



# Earning Power

**Project Management  
Salary Survey  
Hungary 2020**

# Project Management Salary Survey Hungary 2020

1<sup>st</sup> Edition



Project Management Institute Budapest  
[www.pmi.hu](http://www.pmi.hu)

and



Corvinus University of Budapest  
[www.uni-corvinus.hu](http://www.uni-corvinus.hu)

## Characteristics of the research

The researchers adopted and followed the methodology of the Earning Power – Project Management Salary Survey Seventh Edition. This is described on the 5<sup>th</sup> page of the aforementioned survey. The most important features of the survey thus are as follows:

- The basic currency of the survey is the local currency (in this case, HUF, rounded to whole number), except for the summarizing data on page 10, where it is USD.
- Salary data are presented in the report only if at least 10 individuals provided information for a given response choice. That means no information (denoted by "--" in the tables) is shown in this report unless there are at least 10 respondents for a given education level, industry affiliation, company size, etc.
- Requiring such a minimum does ensure respondent anonymity and provides a greater level of reliability in the data. Sample sizes are reported in all tables by using the symbol "N". Percentages less than 0.5% are noted by the symbol "\*".
- Salary data are presented for the 25th percentile, 50th percentile (median), 75th percentile, and mean.

At the same time, the researchers adopted the questionnaire of the aforementioned survey which is found in Project Management Salary Survey Seventh Edition Appendix B. However, the researchers have implemented 7 changes due to the characteristics of the sample, date and Hungary. These are as follows:

- Data and analysis related to the vacation days are left out, since the number of them are regulated by law, and it is non-negotiable.
- When the questionnaire was asking for giving the industry (in question 15), the researched market 'transportation' instead of 'training/education'. The free text field was kept, so those who would have worked in the training/education industry, could marked themselves. But neither of the respondents done this.
- Respondents had to give gross annual salary in the questionnaire (in question 22), however, the typical time unit of the salary in the analyzed country is month, and is usually expressed in net, not in gross. Based on this, researchers had to modify input data if the given salary is less than 8.000.000 HUF in case of PMO Director, and 3.000.000 HUF in other positions, and they multiplied the value by 12. The value is defined by expert judgement, considering the minimum wage of country, and the average salary data published by the Hungarian Central Statistical Office. There were 24 corrections done by researchers.
- Those working hours – both required and actual – which were given in days/month/years was transformed into weekly data (question 33).
- Data which have inconsistencies were excluded (see next chapter).
- Salaries which are received in EUR – but paid by local firms – are exchanged to HUF by the mean exchanged rate defined by the Hungarian National Bank on 12.31.2019, which is 330,52 Ft/EUR.

Summarizing statistics are expressed in USD. The exchange rate is the mean exchanged rate defined by the Hungarian National Bank on 12.31.2019, which is 294,74 Ft/USD.

## Characteristics of the data collection and the sample

The researchers adopted the PMI questionnaire, and it was redone in an online questionnaire editor which can be monitored accurately enough. The link of the redone questionnaire was sent to those PMI members or those project managers who have been in connection with the PMI Hungarian Chapter. The questionnaire was first published on 05.22.2020 and was open until 06.30.2020. Altogether 241 answers were received, which is 5% respond rate, and the researchers think this is good enough for forming conclusions. The final number of the analyzed sample after the data cleaning is 195 – sample error of +/- 7% at the 95% confidence level. The reasons for exclusion were as follows:

- Due to inappropriate filling:
  - There was no data given to salary (1 answer)
  - Duplication (7 answers)
- Due to the PMI methodology – in accordance with Project Management Salary Survey Seventh Edition Appendix C:
  - Not full-time employee (10 answers):
    - Marked themselves as any other than full-time employee
    - Marked themselves as full-time employee, but the weekly working hours are less than 32.
  - Giving poor fit value to PM position (8 answers)
  - Those who were not working in Hungary (6 answers).
  - Not working in PM position (18 answers)

