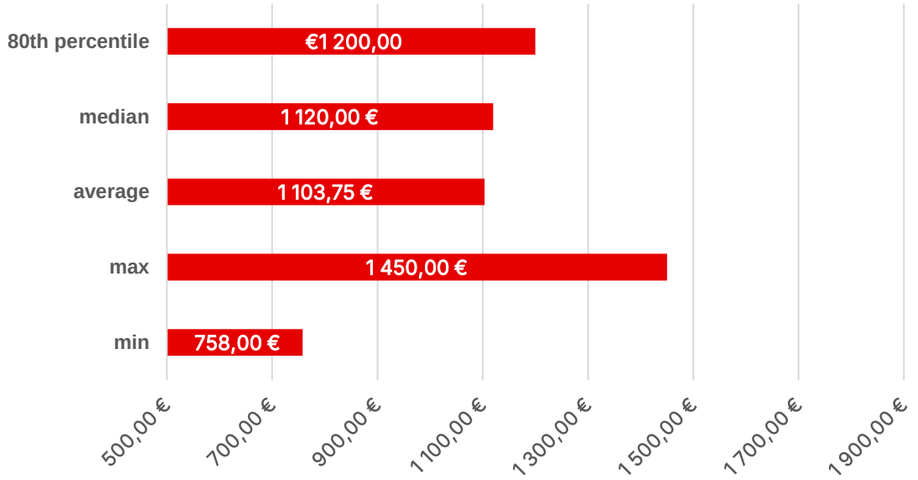
Technical knowledge, manual dexterity, attention to detail

Salary Range

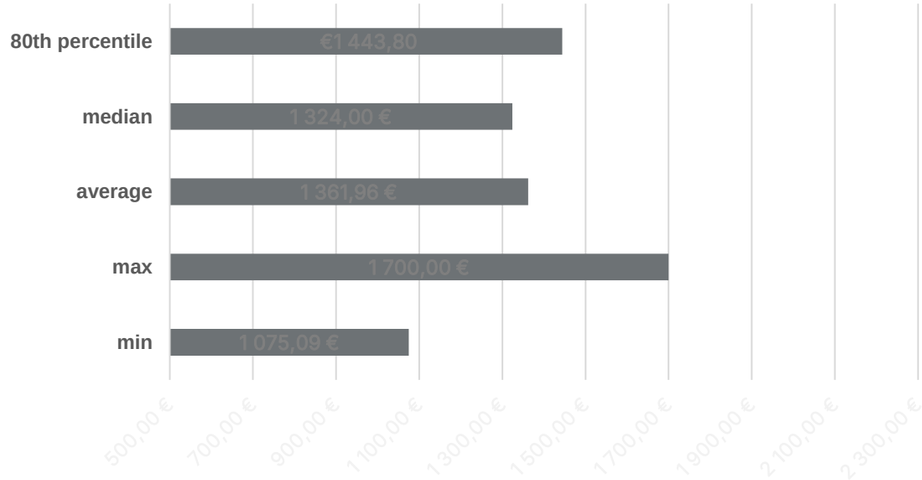
Varies based on experience, shift patterns, and company size

The following data presents a comprehensive salary benchmarking for Fitter/Assembler positions across companies in the Trenčín region, including basic and average monthly salaries, performance bonuses, and additional compensation elements.

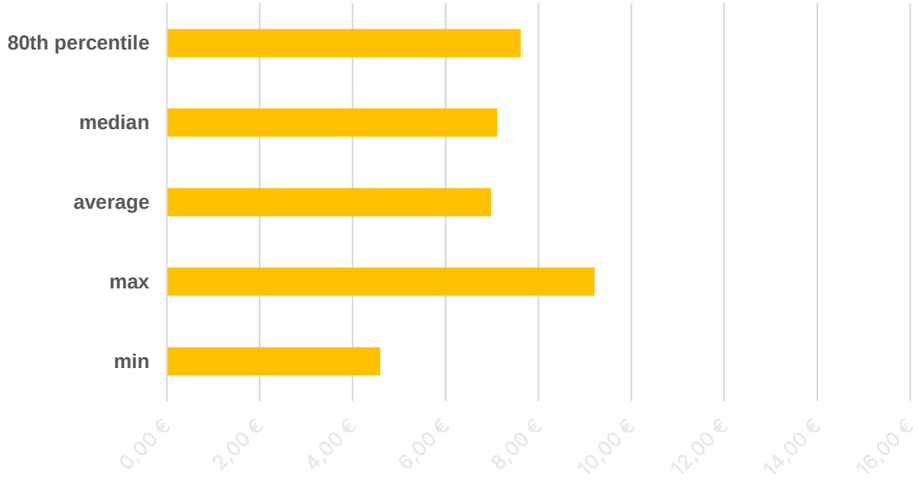
Fitter-Assembler - BASIC Gross Monthly Salary



