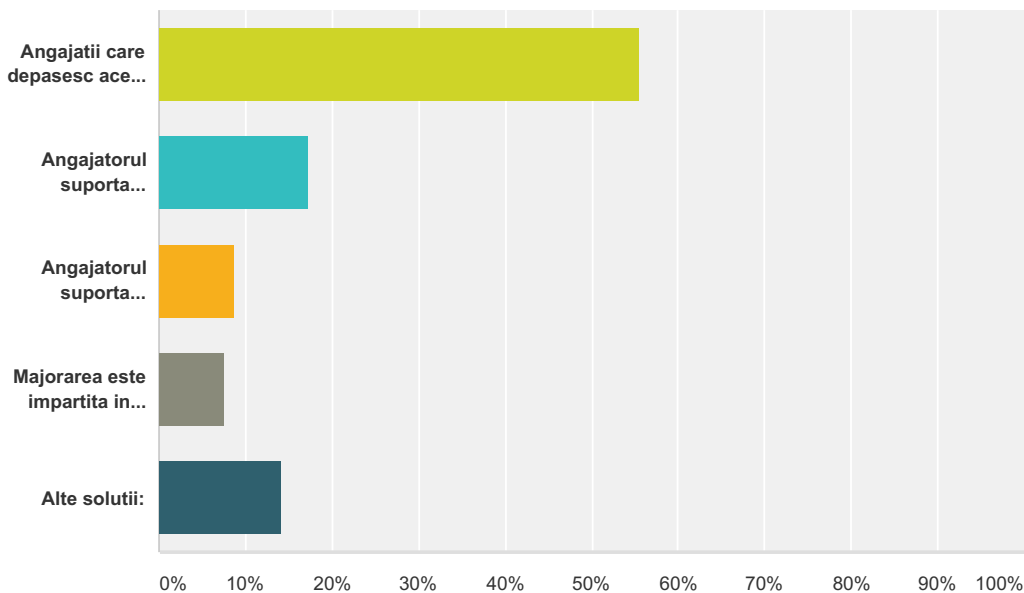


Q1 Conform OUG nr.3 / 2017, incepand cu februarie, a fost eliminat plafonul de cinci salarii medii brute la plata contributiei de asigurari sociale. Cum a decis organizatia ta sa sustina majorarea contributiei?

Answered: 92 Skipped: 0



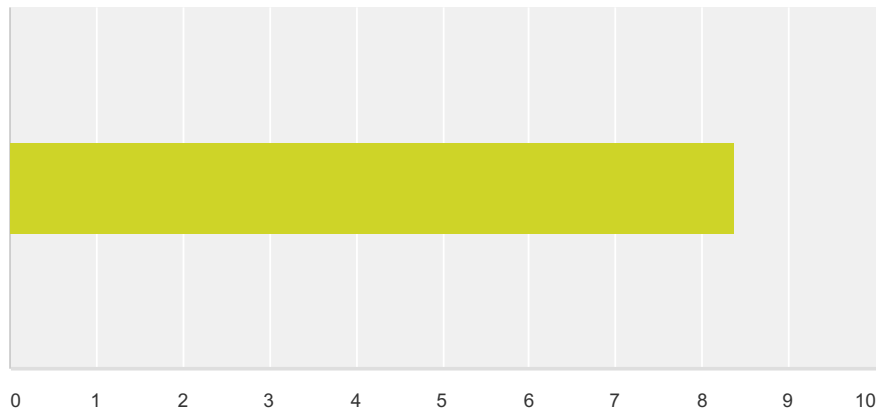
Answer Choices	Responses
Angajatii care depasesc acest plafon suporta majorarea CAS-ului	55.43% 51
Angajatorul suporta majorarea CAS-ului pentru toti angajatii care depasesc acest plafon	17.39% 16
Angajatorul suporta majorarea CAS-ului pentru o parte dintre angajatii care depasesc acest plafon	8.70% 8
Majorarea este impartita intre angajat si angajator	7.61% 7
Alte solutii:	14.13% 13
Total Respondents: 92	

#	Alte solutii:	Date
1	ne gandim la plata unui bonus de compensare partiala a impactului	3/9/2017 4:01 PM
2	Studiu practica piata	3/9/2017 2:43 PM
3	In discutie, nu s-a luat o decizie clara.	3/8/2017 11:13 AM
4	Still under discussions	3/8/2017 10:53 AM
5	Inca nu avem o decizie finala. In martie vom lua decizia	3/7/2017 5:32 PM
6	Inca nu avem o decizie	3/6/2017 2:41 PM
7	ne gandim la o compensare partiala a impactului, sub forma unui bonus	3/5/2017 8:27 AM
8	N/A	3/2/2017 2:57 PM
9	se compenseaza sub forma de bonus lunar	3/2/2017 2:16 PM
10	se efectueaza analiza individuala, corelata cu performanta obtinuta anul anterior si se aplica eventuale majorari salariale, unde este cazul, fara vreo legatura cu OU 3 / 2017	3/1/2017 3:30 PM
11	Urmeaza sa fie reanalizat impactul in eventualitatea suportarii de catre angajator, eventual in transe	3/1/2017 3:15 PM