# HUNGARY

Total Compensation (in Hungarian Forints)					
COMPENSATION	N=	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Salary	194	9,787,500	12,000,000	15,000,000	12,411,293
Total Compensation	194	10,480,000	12,740,000	16,492,800	13,837,465

Reported/Expected Change in Total Compensation over Past/Next 12 Months					
PAST 12 MONTH	N=	PERCENT	NEXT 12 MONTH	N=	PERCENT
Decreased	9	5%	Decreased	7	4%
Remained the same	62	32%	Remained the same	76	39%
Increased less than 1%	2	1%	Increased less than 1%	--	*
Increased 1% to 2.9%	22	11%	Increased 1% to 2.9%	30	15%
Increased 3% to 3.9%	17	9%	Increased 3% to 3.9%	14	7%
Increased 4% to 4.9%	14	7%	Increased 4% to 4.9%	11	6%
Increased 5% to 6.9%	21	11%	Increased 5% to 6.9%	18	9%
Increased 7% to 9.9%	18	9%	Increased 7% to 9.9%	12	6%
Increased 10% to 14.9%	13	7%	Increased 10% to 14.9%	17	9%
Increased 15% to 19.9%	5	3%	Increased 15% to 19.9%	3	2%
Increased 20% to 24.9%	4	2%	Increased 20% to 24.9%	2	1%
Increased 25% to 29.9%	2	1%	Increased 25% to 29.9%	1	1%
Increased 30% or greater	5	3%	Increased 30% or greater	3	2%

Annualized Salary by Position Description						
POSITION	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Director of Project Management Office (PMO)	8	4%	--	--	--	--
Portfolio Manager	5	3%	--	--	--	--
Program Manager	40	21%	10,830,000	15,000,000	16,812,090	14,297,338
Project Manager III	70	36%	10,800,000	12,000,000	15,111,267	13,451,271
Project Manager II	40	21%	8,200,000	10,050,000	12,000,000	10,295,697
Project Manager I	16	8%	8,010,000	9,250,000	10,920,000	10,168,469
Project Management Specialist	7	4%	--	--	--	--
Project Management Consultant	8	4%	--	--	--	--

Annualized Salary by Years of Work Experience						
YEARS	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less than 3 years	--	*	--	--	--	--
3 < 5 years	6	3%	--	--	--	--
5 < 10 years	16	8%	8,025,300	10,200,000	11,760,000	9,979,084
10 < 15 years	47	24%	10,000,000	11,800,000	13,000,000	11,458,524
15 < 20 years	37	19%	10,300,000	12,000,000	15,000,000	12,782,771
20 years or more	88	45%	10,250,000	12,300,000	16,236,270	13,563,447

