



Earning Power

**Project Management
Salary Survey
Hungary 2024**

Project Management Salary Survey Hungary 2024

3rd Edition



Project Management Institute Budapest
www.pmi.hu

and



Corvinus University of Budapest
www.uni-corvinus.hu

Summary of the Project Management Salary Survey Hungary 2024

- It was and is worth being a project manager, both in the past and even now, and this was reinforced by the studies carried out by the PMI Budapest, Hungarian Chapter, and the Corvinus University of Budapest. **A project manager earned more than 2.5 as much as an average Hungarian in 2023 (7,069,368 HUF vs. 17,841,739 HUF).**
- The current Salary Survey Hungary is the third research conducted on this topic. The first took place in 2020, between January and August, the second between April 2021 and August 2022, and the third between July 2024 and September 2024.
- The research focused on those allowances that project managers receive based on their position, experience, education, certification, industry, and other categories.
- Besides project managers, we were also interested in the allowances of the PMO directors, portfolio and program managers, and project management consultants/specialists as well.
- The gross median salary of these positions has increased by 43.5% from 2019 to 2023, and by 35.2% from 2021 to 2023, since in 2019 it was 12,000,000 HUF (with an average of 12,411,293 HUF), in 2021 it was 12,732,000 (with an average of 13,285,841), and in 2023 it was 17,220,000 HUF (with an average of 17,841,739, which is a 28.9% increase).
- The gross total compensation was increased by a bit more, by 45%, from 2019, and a bit more than 31% from 2021. In 2019 the annual gross total compensation was 12,740,000 HUF (with an average of 13,837,465 HUF), in 2021, it was 14,111,736 HUF (with an average of 14,831,721 HUF), while in 2023, it was 18,515,500 HUF (with an average of 20,546,813 HUF, which is a 38.5% compared to 2021).
- The ratio of the leading employee benefits hasn't changed to a great extent, the majority receive cell phones (83% in 2019, 80% in 2021, and 76% in 2023), a bit more than one third a company car (31% in 2019, 32% in 2021, 41% in 2023), and paid life insurance (25% in 2019, 18% in 2021, and 27% in 2023) is also popular.
- **The biggest impact on the salary of the factors that were asked – besides the position and the experience – was and still is derived from the existence of the PMP certification**, but the impact of education and industry were also remarkable.
- The respondents (project managers, PMO directors, portfolio and program managers, and project management specialists/consultants) were rather quite pessimistic in 2019 about their future since only 57% expect their salaries to be raised despite that, in 2019, 63% received a higher salary than in the previous year. This was overturned in 2021, 73% of the project managers brought home more than in the previous year, and now 72% of them expect their salaries to be raised. In 2023, the project managers maintained the positive attitude, 78% expect to have a salary increase in 2024. This was fueled by the fact that 77% of them earned more than 1 year ago.

Characteristics of the research

The researchers adopted the methodology of the 2020 research and in this way followed the methodology of the Earning Power – Project Management Salary Survey Eleventh Edition. However, this was expanded by those questions of the Salary Survey Thirteenth Edition which could be relevant for us. This (and the sampling methodology) is described on pages 340-353 in Salary Survey Eleventh Edition, and pages 165-182 in Salary Survey Thirteenth Edition. In both editions, these can be found in Appendix B and C. The primary reason for this was to create a base for comparison. 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 the whole number), except for the summarizing data on page 15, 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 Eleventh Edition Appendix B expanded by the relevant questions of the Salary Survey Thirteenth Edition. However, the researchers have implemented 6 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 is regulated by law, and is non-negotiable (question 32 in the Thirteenth Edition of Salary Survey).
- We maintained the salary increase/decrease categories for questions 34 and 35 due to the feedback from the previous survey (questions 34-38 in the Thirteenth Edition of Salary Survey).
- For gender, we kept the male and female (modified question 22 in the Thirteenth Edition of Salary Survey)
- We reduced the number of professional certifications in the list of the question asking for the type of certification(s) the project managers possess (we kept only 8 items; PMP®, PMI-PBA®, CAPM®, PMI-ACP®, DASM®, DASSM®, none, and others) due to the lower versatility of the certifications acquired by the Hungarian project managers (question 13 in the Thirteenth Edition of Salary Survey)
- Respondents had to give gross annual salary in the questionnaire (in question 27), however, the typical time unit of the salary in the analyzed country is a month and could be expressed in terms of the net, not in the gross. Based on this, we added monthly net salary as a checking question. Thus, if the net salary was not in accordance with the gross salary (for example net is more), or the salary was referring to a month, not a year, then researchers implemented corrections. The value is defined by expert judgment, considering the minimum wage of the country, and the average salary data published by the Hungarian Central Statistical Office. There were 19 corrections done by researchers due to this.
- Those working hours – both required and actual – which were given in days/months/years were transformed into weekly data (question 40). There were 5 corrections done by researchers due to this.
- Salaries that are received in EUR – but paid by local firms – are exchanged for HUF by the yearly average of the mean exchange rate defined by the Hungarian National Bank, which is 381.95 HUF/EUR. We have changed the PMI guidelines to be more accurate.
- Data that have inconsistencies were excluded (see next chapter).

