

REPUBLIC OF TURKEY PRIME MINISTRY  
INVESTMENT SUPPORT AND  
PROMOTION AGENCY



YOUR ONE-STOP-SHOP  
IN TURKEY

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# WAGES IN TURKEY

April 2013

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Minimum Monthly Wage in Turkey (gross and net) first half of 2013	
	USD
<b>Net Minimum Wage</b>	429,50
- Gross Minimum Wage	543
Social security premium payment (14%)	76
Payment for unemployment insurance fund (1%)	5,5
Income tax (15%)	69
Minimum living allowance*	-41
Stamp tax (0.66%)	4
<b>Total Deduction</b>	<b>113,50</b>
<b>Cost for Employer</b>	
Gross minimum wage	543
Employer's share of social security premium (14.5%)	79
Employer's payment for unemployment insurance fund (2%)	10
<b>- Total Cost for Employer</b>	<b>633</b>
* For single individuals without children and may vary according to marital status and number of children. <b>Source:</b> Ministry of Labor and Social Security of the Republic of Turkey Valid for the first half of 2013 USD 1 = TRY 1.8 as of April 2013	

Please kindly see the average wage levels for some major positions and also be informed that the data used in this report have been gathered from Poyraz Consulting Company.

## MANAGERS

### GENERAL MANAGER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	577,264 TL
Second (2) Level Compensation	:	353,614 TL
Third (3) Level Compensation	:	177,350 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	252,700 TL
Average Annual Compensation	:	349,379 TL
Upper Quartile	:	454,528 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	16,330 TL
Average Monthly (mean)	:	21,426 TL
Median	:	20,704 TL
Mode	:	-
Upper Quartile	:	26,794 TL

YEARLY ALLOWANCES (average) : 156,155 TL

AVERAGE AGE : 51

EDUCATION LEVEL : University: %100, High: %0, Primary: %0

LENGTH OF SERVICE : 14

#### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes, controls, co-ordinates and directs on behalf of the Board of Directors or the owner, the operations of an industrial or commercial enterprise. His responsibilities include, formulating and determining, within the powers delegated to him, the general policies and programs of the enterprise; controlling and coordinating activities of functional sections; conducting or directing negotiations on behalf of the undertaking, and approving of senior appointments.

### ASSISTANT GENERAL MANAGER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	383,434 TL
Second (2) Level Compensation	:	219,179 TL
Third (3) Level Compensation	:	127,745 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	171,489 TL
Average Annual Compensation	:	232,326 TL
Upper Quartile	:	266,868 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	11,319 TL
Average Monthly (mean)	:	17,219 TL
Median	:	14,236 TL
Mode	:	-
Upper Quartile	:	18,862 TL

YEARLY ALLOWANCES (average) : 65,697 TL

AVERAGE AGE : 44

EDUCATION LEVEL : University: %99, High: %1, Primary: %0

LENGTH OF SERVICE : 11

**GENERAL DESCRIPTION OF THE JOB:**

Responsible to General Manager for overall management of a division or function. Plans, organizes, controls, co-ordinates and directs operations under his jurisdiction. Participates in the development and formulation of policies. Assesses adequacy and performance of his subordinate managers and initiates action to improve overall efficiency. Reports to the General Manager or to Board of Directors as appropriate, regularly. May be required to assist General Manager in all operations of the enterprise.

**CONTROLLER**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	302,360 TL
Second (2) Level Compensation :	152,063 TL
Third (3) Level Compensation :	79,103 TL
Minimum Annual Compensation :	-
Lower Quartile :	99,406 TL
Average Annual Compensation :	159,670 TL
Upper Quartile :	204,720 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	7,600 TL
Average Monthly (mean) :	12,009 TL
Median :	9,720 TL
Mode :	-
Upper Quartile :	14,920 TL

YEARLY ALLOWANCES (average) : 46,698 TL

AVERAGE AGE : 42

EDUCATION LEVEL : University: %99, High: %1, Primary: %0

LENGTH OF SERVICE : 9

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs the financial operations of industrial or commercial matters. Participates in the development and formulation of the financial policy of the enterprise. Assesses the financial situation of the undertaking in respect to the present and future projects and policies of the organization. Consults the General Manager on the financial aspects of production and marketing programmes, presents budget proposals to the General Manager or directly to the Board of Directors on behalf of the General Manager; presents reports, and recommendations on the use of financial resources and other capital expenditures. Lays down general procedures for all financial operations.

**HUMAN RESOURCES MANAGER**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	330,620 TL
Second (2) Level Compensation :	158,600 TL
Third (3) Level Compensation :	66,574 TL
Minimum Annual Compensation :	-
Lower Quartile :	87,959 TL
Average Annual Compensation :	180,182 TL
Upper Quartile :	229,240 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	6,821 TL
Average Monthly (mean) :	12,329 TL
Median :	10,975 TL
Mode :	-
Upper Quartile :	15,315 TL

YEARLY ALLOWANCES (average) : 45,120 TL

AVERAGE AGE : 43

EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	12

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs the industrial relations and personnel activities of an industrial or commercial enterprise. Participates in formulating the recruitment, training, salary-wages, safety, welfare and other personnel policies. Assesses personnel resources employed, conducts negotiations with unions, organizes procedures for recruitment, promotion and for other areas, handles grievances and other personnel matters. May represent the enterprise before arbitration courts or other tribunals.

**IT/ELECTRONIC DATA PROCESSING MNG**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	165,412 TL
Second (2) Level Compensation	:	111,630 TL
Third (3) Level Compensation	:	67,318 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	81,436 TL
Average Annual Compensation	:	117,331 TL
Upper Quartile	:	141,824 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	5,703 TL
Average Monthly (mean)	:	7,888 TL
Median	:	8,653 TL
Mode	:	-
Upper Quartile	:	10,051 TL

YEARLY ALLOWANCES (average) : 35,635 TL

AVERAGE AGE : 46

EDUCATION LEVEL : University: %100, High: %0, Primary: %0

LENGTH OF SERVICE : 12

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes and co-ordinates the data processing requirements of the company. Directs and controls system analysis and programming work, determines software needs and takes measure to meet these needs. His function includes assessments of functional and senior management data processing means and to develop more progressive and effective programs. Reports to the General Manager or Assistant General Manager or a Departmental Director. May be responsible for organization, development and evaluation of commercial, financial and technical data processing management.

**MARKETING MANAGER**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	270,500 TL
Second (2) Level Compensation	:	134,480 TL
Third (3) Level Compensation	:	72,080 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	87,959 TL
Average Annual Compensation	:	143,785 TL
Upper Quartile	:	181,000 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	5,273 TL
Average Monthly (mean)	:	10,515 TL
Median	:	7,700 TL
Mode	:	-

Upper Quartile	:	12,000 TL
YEARLY ALLOWANCES (average)	:	38,214 TL
AVERAGE AGE	:	<b>38</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>6</b>

#### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes, controls, co-ordinates and directs the marketing and sales operations of an industrial or commercial enterprise. Participates in the development and formulation of the marketing policy. Assesses market potential and evaluates sales performance, determines price schedules, discount and delivery terms, staff and sales promotion budgets. Reports to the progress of marketing. Plans, organizes and controls market research, negotiates with advertising and similar agencies on the preparations and presentation of promotion, advertising and publicity material. May personally negotiate major sales contracts.

### FACTORY MANAGER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	302,431 TL
Second (2) Level Compensation	:	235,177 TL
Third (3) Level Compensation	:	150,246 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	195,492 TL
Average Annual Compensation	:	225,575 TL
Upper Quartile	:	274,863 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	12,218 TL
Average Monthly (mean)	:	14,599 TL
Median	:	13,655 TL
Mode	:	-
Upper Quartile	:	18,745 TL
YEARLY ALLOWANCES (average)	:	75,574 TL
AVERAGE AGE	:	<b>45</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>13</b>

#### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes, controls, co-ordinates and directs all factory operations. Participates in the development and formulation of policies in regard to Plant Management. Assesses the capacity and performance of the factory; determines the measures to be taken to improve efficiency, total output, industrial relations and manufacturing cost of products. Reports to the General Manager regularly on all aspects of operations. Takes personnel actions in the plant as required.