Annualized Salary by Technique Experience							
YEARS	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN	
<b>AGILE/ITERATIVE/INCREMENTAL PROJECT MANAGEMENT</b>							
None	55	28%	8,100,000	10,800,000	12,360,000	10,935,269	
1 to 5 years	114	59%	10,015,000	12,000,000	15,090,000	12,613,339	
6 years or more	25	13%	10,680,000	14,000,000	18,360,000	14,737,218	
<b>EXTREME PROJECT MANAGEMENT</b>							
None	154	79%	9,600,000	12,000,000	15,000,000	12,338,445	
1 to 5 years	31	16%	10,200,000	11,800,000	15,000,000	12,183,029	
6 years or more	9	5%	--	--	--	--	
<b>PROCESS-BASED PROJECT MANAGEMENT</b>							
None	55	28%	10,000,000	12,000,000	15,600,000	13,410,857	
1 to 5 years	77	40%	8,390,000	10,800,000	12,800,000	11,079,785	
6 years or more	62	32%	10,200,000	12,045,469	15,600,000	13,178,229	
<b>EVENT CHAIN PROJECT MANAGEMENT</b>							
None	164	85%	9,700,000	12,000,000	15,000,000	12,371,399	
1 to 5 years	18	9%	8,625,000	11,500,000	14,550,000	11,627,778	
6 years or more	12	6%	10,670,000	13,768,000	16,500,000	14,131,787	
<b>PROJECT PORTFOLIO MANAGEMENT</b>							
None	102	53%	8,785,000	10,850,000	12,925,000	11,468,920	
1 to 5 years	66	34%	10,545,000	12,285,469	15,000,000	13,130,750	
6 years or more	26	13%	10,520,000	14,722,534	17,865,000	14,281,981	
<b>PROGRAM MANAGEMENT</b>							
None	88	45%	8,145,000	10,800,000	12,000,000	11,045,962	
1 to 5 years	66	34%	10,658,250	12,027,000	15,090,000	12,830,560	
6 years or more	40	21%	10,850,000	14,500,000	17,300,000	14,723,230	
<b>EARNED VALUE MANAGEMENT</b>							
None	120	62%	9,650,000	12,000,000	15,000,000	12,284,526	
1 to 5 years	51	26%	9,750,000	11,040,000	12,600,000	11,620,578	
6 years or more	23	12%	10,560,000	15,600,000	18,268,770	14,826,012	
<b>LEAN PROJECT MANAGEMENT</b>							
None	123	63%	9,000,000	11,860,000	14,400,000	12,117,072	
1 to 5 years	58	30%	10,000,000	11,820,000	15,600,000	12,627,711	
6 years or more	13	7%	10,840,000	13,536,000	17,234,385	14,229,521	
<b>CRITICAL CHAIN PROJECT MANAGEMENT</b>							
None	131	68%	10,000,000	12,000,000	15,000,000	12,246,090	
1 to 5 years	40	21%	8,362,500	11,820,000	14,600,100	12,106,523	
6 years or more	23	12%	10,560,000	13,000,000	17,820,000	13,882,267	
<b>WATERFALL PROJECT MANAGEMENT</b>							
None	11	6%	7,200,000	10,080,000	15,000,000	10,428,537	
1 to 5 years	62	32%	8,445,000	10,960,000	12,013,500	10,744,559	
6 years or more	121	62%	10,010,000	12,400,000	16,098,535	13,445,573	
<b>RISK MANAGEMENT</b>							
None	25	13%	9,600,000	10,677,666	13,325,000	11,016,080	
1 to 5 years	83	43%	8,280,000	10,920,000	12,600,000	11,104,833	
6 years or more	86	44%	10,750,000	13,100,000	17,000,000	14,077,764	
<b>CHANGE MANAGEMENT</b>							
None	18	9%	7,290,000	10,850,000	12,000,000	10,494,745	
1 to 5 years	92	47%	9,000,000	10,960,000	13,150,000	11,402,646	
6 years or more	84	43%	10,800,000	12,750,000	16,975,000	13,926,691	
<b>RESOURCE MANAGEMENT</b>							
None	34	18%	8,030,000	10,738,833	12,000,000	10,309,461	
1 to 5 years	79	41%	9,600,000	11,040,000	13,200,000	11,655,860	
6 years or more	81	42%	10,640,000	13,200,000	17,000,000	14,030,324	

### Annualized Salary by Years Worked in Project Management

YEARS	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less than 3 years	9	5%	--	--	--	--
3 < 5 years	22	11%	8,075,100	10,738,833	11,280,000	9,804,798
5 < 10 years	57	29%	9,775,000	11,000,000	12,490,000	11,476,467
10 < 15 years	54	28%	10,770,000	13,050,000	15,749,268	13,508,391
15 < 20 years	34	18%	10,300,000	13,500,000	16,436,270	14,121,187
20 years or more	18	9%	10,470,000	13,100,000	17,932,193	13,774,065

### Annualized Salary by Highest Formal Education Level Obtained

EDUCATION	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
High school degree	10	5%	8,033,370	11,280,000	15,250,000	11,707,348
Some college or Associate's degree	9	5%	--	--	--	--
4-year college degree	40	21%	8,560,000	11,520,000	14,587,500	11,953,067
Master's degree	116	60%	10,005,000	11,830,000	15,000,000	12,355,563
Doctoral degree	19	10%	10,000,000	13,400,400	17,000,000	13,918,367