Summarizing statistics are expressed in USD. The exchange rate is the yearly average of the mean exchange rate defined by the Hungarian National Bank, which is 353.25 HUF/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 to 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 07.02.2024 and was open until 09.22.2024. Altogether 416 answers were received, which is around a 10 % response rate, and the researchers think this is good enough for forming conclusions. The final number of the analyzed sample after the data cleaning is 292 – sample error of +/- 6.1% at the 95% confidence level. The reasons for exclusion were as follows:

- Due to inappropriate filling:
 - There was no data given on salary or the answer was not realistic (87 answers)
- Due to the PMI methodology – in accordance with Project Management Salary Survey Seventh Edition Appendix C:
 - Not full-time employee or workload is not realistic (7 answers):
 - Marked themselves as any other than a full-time employee
 - Giving poor fit value to PM position (8 answers)
 - Those who were not working in Hungary (2 answers). Although those, where there was no country given/or the country was not Hungary, but the city was Hungarian and the salary was in HUF, were not excluded.
 - Not working in a project management position (14 answers).

Modification in the questionnaire

In accordance with the coherency of the 2020 and 2022 research, researchers adopted the Eleventh edition of the Salary Survey with some extra questions from the Twelfth and Thirteenth editions. This means the following analyses were not prepared:

- Years of being a PMI member (question 12 in the Thirteenth Edition of Salary Survey)
- Did not consider the cost coverage and contribution of PMP® and CAPM® (questions 15-21 in the Thirteenth Edition of Salary Survey)
- Analysis of remaining in the current position or changing job (question 48-50 in the Thirteenth Edition of Salary Survey)
- Organization Implemented Workforce Reductions Due to COVID-19 Pandemic (questions 35-38 in the Twelfth Edition of Salary Survey)
- Reductions in Compensation Elements Due to COVID-19 Pandemic (questions 35-38 in the Twelfth Edition of Salary Survey)

However, researchers added the following from the Eleventh edition (they were added to the end):

- Annualized Salary by Technique Experience
- Annualized Salary by Training Received over the Past 12 Months
- Annualized Salary by Type of Project
- Project Management Career Path within Organization
- Perception of Being Paid Fairly (question 26 in the Twelfth Edition of Salary Survey)
- Defined Set of Performance Skills for Project Managers within an Organization

Hungary

Total Compensation (in Hungarian Forints)					
COMPENSATION	N	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Salary	292	13,710,000	17,220,000	20,277,855	17,841,739
Total Compensation	292	14,819,900	18,515,500	23,575,000	20,546,813

Reported/Expected Change in Total Compensation over Past/Next 12 Months					
PAST 12 MONTH	N	PERCENT	NEXT 12 MONTH	N	PERCENT
Decreased	9	3%	Decreased	3	1%
Remained the Same	58	20%	Remained the same	64	21%
Increased Less Than 1%	2	1%	Increase Less Than 1%	1	*
Increased 1.0% to 2.9%	12	4%	Increase 1.0% to 2.9%	11	4%
Increased 3% to 3.9%	18	6%	Increased 3% to 3.9%	27	9%
Increased 4% to 4.9%	14	5%	Increased 4% to 4.9%	27	9%
Increased 5% to 6.9%	30	10%	Increased 5% to 6.9%	56	19%
Increased 7% to 9.9%	55	19%	Increased 7% to 9.9%	57	20%
Increased 10% to 14.9%	48	16%	Increased 10% to 14.9%	23	8%
Increased 15% to 19.9%	23	8%	Increased 15% to 19.9%	6	2%
Increased 20% to 24.9%	4	1%	Increased 20% to 24.9%	7	2%
Increased 25% to 29.9%	5	2%	Increased 25% to 29.9%	3	1%
Increased 30% or Greater	14	5%	Increased 30% or Greater	7	2%