### TECHNICAL MANAGER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	239,241 TL
Second (2) Level Compensation	:	127,242 TL
Third (3) Level Compensation	:	71,295 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	90,389 TL
Average Annual Compensation	:	142,088 TL
Upper Quartile	:	164,096 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	6,817 TL
Average Monthly (mean)	:	10,294 TL

Median	:	9,173 TL
Mode	:	-
Upper Quartile	:	11,765 TL
YEARLY ALLOWANCES (average)	:	53,454 TL
AVERAGE AGE	:	<b>42</b>
EDUCATION LEVEL	:	University: %97, High: %3, Primary: %0
LENGTH OF SERVICE	:	<b>11</b>

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs research, development and related technical work in industrial establishment. Participates in the formulation of technical policies of the enterprise and assesses them. Studies the methods, materials and manpower employed and develops better standards of production, improved methods or designs. Advises the General Manager and department managers in technical matters. May involve in plant engineering activities of the enterprise.

### PRODUCTION MANAGER

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	224,359 TL
Second (2) Level Compensation	:	115,004 TL
Third (3) Level Compensation	:	63,088 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	74,291 TL
Average Annual Compensation	:	121,073 TL
Upper Quartile	:	155,718 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	4,948 TL
Average Monthly (mean)	:	8,613 TL
Median	:	8,200 TL
Mode	:	-
Upper Quartile	:	11,009 TL
YEARLY ALLOWANCES (average)	:	24,052 TL
AVERAGE AGE	:	<b>45</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>13</b>

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs production operations of industrial establishments. Participates in the development and formulation of the production policy of the enterprise. Assesses the capacity and performance of the production facilities, determines measures to be taken to improve efficiency and total output. Reports to the General Manager regularly on developments. Takes personnel actions such as promotions, transfers, discharges and disciplinary measures.

### QUALITY ASSURANCE MANAGER

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	189,168 TL
Second (2) Level Compensation	:	102,331 TL
Third (3) Level Compensation	:	49,764 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	65,326 TL
Average Annual Compensation	:	112,739 TL
Upper Quartile	:	139,336 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	5,190 TL
Average Monthly (mean)	:	7,918 TL
Median	:	7,600 TL
Mode	:	-
Upper Quartile	:	9,354 TL
YEARLY ALLOWANCES (average)	:	32,491 TL
AVERAGE AGE	:	<b>39</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>10</b>

#### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes, controls, co-ordinates and directs the quality control operations of industrial undertaking. Participates in the development and formulation of the quality control policies of the enterprise. Assesses the efficiency of the quality control tests and inspection methods on production line and in the final product. Develops and puts into implementation the quality control procedures in order to ensure conformation to standards and specifications. Ensures that all equipment and instruments used in laboratory or on production line for quality control are accurate. Reports to the General Manager regularly on the results of quality control inspections and examinations. May take part in research and development.

### FOREIGN TRADE MANAGER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	221,523 TL
Second (2) Level Compensation	:	146,925 TL
Third (3) Level Compensation	:	78,400 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	100,800 TL
Average Annual Compensation	:	135,803 TL
Upper Quartile	:	193,050 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	6,925 TL
Average Monthly (mean)	:	9,650 TL
Median	:	10,350 TL
Mode	:	-
Upper Quartile	:	12,675 TL
YEARLY ALLOWANCES (average)	:	45,121 TL
AVERAGE AGE	:	<b>42</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>10</b>

#### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes, controls and co-ordinates all kind of import and export activities. Manages the staff, monitors procedures of the import/export activity. This function includes supervising quality, cost and efficiency of the movement and coordinating and controlling the orders and associated information systems; analyzing data to monitor performance and improvements. Directly reports to General Manager or Assistant General Manager and works coordinately with the purchasing and logistics departments for procurement, transporting and controlling.

### PURCHASING MANAGER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	180,031 TL
Second (2) Level Compensation	:	115,310 TL
Third (3) Level Compensation	:	76,705 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	90,559 TL



Average Annual Compensation	:	121,417 TL
Upper Quartile	:	140,062 TL
Maximum Annual Compensation	:	-
<b>MONTHLY SALARIES</b>		
Lower Quartile	:	6,699 TL
Average Monthly (mean)	:	8,731 TL
Median	:	8,300 TL
Mode	:	-
Upper Quartile	:	10,453 TL
YEARLY ALLOWANCES (average)	:	29,127 TL
AVERAGE AGE	:	<b>44</b>
EDUCATION LEVEL	:	University: %99, High: %1, Primary: %0
LENGTH OF SERVICE	:	<b>12</b>

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs the sales operations of an industrial or commercial enterprise. Participates in formulating sales policies and evaluating sales records. Consults the General Manager or Marketing Manager to determine sales programs, sales methods, incentives, special campaigns and staff training. Controls and co-ordinates activities of the sales department, decides on the questions concerning sales. May personally negotiate large sales contracts and inspect sales agencies and retail organizations.

### SALES MANAGER

<b>TOTAL ANNUAL COMPENSATION</b>		
First (1) Level Total Annual Compensation	:	233,589 TL
Second (2) Level Compensation	:	153,270 TL
Third (3) Level Compensation	:	87,681 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	115,362 TL
Average Annual Compensation	:	158,191 TL
Upper Quartile	:	191,179 TL
Maximum Annual Compensation	:	-
<b>MONTHLY SALARIES</b>		
Lower Quartile	:	7,055 TL
Average Monthly (mean)	:	10,505 TL
Median	:	9,800 TL
Mode	:	-
Upper Quartile	:	14,022 TL
YEARLY ALLOWANCES (average)	:	43,417 TL
AVERAGE AGE	:	<b>35</b>
EDUCATION LEVEL	:	University: %98, High: %2, Primary: %0
LENGTH OF SERVICE	:	<b>8</b>

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs the sales operations of an industrial or commercial enterprise. Participates in formulating sales policies and evaluating sales records. Consults the General Manager or Marketing Manager to determine sales programs, sales methods, incentives, special campaigns and staff training. Controls and co-ordinates activities of the sales department, decides on the questions concerning sales. May personally negotiate large sales contracts and inspect sales agencies and retail organizations.

### FINANCE MANAGER

<b>TOTAL ANNUAL COMPENSATION</b>		
First (1) Level Total Annual Compensation	:	249,490 TL
Second (2) Level Compensation	:	160,249 TL
Third (3) Level Compensation	:	84,259 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	110,318 TL

Average Annual Compensation	:	168,399 TL
Upper Quartile	:	210,180 TL
Maximum Annual Compensation	:	-
<b>MONTHLY SALARIES</b>		
Lower Quartile	:	7,939 TL
Average Monthly (mean)	:	11,457 TL
Median	:	12,120 TL
Mode	:	-
Upper Quartile	:	14,410 TL
YEARLY ALLOWANCES (average)	:	45,608 TL
AVERAGE AGE	:	<b>40</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>7</b>

**GENERAL DESCRIPTION OF THE JOB:**

Directs finance, reporting, budgeting and often accounting functions of the corporation as well as forecasts for future growth and general economic outlook. Oversees the budget operations and also responsible for negotiation and administration of leases, acquisitions, banking and insurance arrangements and contracts. Management and control of cash, payables and receivables and preparation of cash flow projections are also his duties.

**ACCOUNTING MANAGER**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	207,073 TL
Second (2) Level Compensation	:	142,572 TL
Third (3) Level Compensation	:	80,938 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	104,264 TL
Average Annual Compensation	:	151,435 TL
Upper Quartile	:	180,880 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	7,589 TL
Average Monthly (mean)	:	10,740 TL
Median	:	9,975 TL
Mode	:	-
Upper Quartile	:	11,950 TL

YEARLY ALLOWANCES (average) : 39,477 TL

AVERAGE AGE : **43**

EDUCATION LEVEL : University: %100, High: %0, Primary: %0

LENGTH OF SERVICE : **12**

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes, controls, co-ordinates and directs, within the powers delegated to him, the accounts of an industrial or commercial enterprise. Participates in formulating the accounting policy of the enterprise. Assesses the accounts of the enterprise, estimates receipts and expenditures, presents budget proposals to management, organizes budgeting, accounting and expenditure control systems. Reports to the management on budgetary, accounting and other financial matters. May participate in determining the use of financial resources.