### Annualized Salary by Degree in Project Management

DEGREE	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Have a degree in PM	174	90%	9,575,000	11,930,000	15,000,000	12,234,447
No degree in PM	20	10%	10,850,000	12,500,000	16,724,268	13,949,854

### Annualized Salary by PMP® Status

STATUS	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Have a PMP certification	123	63%	10,200,000	12,000,000	15,600,000	13,265,845
PMP for less than 1 year	--	*	--	--	--	--
PMP for 1 < 5 years	63	32%	9,459,000	11,400,000	14,650,000	12,417,591
PMP for 5 < 10 years	43	22%	10,800,000	13,400,400	17,000,000	14,366,546
PMP for 10 < 20 year	17	9%	12,000,000	12,600,000	16,250,000	13,625,245
PMP for 20+ years	--	*	--	--	--	--
Do not have a PMP certification	71	37%	8,000,400	11,000,000	12,054,000	10,930,873

### Annualized Salary by Amount of Training per Year

DAYS	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less than 5 days	103	53%	10,200,000	12,000,000	15,000,000	12,646,667
5 to 9 days	50	26%	9,126,000	12,500,000	15,600,000	12,686,826
10 days or more	41	21%	8,707,750	11,500,000	13,200,000	11,483,972

### Annualized Salary by Gender

GENDER	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Male	124	76%	10,000,000	12,000,000	15,000,000	12,752,291
Female	40	24%	7,200,000	10,850,000	13,000,000	11,104,001



### Annualized Salary by Department

DEPARTMENT	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Administration/General Management	8	4%	--	--	--	--
Consulting	9	5%	--	--	--	--
Customer Service/Public Relations	1	1%	--	--	--	--
Engineering	13	7%	9,750,000	11,040,000	15,700,200	12,343,415
Finance	3	2%	--	--	--	--
Human Resources	1	1%	--	--	--	--
Information Technology/Information Systems	68	35%	9,276,000	11,830,000	14,000,000	12,152,996
Operations/Manufacturing	3	2%	--	--	--	--
Project Management Department or PMO	69	36%	9,929,500	12,000,000	15,300,000	12,685,944
Quality Management	1	1%	--	--	--	--
Research and Development	15	8%	9,750,000	10,800,000	12,900,000	11,161,998
Sales/Marketing	1	1%	--	--	--	--
Supply Chain Management/Logistics	1	1%	--	--	--	--
Training/Education	--	*	--	--	--	--
Other	1	1%	--	--	--	--

### Annualized Salary by Industry

INDUSTRY	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Aerospace	1	1%	--	--	--	--
Business services	2	1%	--	--	--	--
Construction	1	1%	--	--	--	--
Consulting	7	4%	--	--	--	--
Engineering	22	11%	9,725,000	11,020,000	12,975,000	11,406,879
Financial services	20	10%	10,800,000	12,000,000	13,150,000	12,301,550
Food and beverage	1	1%	--	--	--	--
Government	7	4%	--	--	--	--
Healthcare	1	1%	--	--	--	--
Information technology	84	43%	9,276,000	12,000,000	15,900,000	12,981,885
Insurance	1	1%	--	--	--	--
Legal	--	*	--	--	--	--
Manufacturing	8	4%	--	--	--	--
Pharmaceuticals	3	2%	--	--	--	--
Real estates	--	*	--	--	--	--
Resources (Agriculture, Mining, etc.)	7	4%	--	--	--	--
Telecommunications	18	9%	8,750,000	12,500,000	16,062,090	12,663,215
Training/Education	--	*	--	--	--	--
Utility	1	1%	--	--	--	--
Other	10	5%	10,050,000	12,060,000	15,090,000	13,249,190