Annualized Salary by Position Description						
POSITION	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Director of Project Management Office (PMO)	19	7%	18,000,000	19,282,884	25,863,717	21,557,753
Portfolio Manager	12	4%	16,400,000	18,600,000	25,300,000	20,666,667
Program Manager	56	19%	17,425,000	19,800,000	23,750,000	21,138,439
Project Manager III	104	36%	14,450,000	17,000,000	20,000,000	18,164,522
Project Manager II	53	18%	10,900,000	13,200,000	17,400,000	14,184,451
Project Manager I	23	8%	9,600,000	11,500,000	14,400,000	11,561,231
Project Management Specialist	9	3%	--	--	--	--
Project Management Consultant	16	5%	15,150,000	18,000,000	24,000,000	20,935,025

Annualized Salary by Years of Work Experience						
YEARS	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less than 3 years	--	*	--	--	--	--
3 < 5 Years	9	3%	--	--	--	--
5 < 10 Years	45	15%	9,920,000	12,720,000	15,500,000	13,451,828
10 < 15 Years	56	19%	13,200,000	16,097,500	18,875,000	17,177,794
15 < 20 Years	51	17%	15,000,000	17,949,000	22,000,000	18,366,261
20 Years or More	131	45%	15,600,000	18,200,000	24,000,000	19,887,570

Annualized Salary by Years Worked in Project Management

YEARS	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less Than 3 Years	13	4%	8,400,000	9,600,000	11,810,000	10,156,015
3 < 5 Years	35	12%	10,560,000	13,200,000	17,300,000	14,232,807
5 < 10 Years	92	32%	13,200,000	16,040,000	18,825,000	16,307,063
10 < 15 Years	71	24%	16,000,000	18,600,000	23,000,000	20,539,974
15 < 20 Years	30	10%	13,097,000	16,500,000	21,150,000	18,190,908
20 Years or More	51	17%	17,000,000	19,400,000	24,000,000	21,084,241

Annualized Salary by Highest Formal Education Level Obtained

EDUCATION	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
High School Degree	9	3%	--	--	--	--
Some College or Associate's Degree	11	4%	14,400,000	19,800,000	23,000,000	18,630,554
4-year College Degree	77	26%	12,366,000	16,200,000	19,000,000	16,013,664
Master's Degree	175	60%	14,000,000	17,500,000	20,400,000	18,197,139
Doctoral Degree	20	7%	15,700,000	19,800,000	30,000,000	22,273,812

Annualized Salary by Degree in Project Management

DEGREE	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Have a Degree in Project Management	42	14%	11,991,250	17,750,000	20,800,000	17,624,211
No Degree in Project Management	250	86%	14,000,000	17,080,000	20,273,565	17,878,284

Annualized Salary by PMP® Status

STATUS	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Have a PMP Certification	142	49%	15,000,000	18,000,000	20,550,000	18,773,694
PMP for Less Than 1 year	1	*	--	--	--	--
PMP for 1 < 5 Years	67	47%	14,400,000	17,000,000	19,000,000	17,161,088
PMP for 5 < 10 Years	39	27%	15,480,000	18,600,000	23,000,000	20,537,607
PMP for 10 < 20 Years	31	22%	17,000,000	19,000,000	23,000,000	20,166,722
PMP for 20+ Years	4	3%	--	--	--	--
Do Not Have a PMP Certification	150	51%	11,950,000	16,200,000	20,067,855	16,959,489

Annualized Salary by Gender

GENDER	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Male	218	75%	14,400,000	17,944,500	20,550,000	18,603,268
Female	74	25%	11,512,125	14,400,200	18,200,000	15,598,317

Annualized Salary by Department

DEPARTMENT	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Administration/General Management	10	3%	9,705,000	14,400,000	19,596,750	14,719,200
Consulting	16	5%	11,796,375	18,000,000	23,750,000	18,750,444
Customer Service/Public Relations	2	1%	--	--	--	--
Engineering	22	8%	14,333,333	17,970,000	19,125,000	17,376,804
Finance	4	1%	--	--	--	--
Human Resources	2	1%	--	--	--	--
Information Technology/ Information Systems	81	28%	13,440,000	16,500,000	19,900,000	17,863,100
Operations/Manufacturing	1	*	--	--	--	--
Project Management Department or PMO	113	39%	14,400,000	17,500,000	20,185,792	18,346,910
Quality Management	2	1%	--	--	--	--
Research and Development	23	8%	15,400,000	18,000,000	20,280,000	17,835,304
Sales/Marketing	6	2%	-	-	-	-
Supply Chain Management/Logistics	4	1%	--	--	--	--
Training/Education	--	*	--	--	--	--
Other	6	2%	--	--	--	--