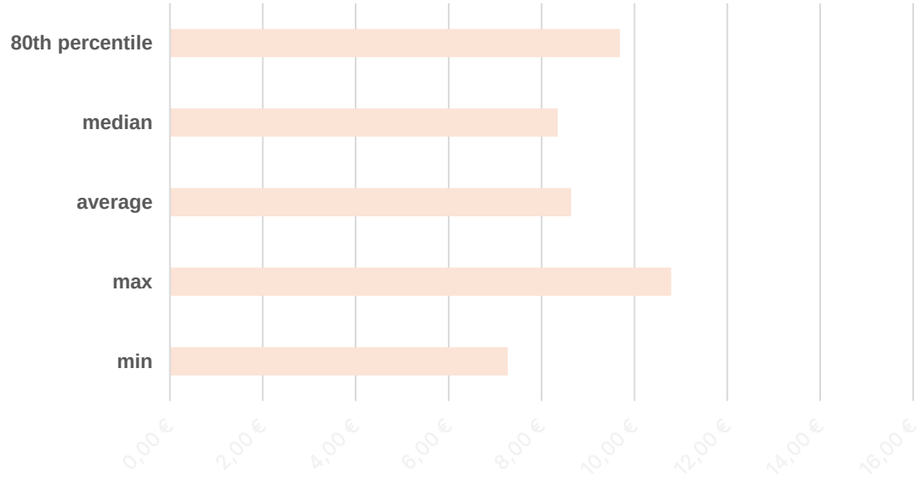
Fitter-Assembler - AVERAGE Monthly Salary



Fitter-Assembler - BASIC Hourly rate



Fitter-Assembler - AVERAGE Hourly rate



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Fitter/Assembler	Shifts	Hours Worked	Basic Gross Monthly Salary (€):		Average Monthly Salary (€):		Performance Bonus	13th Salary	14th Salary	13th / 14th Salary	basic hourly salary		average hourly salary	
			from	to	from	to	(€ or % per month)	(€ or %)	(€ or %)	Conditions	from	to	from	to
Company 1	3	[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]
Company 3	1 to 3, flexible throughout the year	[illegible]	[illegible]	[illegible]			[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
Company 4	2	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]		[illegible]	
Company 5	3	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]		[illegible]	
Company 6	3	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]		[illegible]	
Company 7	3	[illegible]	[illegible]	[illegible]			[illegible]	[illegible]			[illegible]	[illegible]		
Company 8	1	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]		[illegible]	
Company 9	2	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Company 10	2	[illegible]	[illegible]	[illegible]				[illegible]			[illegible]	[illegible]		
Company 11	2	[illegible]	[illegible]					[illegible]			[illegible]			
Company 12	2	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]	[illegible]	[illegible]	[illegible]
Company 13	2	[illegible]	[illegible]		[illegible]			[illegible]			[illegible]			
Company 14	1	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]		[illegible]	
Company 15	2	[illegible]	[illegible]			[illegible]		[illegible]			[illegible]			[illegible]
Company 16	1	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]			
Company 17	1	[illegible]	[illegible]					[illegible]			[illegible]			
Company 18	2	[illegible]	[illegible]		[illegible]			[illegible]			[illegible]		[illegible]	
Company 19	3	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]			
Company 20	3	[illegible]	[illegible]	[illegible]			[illegible]	[illegible]			[illegible]	[illegible]		
Company 21	2	[illegible]	[illegible]					[illegible]			[illegible]			
Company 22	2	[illegible]	[illegible]		[illegible]	[illegible]		[illegible]			[illegible]		[illegible]	[illegible]
Company 23	3	[illegible]	[illegible]		[illegible]		[illegible]	[illegible]			[illegible]		[illegible]	