### Annualized Salary by Type of Project

PROJECT TYPE	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Business Transformation	54	28%	10,520,000	12,000,000	16,436,270	13,546,090
Construction	9	5%	--	--	--	--
Engineering	35	18%	8,610,000	11,000,000	12,900,000	10,848,207
Information Technology	142	73%	9,600,000	12,000,000	15,000,000	12,518,645
Manufacturing	18	9%	8,375,100	10,840,000	15,150,000	11,747,472
Operations	38	20%	10,060,000	12,277,000	15,700,000	13,329,786
Quality Management	18	9%	8,811,625	11,750,000	15,299,268	12,366,612
Regulatory Compliance	17	9%	10,680,000	12,000,000	16,000,000	13,162,088
Research & Development	35	18%	9,000,000	11,000,000	13,400,400	11,353,696
Supply Chain Management/Logistics	11	6%	11,000,000	14,000,000	18,000,000	15,145,222
Other	7	4%	--	--	--	--

### Annualized Salary by Number of Employees in Entire Organization

EMPLOYEES	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less than 100	25	13%	10,000,000	12,000,000	18,089,300	13,591,511
100 to 299	21	11%	10,791,754	12,000,000	18,098,535	14,296,218
300 to 999	34	18%	8,607,500	10,920,000	14,250,000	11,436,955
1,000 to 2,499	18	9%	9,564,750	12,000,000	15,700,000	12,371,056
2,500 to 4,999	38	20%	8,953,875	11,430,000	15,000,000	11,726,023
5,000 to 9,999	9	5%	--	--	--	--
10,000 or more	49	25%	10,110,000	12,000,000	15,222,534	12,471,021

### Annualized Salary by Average Project Team Size

TEAM SIZE	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
1-4 people	7	5%	--	--	--	--
5-9 people	50	32%	8,235,000	10,560,000	12,000,000	10,809,117
10-14 people	39	25%	9,750,000	12,000,000	13,200,000	11,884,934
15-19 people	18	12%	10,660,000	13,000,200	16,155,000	13,926,573
20 or more people	41	26%	12,000,000	15,445,068	18,494,385	15,769,338

### Annualized Salary by Average Project Budget (in U.S. Dollars)

BUDGET	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less than \$100,000	18	12%	8,875,000	10,000,000	11,625,000	10,059,028
\$100,000 to \$499,999	50	34%	8,811,625	11,320,000	15,000,000	12,396,507
\$500,000 to \$999,999	30	20%	9,937,500	11,900,000	14,550,000	12,226,058
\$1 million to \$10 million	50	34%	11,375,000	13,500,000	17,250,000	14,538,114
More than \$10 million	--	*	--	--	--	--

### Project Management Career Path within Organization

	N=	PERCENT
Yes - clearly defined/in writing	40	21%
Yes - in formal	86	44%
No	54	28%
Don't know	14	7%

### Project Management Career Path Connected to Roles in Upper Management

	N=	PERCENT
Yes - clearly defined/in writing	27	14%
Yes - in formal	67	35%
No	60	31%
Don't know	40	21%

### Defined Set of Performance Skills for Project Managers within Organization

	N=	PERCENT
Yes - clearly defined/in writing	82	42%
Yes - in formal	57	29%
No	42	22%
Don't know	13	7%

### Equities Offered in Past Year by Position Description

	STOCK OPTIONS		STOCK (I.E. SHARES)		NEITHER	
	N=	PERCENT	N=	PERCENT	N=	PERCENT
Total	3	2%	8	4%	184	88%
Director of Project Management Office (PMO)	--	*	1	13%	7	100%
Portfolio Manager	--	*	--	*	5	93%
Program Manager	1	3%	2	5%	37	94%
Project Manager III	1	1%	4	6%	66	95%
Project Manager II	1	3%	1	3%	38	100%
Project Manager I	--	*	--	*	16	100%
Project Management Specialist	--	*	--	*	7	100%
Project Management Consultant	--	*	--	*	8	95%