**PLANNING MANAGER**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	153,176 TL
Second (2) Level Compensation	:	115,980 TL
Third (3) Level Compensation	:	71,700 TL

Minimum Annual Compensation	:	-
Lower Quartile	:	87,959 TL
Average Annual Compensation	:	117,561 TL
Upper Quartile	:	144,000 TL
Maximum Annual Compensation	:	-
<b>MONTHLY SALARIES</b>		
Lower Quartile	:	7,130 TL
Average Monthly (mean)	:	8,573 TL
Median	:	8,000 TL
Mode	:	-
Upper Quartile	:	11,368 TL
YEARLY ALLOWANCES (average)	:	33,047 TL
AVERAGE AGE	:	<b>37</b>
EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	<b>8</b>

**GENERAL DESCRIPTION OF THE JOB:**

Examines long and short term objectives of the enterprise. Prepares or co-ordinates and submits for approval investment and operational plans and programs. Participates in the development and formulation of company's goals and policies. Assesses the efficiency of operations in relations to the approved plans. Develops and puts into use methods and procedures. Plans or assists department heads to plan human resources, investments and operational requirements. Reports to the General Manager or the appropriate senior executive on performance of operational units. May be also responsible for Research and Development, Data Processing, Production Control and Material Management.

## LOGISTICS MANAGER

<b>TOTAL ANNUAL COMPENSATION</b>		
First (1) Level Total Annual Compensation	:	161,330 TL
Second (2) Level Compensation	:	118,662 TL
Third (3) Level Compensation	:	68,928 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	93,465 TL
Average Annual Compensation	:	109,290 TL
Upper Quartile	:	143,859 TL
Maximum Annual Compensation	:	-
<b>MONTHLY SALARIES</b>		
Lower Quartile	:	6,950 TL
Average Monthly (mean)	:	8,810 TL
Median	:	8,500 TL
Mode	:	-
Upper Quartile	:	10,785 TL
YEARLY ALLOWANCES (average)	:	37,055 TL
AVERAGE AGE	:	<b>38</b>
EDUCATION LEVEL	:	University: %97, High: %3, Primary: %0
LENGTH OF SERVICE	:	<b>10</b>

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes and controls all the supply chain route of all kind of data, services and raw material from the beginning of the chain to the customer. This function includes encompassing transportation, stock control and warehousing. It involves ensuring structures are always in order to monitor the flow of goods and materials; supervising quality cost and efficiency of the movement and storage of goods; coordinating and controlling the orders and associated information systems; analyzing data to monitor performance and improvements; allocating and managing resources according to changing needs; negotiating with suppliers; developing business and producing new solution.

## COMMERCIAL, TECHNICAL AND ADMINISTRATIVE STAFF

## MARKETING SUPERVISOR

### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation :	95,710 TL
Second (2) Level Compensation :	63,325 TL
Third (3) Level Compensation :	33,760 TL
Minimum Annual Compensation :	-
Lower Quartile :	44,800 TL
Average Annual Compensation :	68,375 TL
Upper Quartile :	81,850 TL
Maximum Annual Compensation :	-

### MONTHLY SALARIES

Lower Quartile :	3,313 TL
Average Monthly (mean) :	4,618 TL
Median :	4,518 TL
Mode :	-
Upper Quartile :	5,246 TL

YEARLY ALLOWANCES (average) : 14,906 TL

AVERAGE AGE : 32

EDUCATION LEVEL : University: %99, High: %1, Primary: %0

LENGTH OF SERVICE : 7

### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes, directs staff engaged in the promotion and sales of goods or services. Analyses market information concerning current and future changes in supply and demand; studies and decides in advertising, pricing, placement of goods and services. Formulates and submits for approval marketing policies and procedures. May be engaged in inspecting the distribution agencies and retail stores. May supervise a division of marketing organization and be designated according to the type of function performed

## TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation :	113,444 TL
Second (2) Level Compensation :	64,985 TL
Third (3) Level Compensation :	38,100 TL
Minimum Annual Compensation :	-
Lower Quartile :	49,200 TL
Average Annual Compensation :	67,320 TL
Upper Quartile :	80,770 TL
Maximum Annual Compensation :	-

### MONTHLY SALARIES

Lower Quartile :	3,325 TL
Average Monthly (mean) :	4,435 TL
Median :	3,900 TL
Mode :	-
Upper Quartile :	4,700 TL

YEARLY ALLOWANCES (average) : 20,011 TL

AVERAGE AGE : 36

EDUCATION LEVEL : University: %96, High: %4, Primary: %0

LENGTH OF SERVICE : 7

### GENERAL DESCRIPTION OF THE JOB:

Supervises the employees engaged in selling in wholesale and retail establishments or in sales departments of a manufacturing organization. Estimates the type, qualities and quantities of goods required by customers and ensures adequate stock, supervises sales staff, ensures that delivery, billing, credit procedures are carried out. Inspects the activities achievements of distribution agencies within a specified territorial division, gives expert advise on sales promotions. May engage in personnel action such as promotion, transfer, discharge and disciplinary measures.

## SALES REPRESENTATIVE

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	91,195 TL
Second (2) Level Compensation :	60,395 TL
Third (3) Level Compensation :	37,270 TL
Minimum Annual Compensation :	-
Lower Quartile :	46,400 TL
Average Annual Compensation :	54,940 TL
Upper Quartile :	74,390 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	2,700 TL
Average Monthly (mean) :	3,818 TL
Median :	3,500 TL
Mode :	-
Upper Quartile :	4,278 TL

YEARLY ALLOWANCES (average) : 16,852 TL

AVERAGE AGE : 32

EDUCATION LEVEL : University: %95, High: %5, Primary: %0

LENGTH OF SERVICE : 4

**GENERAL DESCRIPTION OF THE JOB:**

Sells products and services, such as chemical, mechanical, electrical and electronic supplies. Using specialized knowledge of the technology of the composition, utilization and maintenance of the goods, equipment or features of services and its application to the user's requirements. Prepares specifications showing gains to the user, negotiates contracts and assists in the payment schedules arrangement of payments. May specialize in product or service.

**SALESMAN****TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	51,500 TL
Second (2) Level Compensation :	36,900 TL
Third (3) Level Compensation :	23,250 TL
Minimum Annual Compensation :	-
Lower Quartile :	27,600 TL
Average Annual Compensation :	37,710 TL
Upper Quartile :	46,200 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	2,070 TL
Average Monthly (mean) :	2,775 TL
Median :	2,415 TL
Mode :	-
Upper Quartile :	3,100 TL

YEARLY ALLOWANCES (average) : 8,622 TL

AVERAGE AGE : 31

EDUCATION LEVEL : University: %94, High: %6, Primary: %0

LENGTH OF SERVICE : 3

**GENERAL DESCRIPTION OF THE JOB:**

Sells and demonstrates goods to retail or wholesale establishments. Talks to the customers, ascertains nature of products or service required, assists customers in selecting quotes prices, credit terms and quantity discounts, takes orders, passes them to the appropriate sections in the organization. May contact customers by mail or telephone. May take routine calls to customers and collect payment. May perform specialized sales functions and be designated accordingly.

**PURCHASING SUPERVISOR**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	80,095 TL
Second (2) Level Compensation :	55,746 TL
Third (3) Level Compensation :	38,568 TL
Minimum Annual Compensation :	-
Lower Quartile :	50,303 TL
Average Annual Compensation :	56,709 TL
Upper Quartile :	61,189 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	3,058 TL
Average Monthly (mean) :	3,967 TL
Median :	3,459 TL
Mode :	-
Upper Quartile :	4,099 TL

YEARLY ALLOWANCES (average) : 15,753 TL

AVERAGE AGE : 37

EDUCATION LEVEL : University: %98, High: %2, Primary: %0

LENGTH OF SERVICE : 7

**GENERAL DESCRIPTION OF THE JOB:**

Plans, organizes and supervises local or international purchasing activities. Supervises and co-ordinates the work of purchasers and other clerical employees. Ascertains requirements, makes purchasing schedules and allocates tasks to the purchasers, directs and supervises correspondence and recording of market information, maintains up-to date data suppliers. Ensures that company interests are always protected in all purchasing. May specialize in local or international purchasing and be designated accordingly.