Annualized Salary by Industry

INDUSTRY	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Aerospace	3	1%	--	--	--	--
Business Services	2	1%	--	--	--	--
Construction	7	2%	--	--	--	--
Consulting	13	4%	12,260,000	19,000,000	24,270,000	18,299,262
Engineering	30	10%	13,150,000	16,200,000	19,000,000	17,131,602
Financial Services	27	9%	16,800,000	20,400,000	24,000,000	21,833,040
Food and Beverage	2	1%	--	--	--	--
Government	4	1%	--	--	--	--
Healthcare	5	2%	--	--	--	--
Information Technology	111	38%	12,600,000	16,800,000	19,800,000	17,258,913
Insurance	3	1%	--	--	--	--
Legal	--	*	--	--	--	--
Manufacturing	18	6%	12,900,000	14,400,000	19,050,000	15,705,778
Pharmaceuticals	14	5%	14,100,000	17,248,000	23,715,929	18,744,980
Real estates	1	*	--	--	--	--
Resources (Agriculture, Mining, etc.)	7	2%	--	--	--	--
Telecommunications	23	8%	15,240,000	17,500,000	20,371,585	17,768,348
Training/Education	--	*	--	--	--	--
Utility	9	3%	--	--	--	--
Other	13	4%	12,432,000	15,600,000	19,110,000	16,561,173

Annualized Salary by Number of Employees in Entire Organization

EMPLOYEES	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less Than 100	50	17%	11,190,000	14,880,000	18,996,750	16,501,313
100 to 299	50	17%	12,000,000	18,000,000	20,550,000	17,706,317
300 to 999	27	9%	14,400,000	16,200,000	19,770,000	18,081,070
1.000 to 2.499	36	12%	12,841,000	17,380,000	20,300,000	17,195,389
2.500 to 4.999	33	11%	13,800,000	17,000,000	18,500,000	16,509,280
5.000 to 9.999	32	11%	13,739,250	15,660,000	18,797,250	17,021,551
10.000 or More	63	22%	16,200,000	19,000,000	22,977,000	20,515,675

Annualized Salary by Average Project Team Size

TEAM SIZE	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
1 to 4 People	12	5%	11,400,000	15,399,069	18,075,000	15,658,178
5 to 9 People	85	34%	12,000,000	14,680,000	19,700,000	16,488,131
10 to 14 People	56	22%	14,100,000	16,900,000	19,644,000	16,913,349
15 to 19 People	17	7%	15,150,000	17,300,000	19,685,793	17,641,858
20 or More People	79	32%	17,160,000	18,900,000	24,000,000	21,507,586

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

BUDGET	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less Than \$100,000	30	12%	9,600,000	11,760,000	16,815,000	12,906,391
\$100,000 to \$499,999	76	30%	12,780,575	15,420,000	19,200,000	17,151,601
\$500,000 to \$999,999	41	16%	14,300,000	16,070,000	19,487,442	17,269,911
\$1 Million to \$10 Million	90	35%	16,146,250	18,600,000	22,125,000	20,046,607
More Than \$10 Million	19	7%	14,400,000	19,000,000	26,400,000	21,040,152

Equities Offered in Past Year by Position Description

	STOCK OPTIONS		STOCK (I.E., SHARES)		NEITHER	
	N	PERCENT	N	PERCENT	N	PERCENT
Total	10	3%	16	5%	270	92%
Director of Project Management Office (PMO)	2	11%	1	5%	17	89%
Portfolio Manager	--	*	--	*	12	100%
Program Manager	1	2%	5	9%	51	91%
Project Manager III	3	3%	7	7%	96	92%
Project Manager II	3	6%	3	6%	47	89%
Project Manager I	1	4%	--	*	22	96%
Project Management Specialist	--	*	--	*	9	100%
Project Management Consultant	--	*	--	*	16	100%

Employee Benefits Offered by Position Description

	COMPANY CAR/ALLOWANCE		CELL PHONE USAGE		PAID LIFE INSURANCE	
	N	PERCENT	N	PERCENT	N	PERCENT
Total	120	41%	222	76%	79	27%
Director of Project Management Office (PMO)	11	58%	18	95%	5	26%
Portfolio Manager	9	75%	9	75%	2	17%
Program Manager	31	55%	39	70%	21	38%
Project Manager III	33	32%	74	71%	24	23%
Project Manager II	19	36%	47	89%	15	28%
Project Manager I	8	35%	19	83%	6	26%
Project Management Specialist	3	33%	7	78%	5	56%
Project Management Consultant	6	38%	9	56%	1	6%

Employee Benefits Offered by Position Description (Continued)

	HOUSING/ALLOWANCE		ON- SITE CHILD CARE	
	N	PERCENT	N	PERCENT
Total	11	4%	3	1%
Director of Project Management Office (PMO)	--	*	--	*
Portfolio Manager	2	17%	--	*
Program Manager	2	4%	--	*
Project Manager III	3	3%	1	1%
Project Manager II	3	6%	1	2%
Project Manager I	1	4%	1	4%
Project Management Specialist	--	*	--	*
Project Management Consultant	--	*	--	*