### Employee Benefits Offered by Position Description

	COMPANY CAR/ALLOWANCE		CELL PHONE USAGE		PAID LIFE INSURANCE	
	N=	PERCENT	N=	PERCENT	N=	PERCENT
Total	61	31%	161	83%	48	25%
Director of Project Management Office (PMO)	3	38%	7	88%	--	*
Portfolio Manager	4	80%	5	100%	2	40%
Program Manager	17	43%	39	98%	12	30%
Project Manager III	26	37%	57	81%	11	16%
Project Manager II	9	23%	34	85%	16	40%
Project Manager I	1	6%	11	69%	3	19%
Project Management Specialist	--	*	4	57%	3	43%
Project Management Consultant	1	13%	4	50%	1	13%

### Pension Plans Offered by Position Description

	DEFINED BENEFIT PLANS		DEFINED CONTRIBUTION		PLANS OTHER PENSION PLANS	
	N=	PERCENT	N=	PERCENT	N=	PERCENT
Total	31	16%	15	8%	12	6%
Director of Project Management Office (PMO)	--	*	2	25%	2	25%
Portfolio Manager	2	40%	--	*	--	*
Program Manager	7	18%	4	10%	3	8%
Project Manager III	17	24%	2	3%	5	7%
Project Manager II	2	5%	6	15%	--	*
Project Manager I	2	13%	1	6%	1	6%
Project Management Specialist	--	*	--	*	1	14%
Project Management Consultant	1	13%	--	*	--	*

### Mean Hours Worked by Position Description

	HOURS EXPECTED		ACTUAL HOURS WORKED	
	N=	MEAN	N=	MEAN
Total	194	39.9	194	43.6
Director of Project Management Office (PMO)	8	39.8	8	47.5
Portfolio Manager	5	40.0	5	39.6
Program Manager	40	39.5	40	45.2
Project Manager III	70	39.9	70	42.6
Project Manager II	40	40.1	40	44.0
Project Manager I	16	40.0	16	45.7
Project Management Specialist	7	40.0	7	38.6
Project Management Consultant	8	39.5	8	40.1

### Annualized Salary by Position Description - Self-Employed Only

POSITION	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Director of Project Management Office (PMO)	--	*	--	--	--	--
Portfolio Manager	--	*	--	--	--	--
Program Manager	3	11%	--	--	--	--
Project Manager III	13	48%	12,750,000	20,000,000	22,898,720	17,687,495
Project Manager II	4	15%	--	--	--	--
Project Manager I	3	11%	--	--	--	--
Project Management Specialist	2	7%	--	--	--	--
Project Management Consultant	2	7%	--	--	--	--

### Annualized Salary by Position Description - Excluding Self-Employed

POSITION	N=	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Director of Project Management Office (PMO)	8	5%	--	--	--	--
Portfolio Manager	5	3%	--	--	--	--
Program Manager	37	22%	10,800,000	15,000,000	16,224,180	13,840,366
Project Manager III	57	34%	10,800,000	12,000,000	14,525,000	12,485,115
Project Manager II	36	22%	8,755,000	10,140,000	12,000,000	10,316,886
Project Manager I	13	8%	7,380,000	9,000,000	10,620,000	8,822,731
Project Management Specialist	5	3%	--	--	--	--
Project Management Consultant	6	4%	--	--	--	--

# Country of Employment

Annualized Salary (in U.S. Dollars) by Country		
COUNTRY	N=	MEDIAN SALARY EXCHANGE RATE
Hungary	194	\$40,714

# Number of Years of Experience in Project Management

Annualized Salary (in U.S. Dollars) by Years of Experience in Project Management						
COUNTRY	<3 YEARS	3-<5 YEARS	5-<10 YEARS	10-<15 YEARS	15-<20 YEARS	20+ YEARS
Hungary	-	\$36,435	\$37,321	\$44,276	\$45,803	\$44,446

# PMP® Certification Status

Annualized Salary (in U.S. Dollars) by PMP® Certification Status						
COUNTRY	PMP®	<5	5-<10	10+	NON-PMP®	% INCREASE PMP® VS. NON-PMP®
Hungary	\$40,714	\$38,678	\$45,465	\$42,750	\$37,321	9%