**LOGISTICS SPECIALIST****TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	81,497 TL
Second (2) Level Compensation :	46,821 TL
Third (3) Level Compensation :	33,176 TL
Minimum Annual Compensation :	-
Lower Quartile :	39,168 TL
Average Annual Compensation :	47,096 TL
Upper Quartile :	54,474 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	2,681 TL
Average Monthly (mean) :	3,486 TL
Median :	3,008 TL
Mode :	-
Upper Quartile :	4,371 TL

YEARLY ALLOWANCES (average) : 11,025 TL

AVERAGE AGE : 38

EDUCATION LEVEL : University: %98, High: %2, Primary: %0

LENGTH OF SERVICE : 10

**GENERAL DESCRIPTION OF THE JOB:**

Assists the Logistics manager in terms of encompassing transportation, stock control and warehousing; ensuring structures are always in order to monitor the flow of goods and materials; supervising quality cost and efficiency of the movement and storage of goods; coordinating and controlling the orders and associated information systems; analyzing data to monitor performance and improvements; allocating and managing resources according to changing needs; negotiating with suppliers; developing business and producing new solution.

**IMPORT/ EXPORT CLERK**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	60,185 TL
Second (2) Level Compensation :	39,185 TL
Third (3) Level Compensation :	29,000 TL
Minimum Annual Compensation :	-
Lower Quartile :	30,000 TL
Average Annual Compensation :	40,237 TL
Upper Quartile :	48,370 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	2,050 TL
Average Monthly (mean) :	2,924 TL
Median :	2,100 TL
Mode :	-
Upper Quartile :	3,023 TL

YEARLY ALLOWANCES (average) : 9,259 TL

AVERAGE AGE : **34**

EDUCATION LEVEL : University: %98, High: %2, Primary: %0

LENGTH OF SERVICE : **6**

**GENERAL DESCRIPTION OF THE JOB:**

Performs clerical duties in relevant to the import export of goods, equipment or other supplies. Searches and studies international market information on the varieties and qualities available and prices. Composes and sends letters and takes other action necessary to deal with routine correspondence; maintains files in relation to imports or exports. Follows up and obtains information in relation to foreign trade laws, regulations, customs and duties. May specialize and be designated according to the specific duties assigned.

**PURCHASER****TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	57,340 TL
Second (2) Level Compensation :	36,465 TL
Third (3) Level Compensation :	23,545 TL
Minimum Annual Compensation :	-
Lower Quartile :	28,890 TL
Average Annual Compensation :	33,943 TL
Upper Quartile :	44,040 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	2,185 TL
Average Monthly (mean) :	2,715 TL
Median :	2,695 TL
Mode :	-
Upper Quartile :	3,395 TL

YEARLY ALLOWANCES (average) : 11,900 TL

AVERAGE AGE : **31**

EDUCATION LEVEL : University: %54, High: %46, Primary: %0

LENGTH OF SERVICE : **10**

**GENERAL DESCRIPTION OF THE JOB:**

Buys machinery, raw material, services and other supplies within the country for use or consumption. Searches information on the varieties and qualities available and their qualification set by the organization. Interviews vendors to ascertain their ability to meet the organization's requirements, prices and deliveries; keeps records of purchasing requests and deliveries. May specialize according to the type of material purchased.

**WAREHOUSE SUPERVISOR**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	71,181 TL
Second (2) Level Compensation	:	46,390 TL
Third (3) Level Compensation	:	30,400 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	36,920 TL
Average Annual Compensation	:	47,248 TL
Upper Quartile	:	65,860 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	2,194 TL
Average Monthly (mean)	:	3,183 TL
Median	:	3,219 TL
Mode	:	-
Upper Quartile	:	3,767 TL

YEARLY ALLOWANCES (average) : 15,836 TL

AVERAGE AGE : 38

EDUCATION LEVEL : University: %25, High: %60, Primary: %15

LENGTH OF SERVICE : 12

**GENERAL DESCRIPTION OF THE JOB:**

Organizes, directs and controls all activities in the warehouse to ensure that the receipt, placement and dispatch of goods are in accord with the material handling policy and procedures. Inspects and controls stock records, receipts and dispatch notes. Supervises and coordinates the work of warehouse clerks and other employees under his direct responsibility. Supervises through sub-ordinates, the activities of warehouse porters engaged in unloading, storing or loading of goods. May estimate and order goods on his initiative to replace stock.

**WAREHOUSE CLERK****TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	31,427 TL
Second (2) Level Compensation	:	23,127 TL
Third (3) Level Compensation	:	17,259 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	21,000 TL
Average Annual Compensation	:	23,719 TL
Upper Quartile	:	25,253 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,506 TL
Average Monthly (mean)	:	1,689 TL
Median	:	1,725 TL
Mode	:	-
Upper Quartile	:	1,810 TL

YEARLY ALLOWANCES (average) : 4,597 TL

AVERAGE AGE : 32

EDUCATION LEVEL : University: %28, High: %54, Primary: %18

LENGTH OF SERVICE : 6

**GENERAL DESCRIPTION OF THE JOB:**

Arranges and controls the receipt and dispatch of goods and keeps appropriate records, and may put requisitions for new stock. Checks the incoming goods against documents, notes deficiencies, examines goods to be dispatched, arranges the assembly of goods, ensures that



they are correctly addressed, makes out dispatch notes. May supervise warehouse workers, and check inventories kept by the workers. May specialize according to the nature of the duties performed.

#### SYSTEM ANALYST

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	103,820 TL
Second (2) Level Compensation	:	70,538 TL
Third (3) Level Compensation	:	49,326 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	52,395 TL
Average Annual Compensation	:	72,278 TL
Upper Quartile	:	88,680 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	3,835 TL
Average Monthly (mean)	:	6,169 TL
Median	:	5,210 TL
Mode	:	-
Upper Quartile	:	7,390 TL

YEARLY ALLOWANCES (average) : 18,250 TL

AVERAGE AGE : 36

EDUCATION LEVEL : University: %100, High: %0, Primary: %0

LENGTH OF SERVICE : 7

##### GENERAL DESCRIPTION OF THE JOB:

Analysis the data processed needs and any related problems, advises on the feasibility of automatic data processing and develops appropriate systems and procedures; ascertains specific output requirements from data processing such as the items to be identified, degree of summarization permitted and the format for the presentation of results; examines input data available; determines the requirements to permit the application of the automated data processing systems; devises methods and procedures suitable to the computer; prepares the specifications of the system to guidance to the programmer.

#### COMPUTER PROGRAMMER

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	83,613 TL
Second (2) Level Compensation	:	57,438 TL
Third (3) Level Compensation	:	40,077 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	46,050 TL
Average Annual Compensation	:	62,472 TL
Upper Quartile	:	68,826 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	3,274 TL
Average Monthly (mean)	:	4,897 TL
Median	:	3,850 TL
Mode	:	-
Upper Quartile	:	5,207 TL

YEARLY ALLOWANCES (average) : 14,769 TL

AVERAGE AGE : 39

EDUCATION LEVEL : University: %100, High: %0, Primary: %0

LENGTH OF SERVICE : 8

**GENERAL DESCRIPTION OF THE JOB:**

Prepares programs to control the automatic processing of data by the computer; studies the program intent, output requirements, nature and sources of input, interval checks and other controls required; prepares detailed logical workflow charts; converts the program into code form; conducts trial runs; complies written instructions for the computer operators.