Welder Salary Comparison

€1,500

Average Basic Salary

Median monthly base pay for welders

€1,800

Average Total Compensation

Including bonuses and additional payments

20%

Typical Performance Bonus

Common percentage of base salary offered

100%

13th Salary

Most common additional salary benefit

Welders in the Trenčín region typically earn higher salaries compared to Fitters/Assemblers due to the specialized skills required. Most companies offer performance bonuses and 13th salary benefits, with some also providing 14th salary payments based on specific conditions.

CNC Operator

Technical Skills

Programming knowledge, machine operation, quality control

Experience Levels

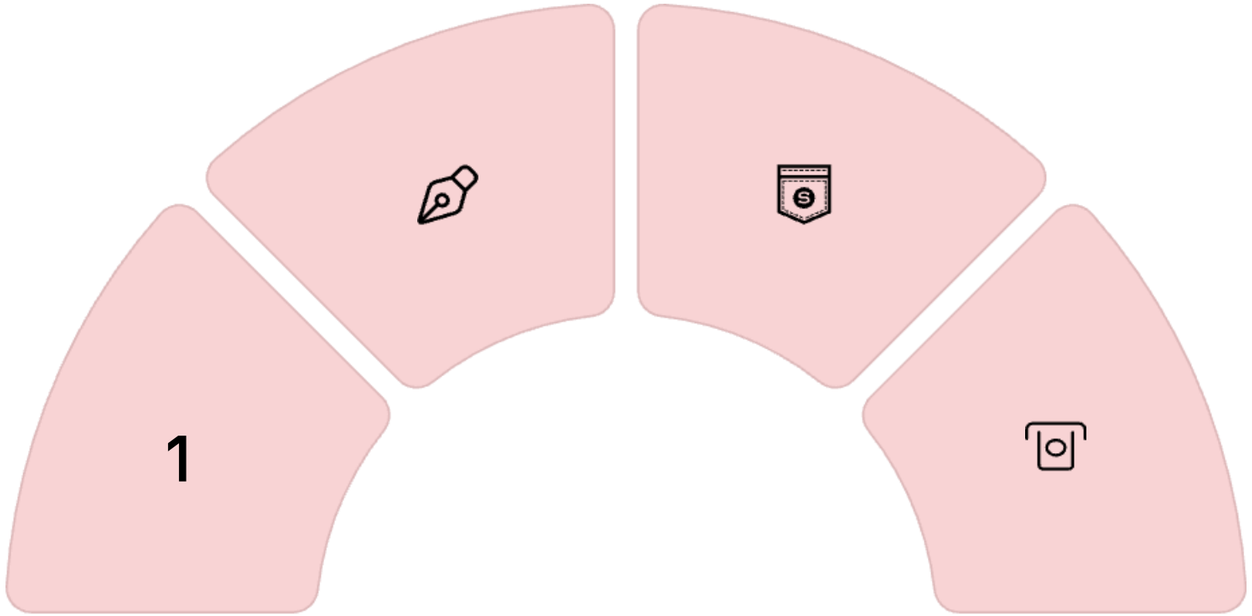
Entry-level to senior positions with varying compensation

Shift Patterns

Typically 2-3 shifts with corresponding premiums

Compensation Structure

Base salary plus performance bonuses and additional benefits



CNC Operator Salary Analysis

CNC Operators show a significant salary progression based on experience and specialization. Entry-level operators typically earn €1,200 in basic salary, while specialists with advanced programming skills can earn up to €1,800 basic salary. Most companies (90%) offer performance bonuses ranging from 15-25% and provide 13th salary benefits.

Toolmaker

Specialized Skills

Precision machining, blueprint reading, metrology

Advanced Training

Technical certification and specialized education

Experience Premium

Higher compensation for years of expertise

Competitive Compensation

Higher salary range reflecting specialized skills

Toolmakers are highly skilled professionals who create, maintain, and repair tools, dies, jigs, fixtures, and gauges used in manufacturing processes. Their specialized skills and experience command higher compensation compared to many other production roles.