# Position

Annualized Salary (in U.S. Dollars) by Position								
COUNTRY	DIRECTOR OF PM/PMO	PORTFOLIO MANAGER	PROGRAM MANAGER	PROJECT MANAGER III	PROJECT MANAGER II	PROJECT MANAGER I	PROJECT MANAGEMENT SPECIALIST	PROJECT MANAGEMENT CONSULTANT
Hungary	-	-	\$50,892	\$40,714	\$34,098	\$31,384	-	-

# Project Size

Annualized Salary (in U.S. Dollars) by Average Number of Team Members					
COUNTRY	<5	5-<10	10-<15	15-<20	20+
Hungary	-	\$35,828	\$40,714	\$44,107	\$52,402

Annualized Salary (in U.S. Dollars) by Average Project Budget					
COUNTRY	<100K	\$100K-499K	\$500K-999K	\$1 mil-\$10 mil	>\$10 mil
Hungary	33,928	\$38,407	\$40,375	\$45,803	-

# APPENDIX A

## Demographic Comparisons by Country

Years of Work Experience							
COUNTRY	N=	<3	3-<5	5-<10	10-<15	15-<20	20+
Hungary	194	0%	3%	8%	24%	19%	45%

Years of Project Management Experience							
COUNTRY	N=	<3	3-<5	5-<10	10-<15	15-<20	20+
Hungary	194	5%	11%	29%	28%	18%	9%

Years of Technique Experience								
AGILE PROJECT MANAGEMENT/SCRUM				EXTREME PROJECT MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	28%	59%	13%	194	79%	16%	5%

Years of Technique Experience (continued)								
PROCESS-BASED PROJECT MANAGEMENT				EVENT CHAIN PROJECT MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	28%	40%	32%	194	85%	9%	6%

Years of Technique Experience (continued)								
PROJECT PORTFOLIO MANAGEMENT				PROGRAM MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	53%	34%	13%	194	45%	34%	21%

Years of Technique Experience (continued)								
EARNED VALUE MANAGEMENT				LEAN PROJECT MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	62%	26%	12%	194	63%	30%	7%

Years of Technique Experience (continued)								
CRITICAL CHAIN PROJECT MANAGEMENT				WATERFALL PROJECT MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	68%	21%	12%	194	6%	32%	62%

Years of Technique Experience (continued)								
RISK MANAGEMENT				CHANGE MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	13%	43%	44%	194	9%	47%	43%

Years of Technique Experience (continued)								
RISK MANAGEMENT				CHANGE MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+	N=	NONE	1-5	6+
Hungary	194	13%	43%	44%	194	9%	47%	43%

Years of Technique Experience (continued)				
RESOURCE MANAGEMENT				
COUNTRY	N=	NONE	1-5	6+
Hungary	194	18%	41%	42%

Highest Formal Education Level						
COUNTRY	N=	HIGH SCHOOL	ASSOCIATE'S DEGREE	4-YEAR DEGREE	MASTER'S DEGREE	DOCTORAL DEGREE
Hungary	194	5%	5%	21%	60%	10%

Degree in Project Management			
COUNTRY	N=	YES	NO
Hungary	194	90%	10%

PMP- Certification Status								
COUNTRY	N=	PMP <1 YR	PMP 1-<5 YRS	PMP 5-<10 YRS	PMP 10-<20 YRS	PMP 20+ YRS	TOTAL PMP	NON-PMP
Hungary	194	0%	32%	22%	9%	0%	63%	37%

Training Received Over Past 12 Months				
COUNTRY	N=	<5 DAYS	5-9 DAYS	10+ DAYS
Hungary	194	53%	26%	21%

Gender			
COUNTRY	N=	MALE	FEMALE
Hungary	164	76%	24%

Functional Area							
COUNTRY	N=	ADMIN/GENERAL MANAGEMENT	PM DEPARTMENT PMO	CONSULTING	ENGINEERING	IT/IS	OTHER
Hungary	194	4%	36%	5%	7%	35%	1%