**SYSTEMS SUPPORT TECHNICIAN**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	56,820 TL
Second (2) Level Compensation :	36,330 TL
Third (3) Level Compensation :	24,410 TL
Minimum Annual Compensation :	-
Lower Quartile :	26,619 TL
Average Annual Compensation :	39,355 TL
Upper Quartile :	46,040 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	2,098 TL
Average Monthly (mean) :	2,964 TL
Median :	2,237 TL
Mode :	-
Upper Quartile :	3,528 TL

YEARLY ALLOWANCES (average) : 9,840 TL

AVERAGE AGE : 31

EDUCATION LEVEL : University: %98, High: %2, Primary: %0

LENGTH OF SERVICE : 3

**GENERAL DESCRIPTION OF THE JOB:**

Supports the computer systems in the organizations, maintains computers and sorts out problems, whether on the network or individual PCs. The network may also involve maintaining the voice and telephone network. Systems support technician has responsibility for ensuring the smooth running of computer systems. He involves in installing and configuring computer systems; taking responsibility for parts of the computer network, this can include file servers, work stations, printers, scanners and other peripherals; diagnosing and solving hardware faults; solving problems from an unformatted disk to a major fault on the operating system; replacing parts as required; following diagrams and written instructions to repair a fault or set up a system; testing/evaluating new technology.

**PRODUCTION SUPERVISOR**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	132,290 TL
Second (2) Level Compensation :	81,817 TL
Third (3) Level Compensation :	47,028 TL
Minimum Annual Compensation :	-
Lower Quartile :	60,890 TL
Average Annual Compensation :	91,650 TL
Upper Quartile :	102,744 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	4,034 TL
Average Monthly (mean) :	6,349 TL
Median :	6,816 TL
Mode :	-
Upper Quartile :	8,120 TL

YEARLY ALLOWANCES (average) : 27,865 TL

AVERAGE AGE : 41

EDUCATION LEVEL : University: %98, High: %2, Primary: %0

LENGTH OF SERVICE : 12

**GENERAL DESCRIPTION OF THE JOB:**

Supervises, co-ordinates and controls the activities of a workshop. Studies production programs and estimates manpower requirements, interprets specifications, blue prints and job orders. Estimates supplies and materials needed and makes requisitions. Establishes work procedures. Assigns duties to workers. Co-ordinates the work of the workshop. Supervises the activities of subordinate foreman and takes disciplinary measures.

**PRODUCTION DIVISION HEAD/ SUPERVISOR**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	113,064 TL
Second (2) Level Compensation :	72,264 TL
Third (3) Level Compensation :	36,480 TL
Minimum Annual Compensation :	-
Lower Quartile :	48,000 TL
Average Annual Compensation :	74,979 TL
Upper Quartile :	96,528 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	3,871 TL
Average Monthly (mean) :	5,597 TL
Median :	5,516 TL
Mode :	-
Upper Quartile :	7,938 TL

YEARLY ALLOWANCES (average) : 21,493 TL

AVERAGE AGE : 39

EDUCATION LEVEL : University: %95, High: %5, Primary: %0

LENGTH OF SERVICE : 12

**GENERAL DESCRIPTION OF THE JOB:**

Production Division Head is a technical supervisor, who is responsible for the steady progression of the production in a specific division or department. He generally reports to the Production Manager.

**PRODUCTION DIVISION HEAD/ SUPERVISOR**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation :	113,064 TL
Second (2) Level Compensation :	72,264 TL
Third (3) Level Compensation :	36,480 TL
Minimum Annual Compensation :	-
Lower Quartile :	48,000 TL
Average Annual Compensation :	74,979 TL
Upper Quartile :	96,528 TL
Maximum Annual Compensation :	-

**MONTHLY SALARIES**

Lower Quartile :	3,871 TL
Average Monthly (mean) :	5,597 TL
Median :	5,516 TL
Mode :	-
Upper Quartile :	7,938 TL

YEARLY ALLOWANCES (average) : 21,493 TL

AVERAGE AGE : 39

EDUCATION LEVEL : University: %95, High: %5, Primary: %0

LENGTH OF SERVICE : 12

**GENERAL DESCRIPTION OF THE JOB:**

Production Division Head is a technical supervisor, who is responsible for the steady progression of the production in a specific division or department. He generally reports to the Production Manager.

#### TECHNICAL SUPERVISOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation :	92,630 TL
Second (2) Level Compensation :	70,928 TL
Third (3) Level Compensation :	47,262 TL
Minimum Annual Compensation :	-
Lower Quartile :	59,796 TL
Average Annual Compensation :	73,936 TL
Upper Quartile :	82,060 TL
Maximum Annual Compensation :	-

##### MONTHLY SALARIES

Lower Quartile :	4,543 TL
Average Monthly (mean) :	5,181 TL
Median :	5,092 TL
Mode :	-
Upper Quartile :	6,105 TL

YEARLY ALLOWANCES (average) : 17,369 TL

AVERAGE AGE : 37

EDUCATION LEVEL : University: %92, High: %5, Primary: %3

LENGTH OF SERVICE : 9

##### GENERAL DESCRIPTION OF THE JOB:

Works as part of a team in order to design, develop, install and monitor various systems throughout the manufacturing cycle. Aims to develop and maintain an efficient manufacturing practices. This function includes planning, developing and scheduling systems; producing maintenance schedules; testing that systems are working correctly; identifying, investigating system faults; supervising the work of manufacturing engineers and support staff when they are installing, repairing and re-assembling equipment; demonstrating new and existing equipment to systems engineers, support staff and production managers; testing, monitoring and evaluating new equipments.

#### MAINTENANCE SUPERVISOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation :	90,703 TL
Second (2) Level Compensation :	57,179 TL
Third (3) Level Compensation :	31,391 TL
Minimum Annual Compensation :	-
Lower Quartile :	39,320 TL
Average Annual Compensation :	56,644 TL
Upper Quartile :	75,038 TL
Maximum Annual Compensation :	-

##### MONTHLY SALARIES

Lower Quartile :	2,700 TL
Average Monthly (mean) :	3,897 TL
Median :	3,700 TL
Mode :	-
Upper Quartile :	5,757 TL

YEARLY ALLOWANCES (average) : 20,412 TL

AVERAGE AGE : 38

EDUCATION LEVEL : University: %90, High: %7, Primary: %3

LENGTH OF SERVICE : 7

##### GENERAL DESCRIPTION OF THE JOB:

Supervises, co-ordinates and controls plant maintenance, repair machines, equipments and power generators of establishment. Plans, organizes and controls the protective maintenance and repairs of the machines, operations of boilers, turbines, generators, gas

compressors, pumps, water treatment plant, heating, ventilating, electrical communications and other auxiliary equipments. Establishes work procedures, assigns duties to workers, coordinates the work of subordinate foreman, takes disciplinary measures.

#### PRODUCTION SUPERINTENDENT

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	85,727 TL
Second (2) Level Compensation	:	53,244 TL
Third (3) Level Compensation	:	32,652 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	35,401 TL
Average Annual Compensation	:	54,582 TL
Upper Quartile	:	71,087 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	2,717 TL
Average Monthly (mean)	:	3,858 TL
Median	:	3,187 TL
Mode	:	-
Upper Quartile	:	4,973 TL

YEARLY ALLOWANCES (average) : 15,623 TL

AVERAGE AGE : 39

EDUCATION LEVEL : University: %53, High: %30, Primary: %17

LENGTH OF SERVICE : 10

##### GENERAL DESCRIPTION OF THE JOB:

Plans, organizes and controls production. Controls and co-ordinates the activities of workshops engaged in manufacturing, assembling or packaging. Studies and evaluates the performance of shop team and takes measures to improve methods, performance, working conditions and use of equipment to increase efficiency.

#### QUALITY CONTROL SUPERVISOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	87,662 TL
Second (2) Level Compensation	:	60,318 TL
Third (3) Level Compensation	:	41,415 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	51,680 TL
Average Annual Compensation	:	63,070 TL
Upper Quartile	:	68,955 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	3,080 TL
Average Monthly (mean)	:	4,778 TL
Median	:	4,070 TL
Mode	:	-
Upper Quartile	:	4,600 TL

YEARLY ALLOWANCES (average) : 18,848 TL

AVERAGE AGE : 36

EDUCATION LEVEL : University: %96, High: %4, Primary: %0

LENGTH OF SERVICE : 10

##### GENERAL DESCRIPTION OF THE JOB:

Carries out tests, inspects the production line and the final products to ensure conformance to the standards and specifications. Supervises and co-ordinates activities in relation to examination of products for accuracy and inspection for defects, ensures weight and other

features are in accordance with specifications, verifies accuracy of scales, gauges, ruler, micrometer, thermometer, fluoroscope, microscope, x-ray and other various test instruments. Usually specializes in the type and nature of quality control duties.