12	S-a aplicat un Merit Increase usor mai mare la cei afectati	3/1/2017 1:45 PM
13	NA	3/1/2017 12:23 PM

Q2 [Acolo unde sunt date] Cu aproximatie, care este procentul persoanelor care depasesc plafonul de cinci salarii medii brute din numarul total de angajati?

Answered: 84 Skipped: 8



Answer Choices	Average Number	Total Number	Responses
	8	704	84
Total Respondents: 84			

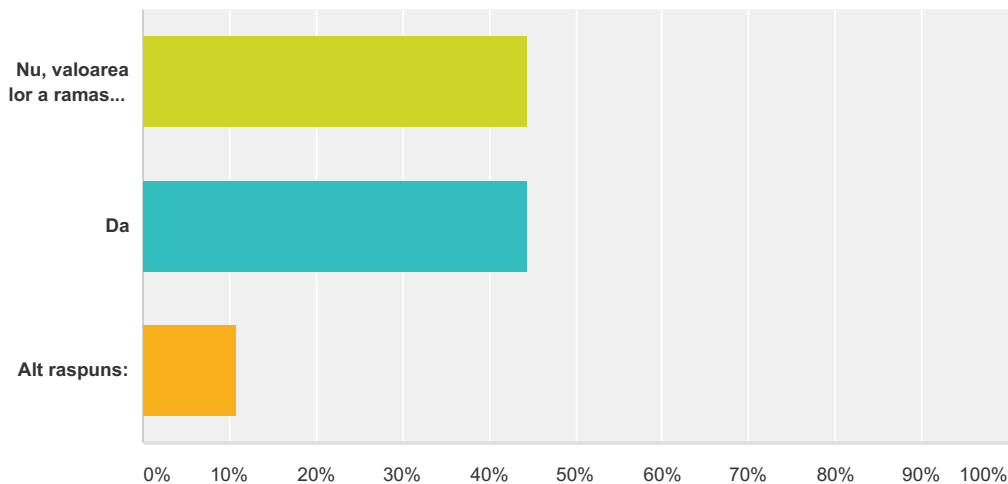
#		Date
1	1	3/10/2017 6:41 AM
2	6	3/9/2017 10:56 PM
3	4	3/9/2017 5:49 PM
4	12	3/9/2017 4:01 PM
5	11	3/9/2017 2:43 PM
6	1	3/9/2017 10:37 AM
7	2	3/9/2017 9:49 AM
8	5	3/8/2017 10:11 PM
9	2	3/8/2017 6:14 PM
10	5	3/8/2017 5:25 PM
11	8	3/8/2017 3:39 PM
12	30	3/8/2017 12:10 PM
13	9	3/8/2017 12:06 PM
14	8	3/8/2017 11:28 AM
15	3	3/8/2017 11:13 AM
16	1	3/8/2017 11:09 AM
17	1	3/8/2017 10:53 AM
18	5	3/8/2017 10:37 AM
19	3	3/8/2017 10:34 AM
20	0	3/8/2017 10:34 AM
21	8	3/8/2017 9:39 AM
22	3	3/8/2017 8:13 AM