Industry						
COUNTRY	N=	CONSTRUCTION	MANUFACTURING	CONSULTING	FINANCIAL SERVICES	TELECOM
Hungary	194	1%	4%	4%	10%	9%

Industry (continued)					
COUNTRY	N=	IT	GOVERNMENT	ENGINEERING	OTHER
Hungary	194	43%	4%	11%	5%

Type of Project							
COUNTRY	N=	BUSINESS TRANSFORMATION	CONSTRUCTION	ENGINEERING	IT	MANUFACTURING	OPERATIONS
Hungary	194	28%	5%	18%	73%	9%	20%

Type of Project (continued)						
COUNTRY	N=	QUALITY MANAGEMENT	REGULATORY COMPLIANCE	RESEARCH & DEVELOPMENT	SUPPLY CHAIN MANAGEMENT / LOGISTICS	OTHER
Hungary	194	9%	9%	18%	6%	4%

Position Description									
COUNTRY	N=	DIRECTOR OF PM/PMO	PORTFOLIO MANAGER	PROGRAM MANAGER	PROJECT MANAGER III	PROJECT MANAGER II	PROJECT MANAGER I	PM SPECIALIST	PM CONSULTANT
Hungary	194	4%	3%	21%	36%	21%	8%	4%	4%

Employees within Entire Organization								
COUNTRY	N=	<100	100-299	300-999	1,000-2,499	2,500-4,999	5,000-9,999	10,000+
Hungary	194	13%	11%	18%	9%	20%	5%	25%

Number of People on Project Teams						
COUNTRY	N=	1-4	5-9	10-14	15-19	20+
Hungary	155	5%	32%	25%	12%	26%

Average Budget of Projects (in U.S. Dollars)						
COUNTRY	N=	<100K	\$100K-499K	\$500K-999K	\$1MM-\$10MM	\$10MM+
Hungary	148	12%	34%	20%	34%	0%

How has your total compensation changed over the past 12 months?								
COUNTRY	N=	DECREASED	REMAINED THE SAME	INCREASED <1%	INCREASED 1-2.9%	INCREASED 3-4.9%	INCREASED 5-9.9%	INCREASED 10+%
Hungary	194	5%	32%	1%	11%	16%	20%	15%

How do you expect your total compensation to change over the next 12 months?								
COUNTRY	N=	DECREASE	REMAIN THE SAME	INCREASE <1%	INCREASE 1-2.9%	INCREASE 3-4.9%	INCREASE 5-9.9%	INCREASE 10+%
Hungary	194	4%	39%	0%	15%	13%	15%	13%

Project Management Career Path within Organization					
COUNTRY	N=	YES, CLEARLY DEFINED	YES, INFORMAL	NO	DON'T KNOW
Hungary	194	21%	44%	28%	7%

Project Management Career Path Connect to Roles in Upper Management					
COUNTRY	N=	YES, CLEARLY DEFINED	YES, INFORMAL	NO	DON'T KNOW
Hungary	194	14%	35%	31%	21%

Defined Set of Performance Skills for Project Managers within Organization					
COUNTRY	N=	YES, CLEARLY DEFINED	YES, INFORMAL	NO	DON'T KNOW
Hungary	194	42%	29%	22%	7%



Equities Offered				
COUNTRY	N=	STOCK OPTIONS	STOCKS	NEITHER
Hungary	194	2%	4%	95%

Employee Benefits							
COUNTRY	N=	COMPANY CAR/ALLOWANCE	HOUSING/ALLOWANCE	MOBILE PHONE USAGE	ON SITE CHILD CARE	PAID LIFE INSURANCE	NONE OF THESE
Hungary	194	31%	1%	83%	4%	25%	12%

Mean Hours Worked per week				
COUNTRY	N=	HOURS EXPECTED	N=	ACTUAL HOURS WORKED
Hungary	194	40	194	44

Pension Plans Offered					
COUNTRY	N=	DEFINED BENEFIT PLAN	DEFINE CONTRIBUTION PLAN	OTHER TYPE OF PLAN	NONE
Hungary	194	16%	8%	6%	70%