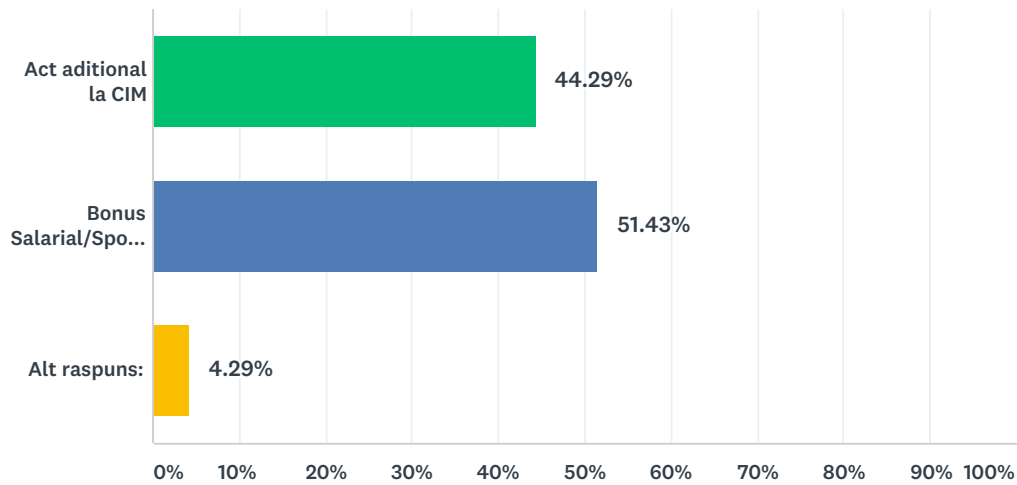


Q1 Care a fost solutia initiala de gestionare din punct de vedere legislativ a situatiei implicata de implementarea ordonantei?

Answered: 70 Skipped: 0

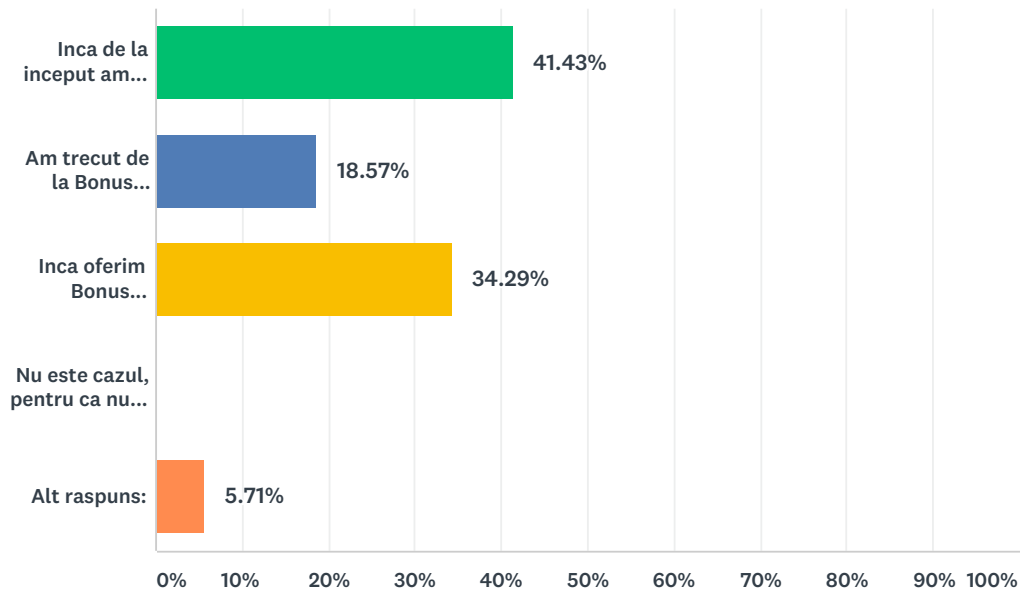


ANSWER CHOICES	RESPONSES	
Act aditional la CIM	44.29%	31
Bonus Salarial/Sporuri	51.43%	36
Alt raspuns:	4.29%	3
TOTAL		70

#	ALT RASPUNS:	DATE
1	adaos compensatoriu prin act aditional la CCM	6/13/2018 3:05 PM
2	Modificare automata a salariului brut, ca urmare a unei negocieri colective	6/7/2018 3:08 PM
3	act aditional temporar	6/7/2018 9:38 AM

Q2 In ce masura a fost schimbata solutia initiala?