23	3	3/8/2017 7:37 AM
24	2	3/7/2017 10:54 PM
25	3	3/7/2017 6:58 PM
26	4	3/7/2017 6:06 PM
27	5	3/7/2017 5:32 PM
28	15	3/7/2017 4:47 PM
29	10	3/7/2017 3:27 PM
30	12	3/7/2017 3:23 PM
31	1	3/7/2017 3:20 PM
32	30	3/7/2017 3:07 PM
33	8	3/7/2017 2:57 PM
34	4	3/7/2017 2:54 PM
35	2	3/7/2017 1:26 PM
36	2	3/6/2017 7:34 PM
37	29	3/6/2017 2:41 PM
38	25	3/6/2017 12:51 PM
39	9	3/5/2017 8:27 AM
40	1	3/3/2017 7:19 PM
41	4	3/3/2017 3:34 PM
42	20	3/3/2017 1:42 PM
43	3	3/2/2017 9:50 PM
44	15	3/2/2017 7:16 PM
45	3	3/2/2017 4:31 PM
46	4	3/2/2017 3:57 PM
47	7	3/2/2017 3:30 PM
48	0	3/2/2017 2:57 PM
49	60	3/2/2017 2:31 PM
50	5	3/2/2017 2:16 PM
51	15	3/2/2017 2:10 PM
52	10	3/2/2017 1:19 PM
53	5	3/2/2017 1:18 PM
54	0	3/2/2017 11:21 AM
55	9	3/2/2017 8:28 AM
56	2	3/2/2017 8:23 AM
57	7	3/1/2017 7:41 PM
58	5	3/1/2017 7:29 PM
59	2	3/1/2017 4:46 PM
60	4	3/1/2017 4:21 PM
61	5	3/1/2017 4:20 PM
62	6	3/1/2017 3:30 PM
63	5	3/1/2017 3:15 PM
64	10	3/1/2017 2:57 PM
65	5	3/1/2017 2:48 PM
66	2	3/1/2017 2:47 PM

67	10	3/1/2017 2:07 PM
68	86	3/1/2017 1:52 PM
69	1	3/1/2017 1:47 PM
70	10	3/1/2017 1:45 PM
71	4	3/1/2017 1:39 PM
72	2	3/1/2017 1:24 PM
73	9	3/1/2017 1:20 PM
74	5	3/1/2017 12:51 PM
75	15	3/1/2017 12:38 PM
76	5	3/1/2017 12:31 PM
77	15	3/1/2017 12:27 PM
78	3	3/1/2017 12:20 PM
79	5	3/1/2017 12:15 PM
80	6	3/1/2017 12:15 PM
81	2	3/1/2017 12:15 PM
82	12	3/1/2017 12:08 PM
83	2	3/1/2017 12:03 PM
84	6	3/1/2017 12:02 PM

Q3 [Acolo unde este cazul] Dupa intrarea in vigoare a legii nr. 218/2016, in compania ta, a fost majorata valoarea nominala a tichetelor de masa?

Answered: 92 Skipped: 0



Answer Choices	Responses
Nu, valoarea lor a ramas aceeasi.	44.57% 41
Da	44.57% 41
Alt raspuns:	10.87% 10
Total	92

#	Alt raspuns:	Date
1	Nu oferim tichete	3/7/2017 4:52 PM
2	Va fi majorata incepand cu 1 aprilie 2017	3/7/2017 3:20 PM
3	Nu acordam tichete	3/6/2017 2:41 PM
4	Se studiaza oportunitatea majorarii valorii nominale a tichetelor masa in cadrul companiei	3/3/2017 3:34 PM
5	da, dar foarte putin, procesul de bugetare era incheiat cand s-a modificat legea; asteptam forecastarea	3/2/2017 1:19 PM
6	Avem introdusa o schema de beneficii flexibile, cu buget individual alocat	3/1/2017 3:30 PM
7	nu acordam tichete de masa	3/1/2017 2:07 PM
8	Nu inca.	3/1/2017 1:45 PM
9	nu oferim tickete de masa	3/1/2017 12:38 PM
10	valoare majorata pentru 75% din numar angajati	3/1/2017 12:20 PM

Q4 Care este valoarea actuala a unui tichet de masa?