Pension Plans Offered by Position Description

	DEFINED BENEFIT PLANS		DEFINED CONTRIBUTION PLANS		PLANS OTHER PENSION PLANS	
	N	PERCENT	N	PERCENT	N	PERCENT
Total	20	7%	29	10%	6	2%
Director of Project Management Office (PMO)	1	5%	2	11%	1	5%
Portfolio Manager	1	8%	1	8%	--	*
Program Manager	1	2%	9	16%	1	2%
Project Manager III	6	6%	10	10%	2	2%
Project Manager II	7	13%	3	6%	--	*
Project Manager I	1	4%	2	9%	--	*
Project Management Specialist	2	22%	1	11%	2	22%
Project Management Consultant	1	6%	1	6%	--	*

Mean Hours Worked by Position Description

	HOURS EXPECTED		ACTUAL HOURS WORKED	
	N	MEAN	N	MEAN
Total	291	39,98	291	42,06
Director of Project Management Office (PMO)	19	40,00	19	41,11
Portfolio Manager	12	40,00	12	46,75
Program Manager	56	40,09	56	44,07
Project Manager III	104	40,03	104	42,57
Project Manager II	53	40,00	53	41,00
Project Manager I	23	40,00	23	39,91
Project Management Specialist	9	40,28	9	40,50
Project Management Consultant	15	39,47	15	40,60

Annualized Salary by Position Description – Self-Employed Only

POSITION	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Director of Project Management Office (PMO)	2	5%	--	--	--	--
Portfolio Manager	2	5%	--	--	--	--
Program Manager	10	26%	20,700,000	24,800,000	35,750,000	28,298,300
Project Manager III	16	42%	14,550,000	23,488,500	27,366,800	24,050,311
Project Manager II	1	3%	--	--	--	--
Project Manager I	1	3%	--	--	--	--
Project Management Specialist	--	*	--	--	--	--
Project Management Consultant	6	16%	--	--	--	--

Annualized Salary by Position Description – Excluding Self-Employed

POSITION	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Director of Project Management Office (PMO)	17	7%	18,072,000	19,800,000	26,104,091	22,083,371
Portfolio Manager	10	4%	16,800,000	18,600,000	23,100,000	20,180,000
Program Manager	46	18%	15,750,000	18,764,500	22,000,000	19,581,948
Project Manager III	88	35%	14,450,000	16,800,000	19,425,000	17,094,379
Project Manager II	52	20%	10,850,000	13,200,000	17,400,000	14,034,152
Project Manager I	22	9%	9,731,756	11,510,000	14,411,111	11,737,651
Project Management Specialist	9	4%	--	--	--	--
Project Management Consultant	10	4%	13,350,300	16,380,000	19,500,000	16,236,040