#### PRODUCTION PLANNING SUPERVISOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	87,390 TL
Second (2) Level Compensation	:	61,373 TL
Third (3) Level Compensation	:	31,186 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	36,647 TL
Average Annual Compensation	:	61,295 TL
Upper Quartile	:	86,100 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	2,892 TL
Average Monthly (mean)	:	4,173 TL
Median	:	3,372 TL
Mode	:	-
Upper Quartile	:	5,250 TL

YEARLY ALLOWANCES (average) : 17,952 TL

AVERAGE AGE : 37

EDUCATION LEVEL : University: %90, High: %10, Primary: %0

LENGTH OF SERVICE : 12

##### GENERAL DESCRIPTION OF THE JOB:

Determines supplies required for production, prepares the schedules of operations, taking into account the demand and capacity. Calculates quantities and types of materials required by production programme, prepares schedules of requirements or materials for a specified period. Verifies availability of stocks or arranges deliveries. Analyses order and summarizes demands according to product specifications, prepares corresponding schedule of production operations and processes, makes follow-up of production by examining progress data. Amends production schedules as required, prepares progress reports for the management.

#### QUALITY CONTROL SUPERVISOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	87,662 TL
Second (2) Level Compensation	:	60,318 TL
Third (3) Level Compensation	:	41,415 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	51,680 TL
Average Annual Compensation	:	63,070 TL
Upper Quartile	:	68,955 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	3,080 TL
Average Monthly (mean)	:	4,778 TL
Median	:	4,070 TL
Mode	:	-
Upper Quartile	:	4,600 TL

YEARLY ALLOWANCES (average) : 18,848 TL

AVERAGE AGE : 36

EDUCATION LEVEL : University: %96, High: %4, Primary: %0

LENGTH OF SERVICE : 10

##### GENERAL DESCRIPTION OF THE JOB:

Carries out tests, inspects the production line and the final products to ensure conformance to the standards and specifications. Supervises and co-ordinates activities in relation to examination of products for accuracy and inspection for defects, ensures weight and other features are in accordance with specifications, verifies accuracy of scales, gauges, ruler, micrometer, thermometer, fluoroscope, microscope, x-ray and other various test instruments. Usually specializes in the type and nature of quality control duties.

#### PRODUCTION PLANNING SUPERVISOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	87,390 TL
Second (2) Level Compensation	:	61,373 TL
Third (3) Level Compensation	:	31,186 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	36,647 TL
Average Annual Compensation	:	61,295 TL
Upper Quartile	:	86,100 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	2,892 TL
Average Monthly (mean)	:	4,173 TL
Median	:	3,372 TL
Mode	:	-
Upper Quartile	:	5,250 TL

YEARLY ALLOWANCES (average) : 17,952 TL

AVERAGE AGE : 37

EDUCATION LEVEL : University: %90, High: %10, Primary: %0

LENGTH OF SERVICE : 12

##### GENERAL DESCRIPTION OF THE JOB:

Determines supplies required for production, prepares the schedules of operations, taking into account the demand and capacity. Calculates quantities and types of materials required by production programme, prepares schedules of requirements or materials for a specified period. Verifies availability of stocks or arranges deliveries. Analyses order and summarizes demands according to product specifications, prepares corresponding schedule of production operations and processes, makes follow-up of production by examining progress data. Amends production schedules as required, prepares progress reports for the management.

#### ENGINEER

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	117,823 TL
Second (2) Level Compensation	:	55,220 TL
Third (3) Level Compensation	:	32,097 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	43,794 TL
Average Annual Compensation	:	65,080 TL
Upper Quartile	:	66,646 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	3,332 TL
Average Monthly (mean)	:	5,227 TL
Median	:	4,000 TL
Mode	:	-
Upper Quartile	:	4,977 TL

YEARLY ALLOWANCES (average) : 18,752 TL

AVERAGE AGE : 31

EDUCATION LEVEL	:	University: %100, High: %0, Primary: %0
LENGTH OF SERVICE	:	7

#### GENERAL DESCRIPTION OF THE JOB:

Designs projects and offers on the areas of mechanical, electrical, electronic, chemical, civil, metallurgical, mining, industrial, agricultural or other branches of engineering. Specializes in a particular field and is designated accordingly. Studies operating requirements, engages in research and development; advises, designs, supervises the technical aspects of manufacturing of construction; estimates labor, material and total costs; supervises installation operation, maintenance and repair work. Checks the completed work or processes to ensure compliance with specifications and safety standards.

### ARCHITECT

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	97,869 TL
Second (2) Level Compensation	:	60,301 TL
Third (3) Level Compensation	:	44,280 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	52,800 TL
Average Annual Compensation	:	63,888 TL
Upper Quartile	:	67,801 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	4,246 TL
Average Monthly (mean)	:	5,018 TL
Median	:	4,950 TL
Mode	:	-
Upper Quartile	:	5,145 TL

YEARLY ALLOWANCES (average) : 18,344 TL

AVERAGE AGE : 33

EDUCATION LEVEL : University: %100, High: %0, Primary: %0

LENGTH OF SERVICE : 6

#### GENERAL DESCRIPTION OF THE JOB:

Plans building design and development tasks, including drawings, calculations, cost estimates and specifications, meeting the client requirements, review offers and provides clarifications during the construction. The Architect generally reports to the Project Manager in the company.

### DRAFTSMAN

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	100,464 TL
Second (2) Level Compensation	:	55,326 TL
Third (3) Level Compensation	:	22,646 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	26,092 TL
Average Annual Compensation	:	56,383 TL
Upper Quartile	:	84,559 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	2,091 TL
Average Monthly (mean)	:	3,691 TL
Median	:	2,688 TL
Mode	:	-
Upper Quartile	:	5,285 TL



YEARLY ALLOWANCES (average)	:	10,658 TL
AVERAGE AGE	:	<b>34</b>
EDUCATION LEVEL	:	University: %89, High: %11, Primary: %0
LENGTH OF SERVICE	:	<b>11</b>

**GENERAL DESCRIPTION OF THE JOB:**

Prepares accurate working plans and detailed drawings for engineering, construction, manufacturing or other projects, based on the designer's sketches and specifications and prepares charts on working drawings for variety of purposes; makes supplementary calculations of dimensions, surfaces, volumes and other factors, correlates the calculated dimensions. May specialize in preparing working drawings for manufacture or construction of particular engineering.

### ACCOUNTS SUPERVISOR

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	99,900 TL
Second (2) Level Compensation	:	58,762 TL
Third (3) Level Compensation	:	33,898 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	39,723 TL
Average Annual Compensation	:	59,717 TL
Upper Quartile	:	79,800 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	2,980 TL
Average Monthly (mean)	:	4,534 TL
Median	:	4,225 TL
Mode	:	-
Upper Quartile	:	5,550 TL

YEARLY ALLOWANCES (average)	:	12,993 TL
AVERAGE AGE	:	<b>40</b>
EDUCATION LEVEL	:	University: %94, High: %6, Primary: %0
LENGTH OF SERVICE	:	<b>11</b>

**GENERAL DESCRIPTION OF THE JOB:**

Organizes and supervises accounting services; installs and administers budgetary controlling and other accounting systems; prepares and certifies financial statements for presentation to the management and Board of Directors; supervises accounting activities and directs the work of bookkeepers and cashiers. May prepare reports for the management on the financial situation.