Toolmaker Salary Analysis

Junior Toolmaker

€1,600-€1,800 basic salary

1

Mid-Level Toolmaker

€1,800-€2,100 basic salary

2

Senior Toolmaker

€2,100-€2,400 basic salary

3

Master Toolmaker

€2,900-€3,400 total compensation

4

Warehouse Operator Salary Distribution

The chart illustrates the distribution of basic monthly salaries for Warehouse Operators across surveyed companies. The majority of companies (55%) offer basic salaries between €1000-€1200, with only 10% offering above €1300. Most companies supplement the basic salary with performance bonuses and 13th/14th salary benefits.

Foreman / Shiftleader Salary Trends

€1,650

Average Basic Salary

Median monthly base pay

€2,100

Average Total Compensation

Including bonuses and benefits

27%

Premium Over Operators

Salary increase compared to operators

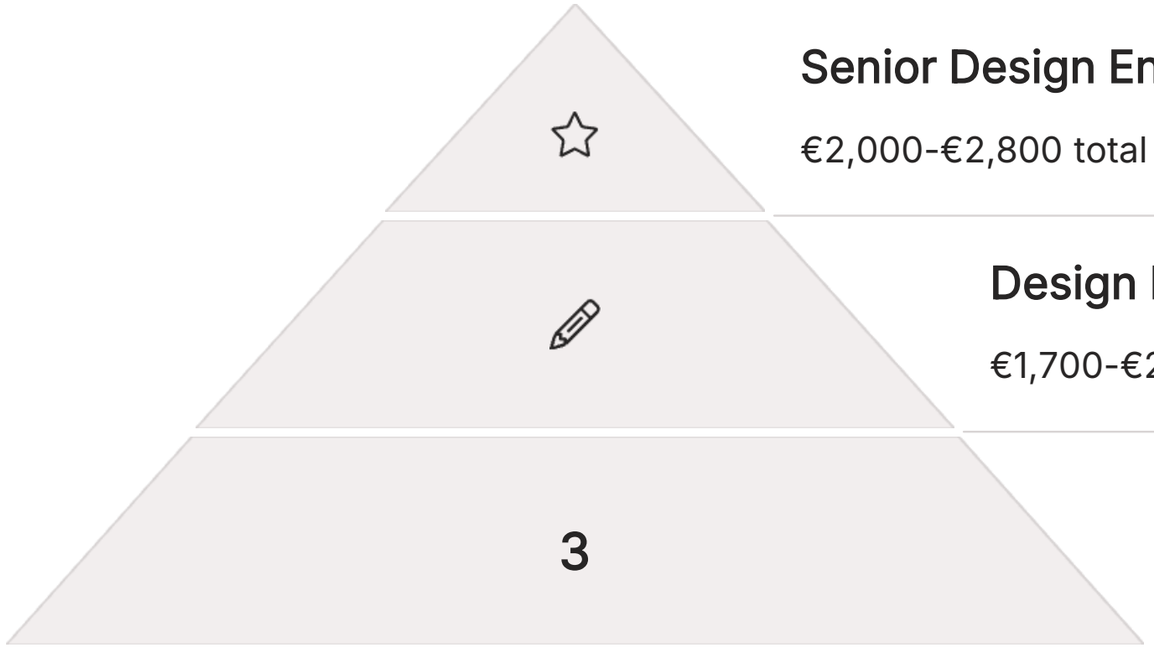
100%

13th Salary Coverage

Percentage of companies offering

Foremen and Shift Leaders typically earn significantly more than the production workers they supervise, reflecting their increased responsibilities and leadership roles. Most companies offer substantial performance bonuses and 13th salary benefits, with some also providing 14th salary payments based on specific conditions.

Design Engineer Compensation Analysis



Senior Design Engineer

€2,000-€2,800 total compensation

Design Engineer

€1,700-€2,200 total compensation

Junior Design Engineer

€1,400-€1,800 total compensation

Design Engineers represent a critical technical role in the mechanical engineering sector, responsible for creating detailed designs and specifications for mechanical products and systems. Their compensation reflects their technical education, specialized skills, and importance to the product development process.