Answered: 70 Skipped: 0

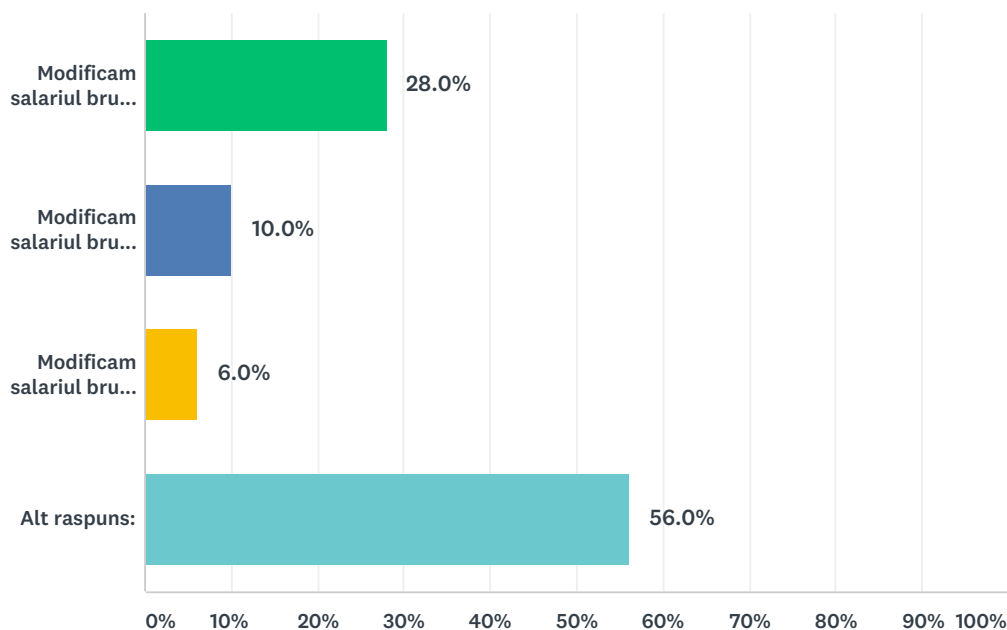


ANSWER CHOICES	RESPONSES
Inca de la inceput am facut Act aditional la CIM, asa ca nu au fost facute modificari	41.43% 29
Am trecut de la Bonus Salarial/Sporuri la modificarea salariului brut prin Act aditional la CIM	18.57% 13
Inca oferim Bonus Salarial/Sporuri pentru a compensa diferenta	34.29% 24
Nu este cazul, pentru ca nu s-a facut nicio majorare pentru compensarea transferului taxelor si s-a pastrat acelasi salariu brut	0.00% 0
Alt raspuns:	5.71% 4
TOTAL	70

#	ALT RASPUNS:	DATE
1	Nu s-a schimbat solutia initiala.	6/13/2018 3:05 PM
2	actul aditional a fost modificat cu scoaterea limitarii de timp	6/13/2018 9:06 AM
3	salariul brut fusese modificat deja prin efectul negocierii colective	6/7/2018 3:08 PM
4	Urmeaza sa trecem de la bonus compensator la act aditional pentru a ne adapta la conditiile fiscale actuale.	6/7/2018 12:57 PM

Q3 Pentru cei care ofera Bonus Salarial/Sporuri pentru a compensa diferenta, care sunt intentiile viitoare?