Annualized Salary by Technique Experience

YEARS	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
AGILE/ITERATIVE/INCREMENTAL PROJECT MANAGEMENT						
None	54	19%	11,497,125	14,400,000	18,000,000	14,911,139
1 < 5 Years	169	60%	13,900,000	17,000,000	19,646,000	17,189,752
6 Years or More	60	21%	16,400,000	20,000,000	25,150,000	22,389,638
EXTREME PROJECT MANAGEMENT						
None	199	70%	13,200,000	17,000,000	19,600,000	17,170,811
1 < 5 Years	61	22%	14,400,000	18,000,000	22,200,000	18,258,238
6 Years or More	23	8%	16,000,000	20,000,000	25,000,000	22,734,957
PROCESS- -BASED PROJECT MANAGEMENT						
None	75	27%	14,000,000	17,760,000	21,000,000	18,042,882
1 < 5 Years	112	40%	12,258,000	16,500,000	19,727,500	16,478,356
6 Years or More	96	34%	15,420,000	18,000,000	21,300,000	19,321,415
EVENT CHAIN PROJECT MANAGEMENT						
None	205	72%	13,958,500	17,400,000	20,000,000	17,659,437
1 < 5 Years	49	17%	12,000,660	15,600,000	19,000,000	16,567,709
6 Years or More	29	10%	15,440,000	20,000,000	23,500,000	21,436,051
PROJECT PORTFOLIO MANAGEMENT						
None	120	42%	12,000,000	15,200,000	18,510,000	16,123,478
1 < 5 Years	121	43%	14,400,000	17,720,000	21,300,000	18,399,472
6 Years or More	42	15%	16,170,000	19,500,000	24,700,000	21,249,868
PROGRAM MANAGEMENT						
None	103	36%	11,800,000	15,000,000	18,000,000	15,006,195
1 < 5 Years	122	43%	14,400,300	17,974,500	20,550,000	18,492,577
6 Years or More	58	20%	16,150,000	20,035,710	25,000,000	21,584,748
EARNED VALUE MANAGEMENT						
None	182	64%	13,979,250	17,220,000	20,000,000	17,704,296
1 < 5 Years	66	23%	13,560,000	16,900,000	19,920,000	17,374,212
6 Years or More	35	12%	14,400,000	18,000,000	22,000,000	19,564,801
LEAN PROJECT MANAGEMENT						
None	181	64%	13,200,000	17,000,000	20,000,000	17,523,418
1 < 5 Years	81	29%	14,200,000	17,500,000	21,300,000	18,456,409
6 Years or More	21	7%	14,222,222	18,000,000	20,085,793	18,425,716
CRITICAL CHAIN PROJECT MANAGEMENT						
None	202	71%	13,200,000	17,000,000	19,849,000	17,420,306
1 < 5 Years	53	19%	14,400,000	17,000,000	20,340,000	18,106,361
6 Years or More	28	10%	15,610,000	18,500,000	23,500,000	20,539,605
WATERFALL PROJECT MANAGEMENT						
None	17	6%	11,800,000	15,912,000	18,974,500	15,734,176
1 < 5 Years	73	26%	11,150,000	14,400,000	18,000,000	15,280,635
6 Years or More	193	68%	15,000,000	18,000,000	21,300,000	19,019,070
RISK MANAGEMENT						
None	49	17%	10,950,000	14,000,000	18,370,000	15,847,796
1 < 5 Years	91	32%	11,965,000	15,600,000	18,000,000	15,874,839
6 Years or More	143	51%	15,840,000	18,900,000	22,500,000	19,807,661
CHANGE MANAGEMENT						
None	43	15%	9,840,000	14,400,000	18,150,000	15,410,556
1 < 5 Years	105	37%	13,000,000	15,600,000	18,370,000	16,144,721
6 Years or More	135	48%	15,840,000	18,900,000	22,800,000	19,968,875
RESOURCE MANAGEMENT						
None	40	14%	11,100,000	14,200,000	18,450,000	15,853,450
1 < 5 Years	100	35%	11,725,000	14,880,000	18,475,000	15,609,316
6 Years or More	143	51%	16,000,000	18,240,000	22,800,000	19,990,058

Annualized Salary by Amount of Training per Year

DAYS	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Less Than 5 Days	171	59%	13,917,000	17,000,000	20,371,585	18,131,175
5 < 9 days	63	22%	14,400,000	17,500,000	19,000,000	17,782,151
10 Days or More	57	20%	12,666,000	16,860,000	21,500,000	17,173,358

Annualized Salary by Type of Project

PROJECT TYPE	N	PERCENT	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MEAN
Business Transformation	76	26%	14,100,000	17,498,000	22,932,750	19,207,043
Construction	17	6%	13,600,000	18,800,000	26,400,000	20,628,912
Engineering	54	18%	13,200,000	16,600,000	20,400,000	17,616,229
Information Technology	200	68%	13,200,000	17,000,000	19,947,000	17,702,243
Manufacturing	22	8%	13,150,000	16,600,000	22,250,000	19,278,920
Operations	32	11%	14,400,000	18,214,500	22,994,250	19,854,156
Quality Management	13	4%	9,111,500	11,488,500	22,000,000	15,619,519
Regulatory Compliance	36	12%	14,000,000	17,226,272	22,600,000	17,976,874
Research & Development	56	19%	14,100,000	17,610,000	19,950,000	17,616,595
Supply Chain Management/Logistics	22	8%	12,549,000	16,646,272	21,250,000	16,597,707
Other	15	5%	15,840,000	17,452,544	25,000,000	19,341,415

Project Management Career Path within Organization

	N	PERCENT
Yes - Clearly Defined/in Writing	55	19%
Yes - in Formal	97	34%
No	104	37%
Don't Know	27	10%

Defined Set of Performance Skills for Project Managers within Organization

	N	PERCENT
Yes - Clearly Defined/in Writing	107	38%
Yes - in Formal	97	34%
No	62	22%
Don't Know	17	6%

Country of Employment

Annualized Salary (in U.S. Dollars) by Country		
COUNTRY/REGION	N	MEDIAN SALARY EXCHANGE RATE
Hungary	292	\$48,747

Number of Years of Experience in Project Management

Annualized Salary (in U.S. Dollars) by Years of Experience in Project Management						
COUNTRY/REGION	<3 YEARS	3 ≤ 5 YEARS	5 ≤ 10 YEARS	10 ≤ 15 YEARS	15 ≤ 20 YEARS	20+ YEARS
Hungary	\$ 27,176	\$37,367	\$45,407	\$52,654	\$46,709	\$54,919