### FINANCIAL SUPERVISOR

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	102,478 TL
Second (2) Level Compensation	:	66,603 TL
Third (3) Level Compensation	:	42,893 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	49,290 TL
Average Annual Compensation	:	64,154 TL
Upper Quartile	:	79,916 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	3,018 TL
Average Monthly (mean)	:	4,868 TL
Median	:	4,739 TL
Mode	:	-
Upper Quartile	:	6,173 TL

YEARLY ALLOWANCES (average)	:	18,856 TL
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AVERAGE AGE	:	<b>38</b>
EDUCATION LEVEL	:	University: %95, High: %5, Primary: %0
LENGTH OF SERVICE	:	<b>11</b>

**GENERAL DESCRIPTION OF THE JOB:**

Advice and support business plans and decisions by providing and interpreting financial information; overseeing the preparation of accounts; budgetary control; monitoring cash flow; monitoring performance and efficiency; analyzing allocation of resources; developing complex finance models. Some other titles may cover the similar function such as the financial analyst and business analyst.

### ACCOUNTS CLERK

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	46,249 TL
Second (2) Level Compensation	:	27,313 TL
Third (3) Level Compensation	:	16,086 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	22,128 TL
Average Annual Compensation	:	28,404 TL
Upper Quartile	:	32,497 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,661 TL
Average Monthly (mean)	:	2,035 TL
Median	:	1,904 TL
Mode	:	-
Upper Quartile	:	2,260 TL

YEARLY ALLOWANCES (average) : 5,870 TL

AVERAGE AGE : **31**

EDUCATION LEVEL : University: %77, High: %26, Primary: %2

LENGTH OF SERVICE : **5**

**GENERAL DESCRIPTION OF THE JOB:**

Maintains records on one phase of an undertaking's financial transactions such as accounts receivable, accounts payable, cost accounting, outgating, wages, or financial transactions to and from bank; verifies the accuracy of relevant documents and makes necessary calculations; makes and checks entries and totals ledgers, balancing them at regular intervals. May carry out specialized clerical tasks and be designated according to the type of transactions performed and the type of organization in which employed.

### PERSONNEL AND ADM?N SUPERVISOR

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	71,718 TL
Second (2) Level Compensation	:	47,230 TL
Third (3) Level Compensation	:	27,202 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	31,063 TL
Average Annual Compensation	:	47,447 TL
Upper Quartile	:	63,396 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	2,342 TL
Average Monthly (mean)	:	3,752 TL
Median	:	3,115 TL
Mode	:	-
Upper Quartile	:	5,283 TL

YEARLY ALLOWANCES (average)	:	12,132 TL
AVERAGE AGE	:	37
EDUCATION LEVEL	:	University: %83, High: %16, Primary: %1
LENGTH OF SERVICE	:	8

**GENERAL DESCRIPTION OF THE JOB:**

Performs personnel functions relating to employee recruitment, placement, training, promotion, compensation or other areas of personnel function. Assists in the organization of services such as canteens, first aid, and recreation facilities for the employees. Maintains confidential personnel records. Carries out and supervises the general welfare and the conduct of the personnel in the establishment, is responsible for protecting the plant, the warehouse or other property against fire, theft and illegal entry. Sees to it that the standard of cleaning is met, controls the purchase, storage and insurance of supplies to the kitchen, runs staff-canteen provides transport, telephone and other such services. May perform additional duties as appropriate to the requirements of the establishments.

**HUMAN RESOURCES SPECIALIST**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	80,788 TL
Second (2) Level Compensation	:	51,822 TL
Third (3) Level Compensation	:	36,949 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	40,068 TL
Average Annual Compensation	:	55,163 TL
Upper Quartile	:	63,576 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	3,023 TL
Average Monthly (mean)	:	3,826 TL
Median	:	3,815 TL
Mode	:	-
Upper Quartile	:	4,193 TL
YEARLY ALLOWANCES (average)	:	13,876 TL
AVERAGE AGE	:	31
EDUCATION LEVEL	:	University: %91, High: %8, Primary: %0
LENGTH OF SERVICE	:	6

**GENERAL DESCRIPTION OF THE JOB:**

Develops, advises on and assist the top management in setting policies relating to the effective use of human resources within the organization; recruit staff; develop job descriptions, prepare advertisements, check application forms, short listing candidates, interviewing and selecting; assists in developing policies on issues such as working conditions, performance management, equal opportunities, disciplinary procedures and absence ; advising on pay and other remuneration issues including promotion benefits; undertaking salary reviews, negotiating with staff and their representatives on issues relating to pay and conditions; administering payroll and maintaining records relating to staff; interpreting and advising on employment legislation; planning and sometimes delivering training including induction for new staff.

**PERSONNEL CLERK**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	42,987 TL
Second (2) Level Compensation	:	24,778 TL
Third (3) Level Compensation	:	16,001 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	18,611 TL
Average Annual Compensation	:	27,675 TL
Upper Quartile	:	30,945 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,444 TL
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Average Monthly (mean)	:	2,009 TL
Median	:	1,763 TL
Mod	:	-
Upper Quartile	:	2,460 TL
YEARLY ALLOWANCES (average)	:	6,984 TL
AVERAGE AGE	:	<b>30</b>
EDUCATION LEVEL	:	University: %56, High: %40, Primary: %4
LENGTH OF SERVICE	:	<b>5</b>

#### GENERAL DESCRIPTION OF THE JOB:

Keeps employment records of personnel, prepares documents relating to employees showing the name, address, qualifications and other personal details, keeps records of such leaves registers absences, deals with inquiries relating to the records of personnel. Performs all the clerical duties involved in hiring, promotion, discharges or retirements. May prepare salary, wage, overtime and bonus slips for payment and may keep records of check on times of the workers.

### EXECUTIVE ASSISTANT

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	90,821 TL
Second (2) Level Compensation	:	48,270 TL
Third (3) Level Compensation	:	27,353 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	34,897 TL
Average Annual Compensation	:	52,995 TL
Upper Quartile	:	61,643 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	2,184 TL
Average Monthly (mean)	:	3,947 TL
Median	:	3,906 TL
Mode	:	-
Upper Quartil	:	5,050 TL
YEARLY ALLOWANCES (average)	:	10,699 TL
AVERAGE AGE	:	<b>33</b>
EDUCATION LEVEL	:	University: %81, High: %18, Primary: %1
LENGTH OF SERVICE	:	<b>8</b>

#### GENERAL DESCRIPTION OF THE JOB:

Assists the superior, makes appointments for the superior and reminds him of them, deals with inquiries and answers them makes telephone calls, passes personal and important mail to the superior. Deals with routine correspondence on own initiative; takes care of special files. Receives visitors of the superior, offers tea and other beverages and directs them to other locations. May operate teletype or teleprinter machine and perform other duties designated by the superior.

### SECRETARY / TYPIST

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	49,750 TL
Second (2) Level Compensation	:	25,146 TL
Third (3) Level Compensation	:	15,756 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	18,792 TL
Average Annual Compensation	:	28,814 TL
Upper Quartile	:	31,500 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,206 TL
Average Monthly (mean)	:	2,055 TL
Median	:	1,724 TL
Mode	:	-
Upper Quartile	:	2,250 TL
YEARLY ALLOWANCES (average)	:	7,705 TL
AVERAGE AGE	:	<b>30</b>
EDUCATION LEVEL	:	University: %28, High: %67, Primary: %5
LENGTH OF SERVICE	:	<b>5</b>

**GENERAL DESCRIPTION OF THE JOB:**

Performs the duties of the typist and in addition, deals with inquiries and answers them. Makes telephone calls and appointments for the superior. May operate teletype or teleprinter machines to transmit and receive.

**RECEPTIONIST/ TELEPHONIST****TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	38,600 TL
Second (2) Level Compensation	:	22,065 TL
Third (3) Level Compensation	:	13,225 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	14,130 TL
Average Annual Compensation	:	23,437 TL
Upper Quartile	:	30,000 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,003 TL
Average Monthly (mean)	:	1,771 TL
Median	:	1,500 TL
Mode	:	-
Upper Quartile	:	2,500 TL
YEARLY ALLOWANCES (average)	:	6,539 TL
AVERAGE AGE	:	<b>29</b>
EDUCATION LEVEL	:	University: %20, High: %74, Primary: %6
LENGTH OF SERVICE	:	<b>4</b>

**GENERAL DESCRIPTION OF THE JOB:**

Receives visitors to the establishment, ascertains their requests and directs them accordingly, supplies information and keeps record of the visits. Operates a telephone switchboard, deals with local or longdistance calls, observes and records changes for longdistance and private calls. May record messages, send and receive messages by teleprinter and perform other limited clerical duties.