Most companies (95%) offer performance bonuses ranging from 15-30% of base salary, and nearly all provide 13th salary benefits. Additional benefits often include flexible working hours, professional development opportunities, and technical training programs.

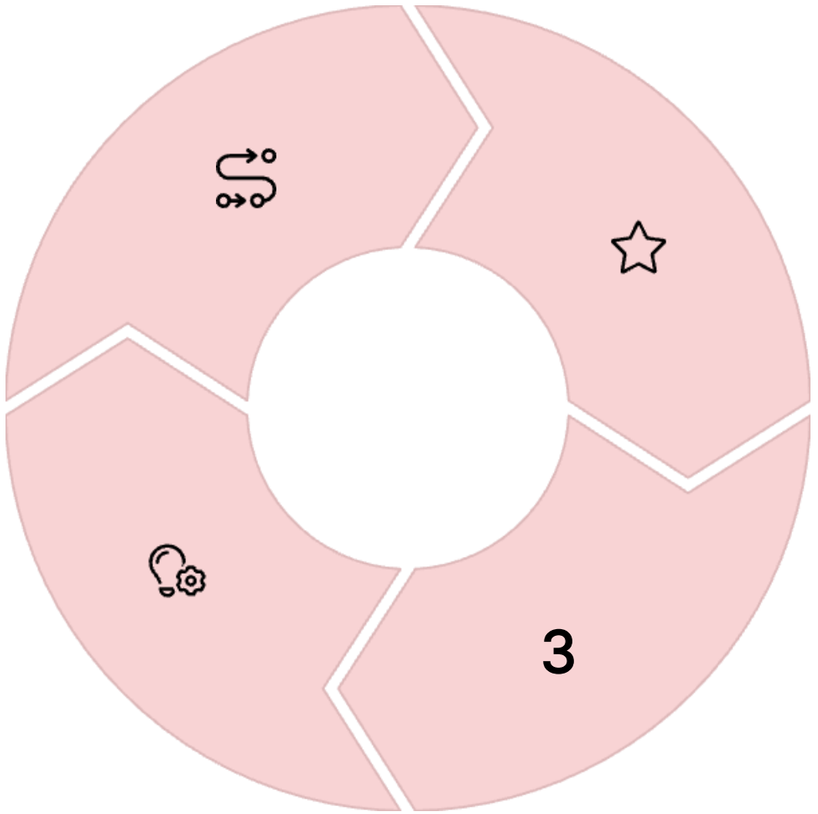
Technologist / Process Engineer

Process Development

Creating and optimizing manufacturing processes

Technical Innovation

Implementing new technologies and methods



Quality Assurance

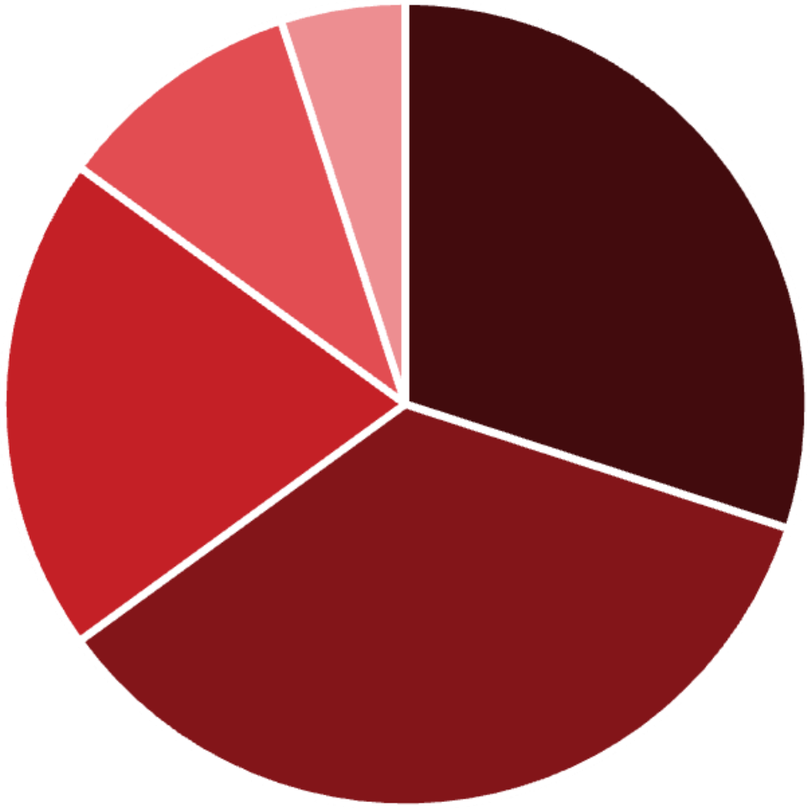
Ensuring product quality and consistency