PMP Certification Status

Annualized Salary (in U.S. Dollars) by PMP® Certification Status						
COUNTRY/REGION	PMP	PMP < 5 YEARS	PMP 5 ≤ 10 YEARS	PMP 10+ YEARS	NON-PMP	% INCREASE PMP® VS. NON- -PMP
Hungary	\$50,955	\$46,985	\$52,654	\$53,786	\$45,860	11%

Position

Annualized Salary (in U.S. Dollars) by Position								
COUNTRY /REGION	DIRECTOR OF PM/PMO	PORTFOLIO MANAGER	PROGRAM MANAGER	PROJECT MANAGER III	PROJECT MANAGER II	PROJECT MANAGER I	PM SPECIALIST	PM CONSULTANT
Hungary	\$54,587	\$52,654	\$56,051	\$48,125	\$37,367	\$32,555	--	\$50,955

Project Size

Annualized Salary (in U.S. Dollars) by Average Number of Team Members					
COUNTRY/REGION	<5	5 ≤ 10	10 ≤ 15	15 ≤ 20	20+
Hungary	\$43,593	\$41,557	\$47,841	\$48,974	\$53,503

Annualized Salary (in U.S. Dollars) by Average Project Budget					
COUNTRY/REGION	<100K	\$100K-499K	\$500K-999K	\$1 mil-\$10 mil	>\$10 mil
Hungary	\$33,291	\$43,652	\$45,492	\$52,654	\$53,786

APPENDIX A

Demographic Comparisons by Country

Years of Work Experience							
COUNTRY/REGION	N	<3	3 ≤ 5	5 ≤ 10	10 ≤ 15	15 ≤ 20	20+
Hungary	292	0%	3%	15%	19%	17%	45%

Years of Project Management Experience							
COUNTRY/REGION	N	<3	3 ≤ 5	5 ≤ 10	10 ≤ 15	15 ≤ 20	20+
Hungary	292	4%	12%	32%	24%	10%	17%

Highest Formal Education Level						
COUNTRY/REGION	N	HIGH SCHOOL	ASSOCIATE DEGREE	4-YEAR DEGREE	MASTER'S DEGREE	DOCTORAL DEGREE
Hungary	292	3%	4%	26%	60%	7%

Degree in Project Management			
COUNTRY/REGION	N	YES	NO
Hungary	292	14%	86%

PMP® Certification Status								
COUNTRY/REGION	N	PMP < 1 YEAR	PMP 1 ≤ 5 YEARS	PMP 5 ≤ 10 YEARS	PMP 10 ≤ 20 YEARS	PMP 20+ YRS	TOTAL PMP	NON-PMP
Hungary	292	0%	47%	27%	22%	3%	49%	51%

Gender			
COUNTRY/REGION	N	MALE	FEMALE
Hungary	292	75%	25%

Functional Area							
COUNTRY/REGION	N	ADMIN/GENERAL MANAGEMENT	PM DEPARTMENT PMO	CONSULTING	ENGINEERING	IT/IS	OTHER
Hungary	292	3%	39%	5%	8%	28%	17%

Industry						
COUNTRY/REGION	N	CONSTRUCTION	MANUFACTURING	CONSULTING	FINANCIAL SERVICES	TELECOM
Hungary	292	2%	6%	4%	9%	8%

Industry (continued)					
COUNTRY/REGION	N	IT	GOVERNMENT	ENGINEERING	OTHER
Hungary	292	38%	1%	10%	20%

Work Country Same as Home Country			
COUNTRY/REGION	N	YES	NO
Hungary	292	95%	5%

Position Description									
COUNTRY/REGION	N	DIRECTOR OF PM/PMO	PORTFOLIO MANAGER	PROGRAM MANAGER	PROJECT MANAGER III	PROJECT MANAGER II	PROJECT MANAGER I	PM SPECIALIST	PM CONSULTANT
Hungary	292	7%	4%	19%	36%	18%	8%	3%	5%

Significant Role on Agile Team or Works Primarily on Agile Initiatives			
COUNTRY/REGION	N	YES	NO
Hungary	292	33%	67%

Employees within Entire Organization								
COUNTRY/REGION	N	<100	100-299	300-999	1,000-2,499	2,500-4,999	5,000-9,999	10,000+
Hungary	291	17%	17%	9%	12%	11%	11%	22%

Manages Project Teams			
COUNTRY/REGION	N	YES	NO
Hungary	291	86%	14%

Number of People on Project Teams						
COUNTRY/REGION	N	1-4	5-9	10-14	15-19	20+
Hungary	249	5%	34%	22%	7%	32%