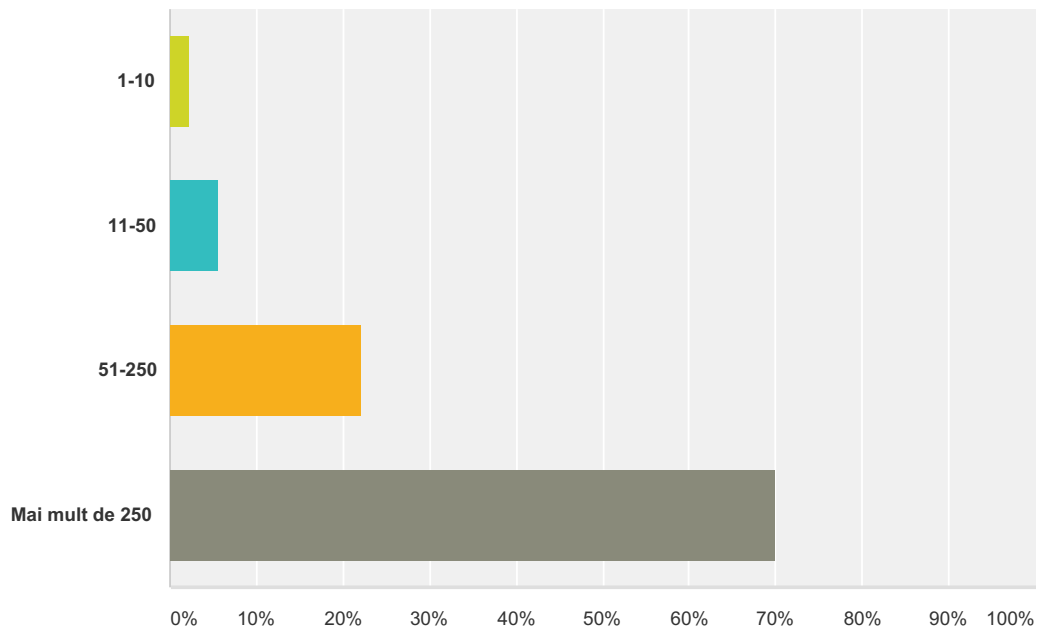
Answered: 46 Skipped: 46

#	Responses	Date
1	11 ron	3/9/2017 10:56 PM
2	15	3/9/2017 10:38 AM
3	15	3/8/2017 6:14 PM
4	13	3/8/2017 5:25 PM
5	15 lei	3/8/2017 12:33 PM
6	15	3/8/2017 12:11 PM
7	15	3/8/2017 12:06 PM
8	15	3/8/2017 11:14 AM
9	15	3/8/2017 11:12 AM
10	12 RON	3/8/2017 10:37 AM
11	15 RON	3/8/2017 9:41 AM
12	15ron	3/8/2017 8:14 AM
13	12	3/8/2017 7:38 AM
14	15 ron	3/7/2017 6:59 PM
15	9,57	3/7/2017 5:32 PM
16	15	3/7/2017 4:48 PM
17	9,57 lei	3/7/2017 3:22 PM
18	15	3/7/2017 3:08 PM
19	15	3/7/2017 2:57 PM
20	15	3/7/2017 2:54 PM
21	Acordam masa de 18 lei pe zi, pt colegii din teren decontam in limits diurnei	3/6/2017 2:42 PM
22	15 Ron	3/3/2017 7:19 PM
23	15 lei	3/3/2017 1:43 PM
24	15 lei	3/2/2017 9:50 PM
25	10.5 ron	3/2/2017 7:17 PM
26	15 lei	3/2/2017 2:32 PM
27	13.57	3/2/2017 2:17 PM
28	15	3/2/2017 2:10 PM
29	10 lei	3/2/2017 1:20 PM
30	15	3/2/2017 1:18 PM
31	12 lei	3/2/2017 12:00 PM
32	10	3/1/2017 4:47 PM
33	15	3/1/2017 4:20 PM
34	este optiunea fiecarui salariat daca opteaza pentru tichete de masa sau alte beneficii, in functie de bugetul lunar alocat	3/1/2017 3:31 PM
35	15 ron	3/1/2017 2:48 PM
36	10	3/1/2017 1:52 PM
37	15	3/1/2017 1:48 PM

38	a ramas aceeaasi dar intentionam sa crestem la 12	3/1/2017 1:46 PM
39	15	3/1/2017 1:40 PM
40	11 lei	3/1/2017 1:24 PM
41	15	3/1/2017 1:21 PM
42	n/a	3/1/2017 12:38 PM
43	15	3/1/2017 12:34 PM
44	10 lei	3/1/2017 12:23 PM
45	25% angajati - 10 lei/ zi 75% angajati - 15 lei/ zi	3/1/2017 12:21 PM
46	11 ron	3/1/2017 12:16 PM

Q5 Numar angajati:

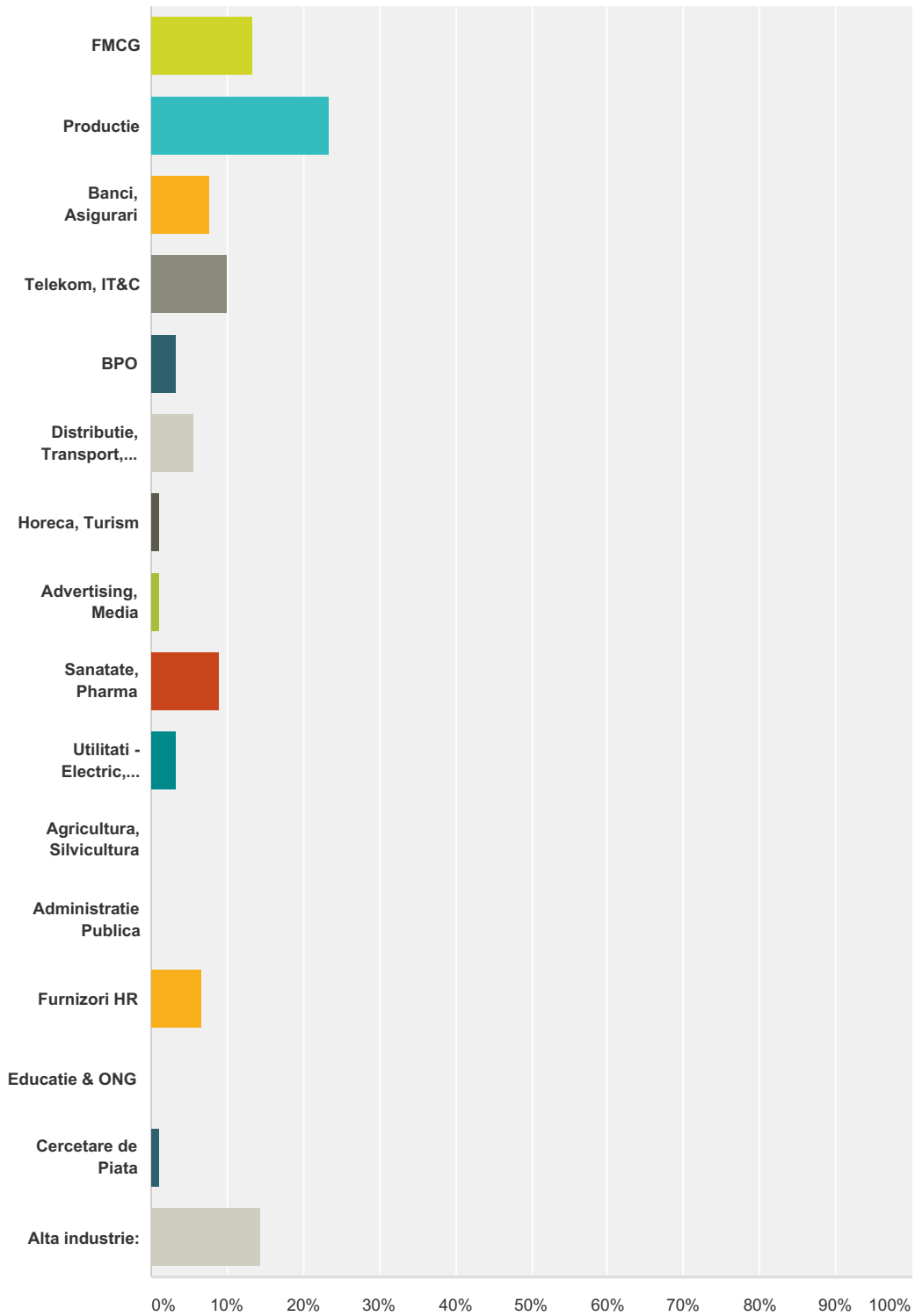
Answered: 90 Skipped: 2



Answer Choices	Responses
1-10	2.22% 2
11-50	5.56% 5
51-250	22.22% 20
Mai mult de 250	70.00% 63
Total	90

Q6 Industrie:

Answered: 90 Skipped: 2



Answer Choices	Responses
FMCG	13.33% 12
Productie	23.33% 21
Banci, Asigurari	7.78% 7
Telekom, IT&C	10.00% 9

BPO	3.33%	3
Distributie, Transport, Logistica	5.56%	5
Horeca, Turism	1.11%	1
Advertising, Media	1.11%	1
Sanatate, Pharma	8.89%	8
Utilitati - Electric, Oil&Gas, Apa, Gunoi	3.33%	3
Agricultura, Silvicultura	0.00%	0
Administratie Publica	0.00%	0
Furnizori HR	6.67%	6
Educatie & ONG	0.00%	0
Cercetare de Piata	1.11%	1
Alta industrie:	14.44%	13
Total		90

#	Alta industrie:	Date
1	Automotive	3/10/2017 6:41 AM
2	Comert utilaje agricole	3/9/2017 5:50 PM
3	leasing operational	3/9/2017 4:04 PM
4	Automotive	3/8/2017 10:54 AM
5	Industry	3/8/2017 9:41 AM
6	BPO-SSC Banking & IT&C	3/7/2017 6:59 PM
7	Automotive	3/7/2017 5:32 PM
8	leasing operational	3/5/2017 8:28 AM
9	Proprietati Imobiliare	3/1/2017 4:20 PM
10	Services	3/1/2017 1:21 PM
11	servicii profesionale	3/1/2017 12:38 PM
12	leasing	3/1/2017 12:27 PM
13	Pharma	3/1/2017 12:08 PM