Efficiency Improvement

Reducing costs and increasing productivity

Technologists and Process Engineers play vital roles in optimizing manufacturing operations, developing production processes, and ensuring product quality. Their technical expertise and problem-solving abilities are highly valued in the mechanical engineering sector.

CNC Programmer Salary Distribution



The chart illustrates the distribution of basic monthly salaries for CNC Programmers across surveyed companies. The majority of companies (65%) offer basic salaries between €1500-€2000, with 35% offering above €2000. Most companies supplement the basic salary with performance bonuses and 13th salary benefits.

Industrial Salary Trends Analysis 2023-2025

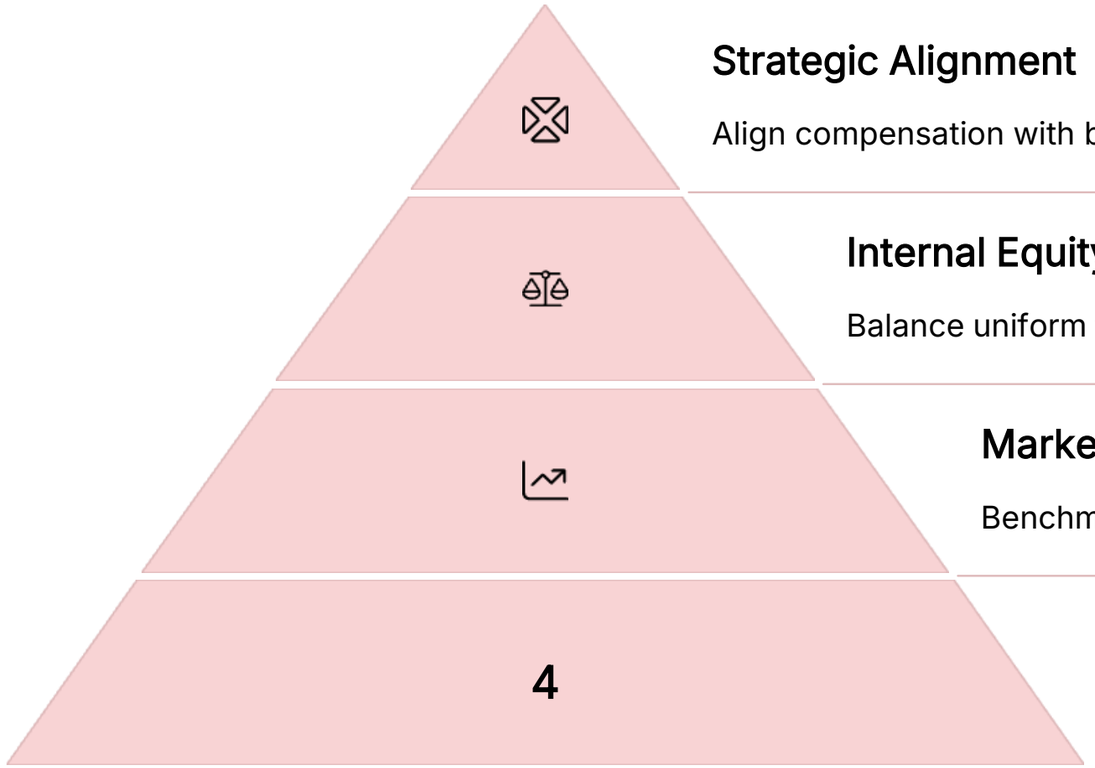
Welcome to our comprehensive analysis of salary trends across multiple companies in the industrial manufacturing sector. This presentation examines salary evaluation data for various positions from 2023 to 2025, highlighting percentage increases, evaluation dates, and comparative analysis between companies.

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

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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.

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