Average Budget of Projects (in U.S. Dollars)						
COUNTRY/REGION	N	<100K	\$100K-499K	\$500K-999K	\$1MM-\$10MM	\$10MM+
Hungary	256	12%	30%	16%	35%	7%

How has your total compensation changed over the past 12 months?							
COUNTRY/REGION	N	DECREASED	REMAINED THE SAME	INCREASED LESS THAN 3%	INCREASED 3-4.9%	INCREASED 5-9.9%	INCREASED 10+%
Hungary	292	3%	20%	5%	11%	29%	32%

How do you expect your total compensation to change over the next 12 months?

DECREASE	N	DECREASED	REMAINED THE SAME	INCREASED LESS THAN 3%	INCREASED 3-4.9%	INCREASED 5-9.9%	INCREASED 10+%
Hungary	292	1%	22%	4%	18%	39%	16%

Equities Offered

COUNTRY/REGION	N	STOCK OPTIONS	STOCKS	NEITHER
Hungary	292	3%	5%	92%

Employee Benefits

COUNTRY/REGION	N	COMPANY CAR/ALLOWANCE	HOUSING/ALLOWANCE	MOBILE PHONE USAGE	ON SITE CHILD CARE	PAID LIFE INSURANCE	NONE OF THESE
Hungary	292	41%	4%	76%	1%	27%	16%

Pension Plans Offered

COUNTRY/REGION	N	DEFINED BENEFIT PLAN	DEFINE CONTRIBUTION PLAN	OTHER TYPE OF PLAN	NONE
Hungary	291	7%	10%	2%	83%

Mean Hours Worked per week

COUNTRY/REGION	N	HOURS EXPECTED	N	ACTUAL HOURS WORKED
Hungary	291	40.01	291	42.27

Perception of Being Paid Fairly

COUNTRY/REGION	N	YES	NO	DON'T KNOW/NOT SURE
Hungary	292	46%	28%	26%

Years of Technique Experience

AGILE PROJECT MANAGEMENT/SCRUM				EXTREME PROJECT MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+	N	NONE	1-5	6+
Hungary	283	19%	60%	21%	283	70%	22%	8%

Years of Technique Experience (continued)

PROCESS- -BASED PROJECT MANAGEMENT				EVENT CHAIN PROJECT MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+	N	NONE	1-5	6+
Hungary	283	27%	40%	34%	283	72%	17%	10%

Years of Technique Experience (continued)

PROJECT PORTFOLIO MANAGEMENT				PROGRAM MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+	N	NONE	1-5	6+
Hungary	283	42%	43%	15%	283	36%	43%	20%

Years of Technique Experience (continued)

EARNED VALUE MANAGEMENT				LEAN PROJECT MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+	N	NONE	1-5	6+
Hungary	283	64%	23%	12%	283	64%	29%	7%

Years of Technique Experience (continued)

CRITICAL CHAIN PROJECT MANAGEMENT				WATERFALL PROJECT MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+	N	NONE	1-5	6+
Hungary	283	71%	19%	10%	283	6%	26%	68%

Years of Technique Experience (continued)

RISK MANAGEMENT				CHANGE MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+	N	NONE	1-5	6+
Hungary	283	17%	32%	51%	283	15%	37%	48%

Years of Technique Experience (continued)

RESOURCE MANAGEMENT				
COUNTRY/REGION	N	NONE	1-5	6+
Hungary	283	14%	35%	51%

Training Received Over Past 12 Months

COUNTRY/REGION	N	<5 DAYS	5-9 DAYS	10+ DAYS
Hungary	291	59%	22%	20%

Type of Project

COUNTRY/REGION	N	BUSINESS TRANSFORMATION	CONSTRUCTION	ENGINEERING	IT	MANUFACTURING	OPERATIONS
Hungary	292	26%	6%	18%	68%	8%	11%

Type of Project (continued)

COUNTRY/REGION	N	QUALITY MANAGEMENT	REGULATORY COMPLIANCE	RESEARCH & DEVELOPMENT	SUPPLY CHAIN MANAGEMENT/ LOGISTICS	OTHER
Hungary	292	4%	12%	19%	8%	5%

Project Management Career Path within Organization

COUNTRY/REGION	N	YES, CLEARLY DEFINED	YES, INFORMAL	NO	DON'T KNOW
Hungary	283	19%	34%	37%	10%

Defined Set of Performance Skills for Project Managers within Organization

COUNTRY/REGION	N	YES, CLEARLY DEFINED	YES, INFORMAL	NO	DON'T KNOW
Hungary	283	38%	34%	22%	6%