Answered: 50 Skipped: 20



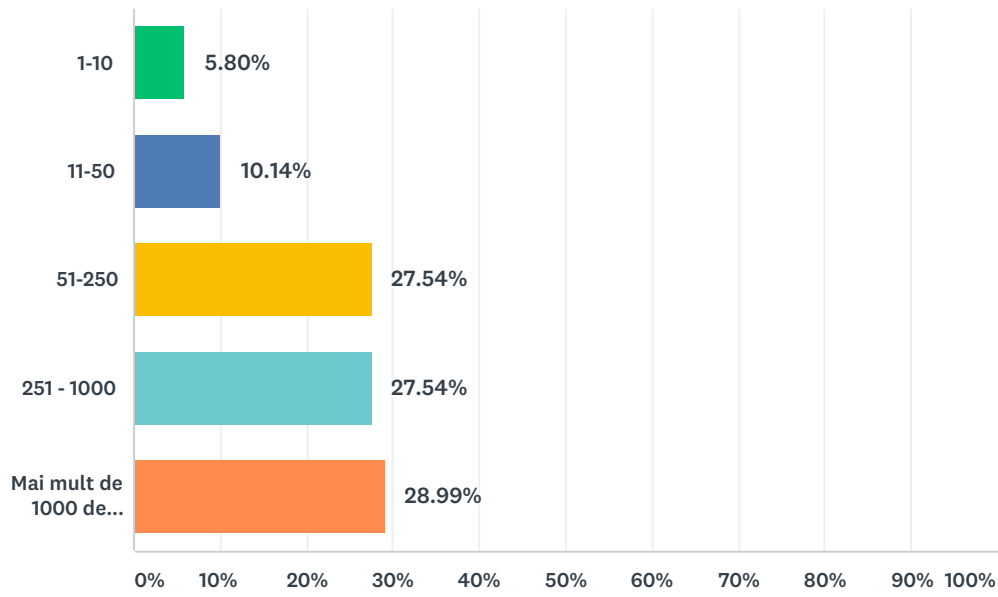
ANSWER CHOICES	RESPONSES	
Modificam salariul brut doar in cazul aprobarii OUG in Parlament	28.0%	14
Modificam salariul brut la 1 iulie, dupa 6 luni de la intrarea in vigoare a OUG	10.0%	5
Modificam salariul brut la 1 ianuarie 2019, dupa 1 an de la intrarea in vigoare a OUG	6.0%	3
Alt raspuns:	56.0%	28
TOTAL		50

#	ALT RASPUNS:	DATE
1	modificam salariul in Q4_2018	6/15/2018 1:14 PM
2	nu s-a luat inca o decizie, dar probabil se ma modifica salariul brut dupa aprobarea OUG in Parlament	6/15/2018 11:52 AM
3	nu s-a luat o decizie	6/13/2018 3:05 PM
4	in primul rand asteptam aprobarea OUG in Parlament, dar vrem sa luam in calcul si alte informatii conexe (stabilitatea fiscala, a guvernului, reactia pietei muncii si a celorlalte companii, etc)	6/13/2018 10:01 AM
5	nu e cazul	6/13/2018 9:04 AM
6	nu e cazul	6/12/2018 5:13 PM
7	Asteptam recomandari de la avocati	6/11/2018 7:36 PM
8	Nu se ofera bonus salarial si sporuri	6/11/2018 12:23 PM
9	nu oferim bonus salarial/sporuri	6/11/2018 11:34 AM
10	n/a	6/8/2018 12:03 PM
11	Intentionam sa trecem la acte aditionale la 1 iunie 2018.	6/7/2018 12:57 PM
12	nu am oferit bonus	6/7/2018 10:58 AM
13	nu este cazul nostru	6/7/2018 10:49 AM
14	vezi rasp de la 1 si 2	6/7/2018 10:40 AM

15	nu e cazul	6/7/2018 10:39 AM
16	Nu e cazul	6/7/2018 10:06 AM
17	Urmeaza sa modificam salariul brut, insa nu am decis asupra unei date.	6/7/2018 10:02 AM
18	NA	6/7/2018 9:50 AM
19	s-a majorat salariu	6/7/2018 9:48 AM
20	NA	6/7/2018 9:40 AM
21	deja efectuat	6/7/2018 9:40 AM
22	n/a	6/7/2018 9:38 AM
23	Nu este cazul.	6/7/2018 9:37 AM
24	am modificat CIM la 1 martie	6/7/2018 9:36 AM
25	Nu este cazul	6/7/2018 9:34 AM
26	N/A	6/7/2018 9:34 AM
27	nu e cazul	6/7/2018 9:31 AM
28	nu este cazul	6/7/2018 9:27 AM

Q4 Numar angajati:

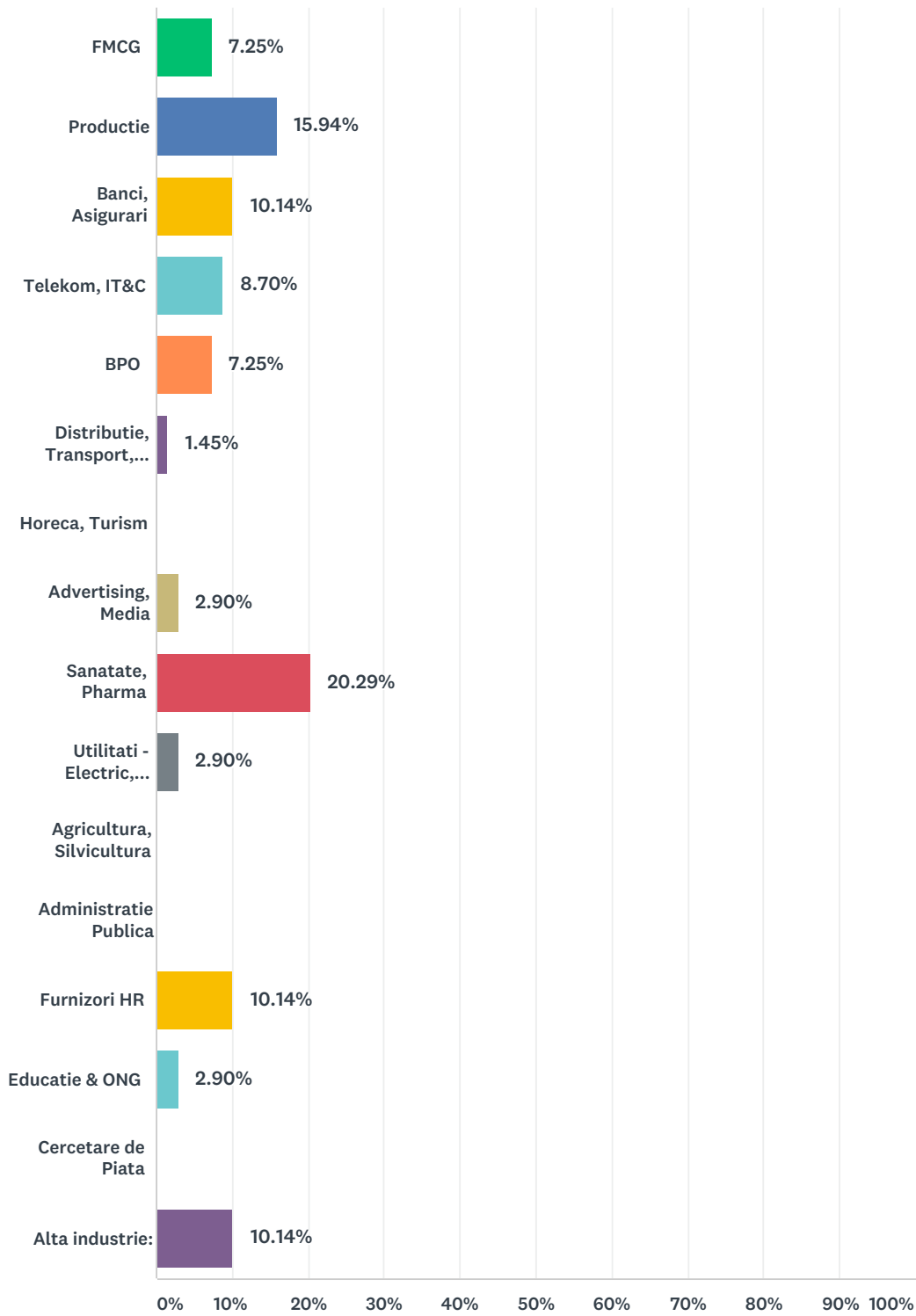
Answered: 69 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-10	5.80%	4
11-50	10.14%	7
51-250	27.54%	19
251 - 1000	27.54%	19
Mai mult de 1000 de angajati	28.99%	20
TOTAL		69

Q5 Industrie:

Answered: 69 Skipped: 1



ANSWER CHOICES	RESPONSES	
FMCG	7.25%	5
Productie	15.94%	11
Banci, Asigurari	10.14%	7
Telekom, IT&C	8.70%	6

BPO	7.25%	5
Distributie, Transport, Logistica	1.45%	1
Horeca, Turism	0.00%	0
Advertising, Media	2.90%	2
Sanatate, Pharma	20.29%	14
Utilitati - Electric, Oil&Gas, Apa, Gunoi	2.90%	2
Agricultura, Silvicultura	0.00%	0
Administratie Publica	0.00%	0
Furnizori HR	10.14%	7
Educatie & ONG	2.90%	2
Cercetare de Piata	0.00%	0
Alta industrie:	10.14%	7
TOTAL		69

#	ALTA INDUSTRIE:	DATE
1	Retail auto	6/13/2018 2:36 PM
2	Servicii financiare	6/12/2018 6:10 PM
3	Fond de Investitii	6/11/2018 12:02 PM
4	Pariuri sportive	6/7/2018 12:58 PM
5	prestari servicii	6/7/2018 9:49 AM
6	retail	6/7/2018 9:41 AM
7	Productie, Centru de servicii	6/7/2018 9:35 AM

Q6 Localitate:

Answered: 69 Skipped: 1

#	RESPONSES	DATE
1	Bucuresti	6/18/2018 3:34 PM
2	Bucharest	6/15/2018 2:16 PM
3	Bucuresti	6/15/2018 1:22 PM
4	Bucuresti	6/15/2018 1:15 PM
5	Cluj-Napoca	6/15/2018 11:53 AM
6	Bucuresti, Floresti, Zalau	6/14/2018 10:50 PM
7	Bucuresti	6/14/2018 2:17 PM
8	Brasov	6/13/2018 6:14 PM
9	Bucuresti	6/13/2018 3:11 PM
10	Bucuresti	6/13/2018 2:36 PM
11	Bucuresti	6/13/2018 1:44 PM
12	Bucuresti	6/13/2018 1:22 PM
13	Bucuresti	6/13/2018 11:12 AM
14	National	6/13/2018 10:02 AM
15	Bucuresti	6/13/2018 9:42 AM
16	Cluj Napoca	6/13/2018 9:05 AM
17	Bucuresti	6/13/2018 8:50 AM
18	Bucuresti	6/12/2018 6:39 PM
19	Bucuresti	6/12/2018 6:38 PM
20	Otopeni	6/12/2018 6:20 PM
21	Romania, locatii multiple	6/12/2018 6:10 PM
22	Cluj-Napoca	6/12/2018 5:21 PM
23	Bucuresti	6/12/2018 5:18 PM
24	Bucuresti	6/12/2018 5:15 PM
25	Bucuresti si Iasi	6/12/2018 5:14 PM
26	Bucuresti	6/12/2018 5:13 PM
27	bucuresti	6/12/2018 5:11 PM
28	Bucuresti	6/12/2018 5:11 PM
29	Bucuresti	6/11/2018 7:37 PM
30	bucureti + tara	6/11/2018 5:15 PM
31	Bucuresti	6/11/2018 2:13 PM
32	Multi site, inclusiv Buc si Ilfov	6/11/2018 12:50 PM
33	Bucuresti	6/11/2018 12:23 PM
34	Bucuresti	6/11/2018 12:02 PM
35	Bucuresti	6/11/2018 11:35 AM
36	Bucuresti	6/11/2018 11:33 AM
37	Zalau, Calarasi, Campina, Ploiesti, Popesti Leordeni, Bucuresti, Cluj Napoca	6/11/2018 10:06 AM
38	Bucuresti	6/11/2018 9:10 AM

39	Bucuresti	6/11/2018 9:03 AM
40	Arges	6/8/2018 11:30 PM
41	Bucuresti, Filipestii de Padure-Prahova	6/8/2018 1:41 PM
42	Bucuresti	6/8/2018 12:39 PM
43	Bucuresti	6/8/2018 12:03 PM
44	national	6/8/2018 11:08 AM
45	BUCURESTI	6/7/2018 5:52 PM
46	Bucuresti	6/7/2018 5:32 PM
47	Bucuresti	6/7/2018 3:10 PM
48	Bucuresti	6/7/2018 2:03 PM
49	Bucuresti	6/7/2018 12:58 PM
50	Bucuresti	6/7/2018 12:54 PM
51	ploiesti si Bucuresti	6/7/2018 10:59 AM
52	Bucuresti	6/7/2018 10:50 AM
53	Bucuresti	6/7/2018 10:40 AM
54	Cluj-Napoca	6/7/2018 10:40 AM
55	Bucuresti	6/7/2018 10:22 AM
56	Bucuresti	6/7/2018 10:06 AM
57	Bucuresti	6/7/2018 10:03 AM
58	bucuresti	6/7/2018 9:59 AM
59	Bucuresti	6/7/2018 9:51 AM
60	otopeni	6/7/2018 9:49 AM
61	Bucuresti	6/7/2018 9:41 AM
62	Ploiesti	6/7/2018 9:41 AM
63	Bucharest	6/7/2018 9:39 AM
64	Bucuresti	6/7/2018 9:38 AM
65	Bucuresti - Ilfov	6/7/2018 9:36 AM
66	Bucuresti	6/7/2018 9:35 AM
67	Bucuresti	6/7/2018 9:35 AM
68	Cluj-Napoca	6/7/2018 9:32 AM
69	bucuresti	6/7/2018 9:28 AM