**OTHER**

## COOK

### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	41,970 TL
Second (2) Level Compensation	:	29,370 TL
Third (3) Level Compensation	:	22,400 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	25,200 TL
Average Annual Compensation	:	30,926 TL
Upper Quartile	:	33,540 TL
Maximum Annual Compensation	:	-

### MONTHLY SALARIES

Lower Quartile	:	1,825 TL
Average Monthly (mean)	:	2,449 TL
Median	:	2,300 TL
Mode	:	-
Upper Quartile	:	2,795 TL

YEARLY ALLOWANCES (average) : 5,400 TL

AVERAGE AGE : 45

EDUCATION LEVEL : University: %13, High: %65, Primary: %22

LENGTH OF SERVICE : 10

### GENERAL DESCRIPTION OF THE JOB:

Cook; is responsible for the preparation, cooking and distribution of food for all personnel and guests. Ordering groceries such as vegetables, fruits and others; respecting, cleaning, cooking, serving, cleaning the kitchenware and other associated kitchen equipment are among his other chief responsibilities. A cook generally reports to the housekeeping chief and is self-trained from apprenticeship.

## STORE PORTER

### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	35,390 TL
Second (2) Level Compensation	:	27,540 TL
Third (3) Level Compensation	:	23,550 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	25,500 TL
Average Annual Compensation	:	27,055 TL
Upper Quartile	:	29,580 TL
Maximum Annual Compensation	:	-

### MONTHLY SALARIES

Lower Quartile	:	1,950 TL
Average Monthly (mean)	:	1,949 TL
Median	:	2,290 TL
Mode	:	-
Upper Quartile	:	2,408 TL

YEARLY ALLOWANCES (average) : 7,055 TL

AVERAGE AGE : 35

EDUCATION LEVEL : University: %4, High: %26, Primary: %70

LENGTH OF SERVICE : 9

### GENERAL DESCRIPTION OF THE JOB:

Store Porter; is responsible for controlling, carrying and storing the incoming and outgoing raw materials to/from the store safely. Protection of the stored materials, parts, semifinished and finished products and cleaning the area are among the essential responsibilities of the store keeper.

#### WATCHMAN / SECURITY MAN

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	34,680 TL
Second (2) Level Compensation	:	26,022 TL
Third (3) Level Compensation	:	19,142 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	22,284 TL
Average Annual Compensation	:	26,582 TL
Upper Quartile	:	29,760 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	1,451 TL
Average Monthly (mean)	:	2,028 TL
Median	:	2,050 TL
Mode	:	-
Upper Quartile	:	2,480 TL

YEARLY ALLOWANCES (average) : 5,611 TL

AVERAGE AGE : 39

EDUCATION LEVEL : University: %6, High: %69, Primary: %25

LENGTH OF SERVICE : 10

##### GENERAL DESCRIPTION OF THE JOB:

Watchman; takes responsibility for the security of life and property at the work site including the protection of plant facilities, material and vehicles. Guards entries and directs the flow of human and material traffic.

#### FORKLIFT OPERATOR

##### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	41,843 TL
Second (2) Level Compensation	:	31,526 TL
Third (3) Level Compensation	:	20,798 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	23,595 TL
Average Annual Compensation	:	31,190 TL
Upper Quartile	:	39,456 TL
Maximum Annual Compensation	:	-

##### MONTHLY SALARIES

Lower Quartile	:	1,592 TL
Average Monthly (mean)	:	2,457 TL
Median	:	2,500 TL
Mode	:	-
Upper Quartile	:	3,176 TL

YEARLY ALLOWANCES (average) : 5,954 TL

AVERAGE AGE : 40

EDUCATION LEVEL : University: %5, High: %40, Primary: %55

LENGTH OF SERVICE : 11

##### GENERAL DESCRIPTION OF THE JOB:

Forklift Operator; using a forklift truck with a certain load and manoeuvring capacity, performs loading, unloading, raising and stocking both inside and outside on the premises of the establishment. Maintenance of the forklift truck and keeping it in operational condition, carrying out the given job in time and in accordance with specific regulations, performing the job safely and repairing minor technical failures are among his essential responsibilities. A forklift operator generally reports to the foreman and receives his driving certificate after completing a specific training on the job.

## FOREMAN

### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	58,980 TL
Second (2) Level Compensation	:	37,559 TL
Third (3) Level Compensation	:	19,004 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	20,158 TL
Average Annual Compensation	:	38,346 TL
Upper Quartile	:	54,960 TL
Maximum Annual Compensation	:	-

### MONTHLY SALARIES

Lower Quartile	:	1,436 TL
Average Monthly (mean)	:	2,836 TL
Median	:	2,631 TL
Mode	:	-
Upper Quartile	:	4,000 TL

YEARLY ALLOWANCES (average) : 9,358 TL

AVERAGE AGE : 37

EDUCATION LEVEL : University: %4, High: %74, Primary: %22

LENGTH OF SERVICE : 8

### GENERAL DESCRIPTION OF THE JOB:

Foreman; is responsible for providing efficiency from machines and manpower of labourers and securing discipline in his/her department. Establishing sound performance of the machines, mass production bands and other associated equipment in the production line and controlling them when necessary are his other essential responsibilities. The foreman generally reports to the shop chief, production chief or maintenance chief and is a graduate of a technical school.

## SKILLED TECHNICAL STAFF

### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	39,715 TL
Second (2) Level Compensation	:	24,582 TL
Third (3) Level Compensation	:	15,932 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	19,734 TL
Average Annual Compensation	:	25,791 TL
Upper Quartile	:	29,430 TL
Maximum Annual Compensation	:	-

### MONTHLY SALARIES

Lower Quartile	:	1,645 TL
Average Monthly (mean)	:	1,930 TL
Median	:	1,853 TL
Mode	:	-
Upper Quartile	:	2,125 TL

YEARLY ALLOWANCES (average) : 6,669 TL

AVERAGE AGE : 29



EDUCATION LEVEL	:	University: %17, High: %40, Primary: %43
LENGTH OF SERVICE	:	8

#### GENERAL DESCRIPTION OF THE JOB:

Skilled technical Staff is a common reference given to the technical staff like; Planer, Welder, Boilerman, Fitter, Latheman and Crane Operator. Generally reports to the Production Supervisor or Production Division head. A Skilled Technical Staff may be a graduate of a technical school or a trained apprentice.

### QUALITY CONTROLLER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	38,388 TL
Second (2) Level Compensation	:	25,413 TL
Third (3) Level Compensation	:	16,983 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	22,050 TL
Average Annual Compensation	:	26,310 TL
Upper Quartile	:	28,776 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	1,575 TL
Average Monthly (mean)	:	2,149 TL
Median	:	1,900 TL
Mode	:	-
Upper Quartile	:	2,398 TL

YEARLY ALLOWANCES (average) : 8,919 TL

AVERAGE AGE : 35

EDUCATION LEVEL : University: %38, High: %60, Primary: %2

LENGTH OF SERVICE : 7

#### GENERAL DESCRIPTION OF THE JOB:

Quality Controller; generally performs checking, measuring and testing the products, components, parts or services in accordance with the specifications and standards laid down. He is basically responsible to ensure the goods or services provided are in compliance with the quality standards set and to report to his supervisors all and every variations as per his instructions. Quality Controller usually reports to Quality Control Supervisor or Manager or Director of Quality Assurance section.

### LAB TECHNICIAN

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	39,300 TL
Second (2) Level Compensation	:	30,626 TL
Third (3) Level Compensation	:	22,826 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	27,651 TL
Average Annual Compensation	:	30,272 TL
Upper Quartile	:	33,600 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	2,095 TL
Average Monthly (mean)	:	2,495 TL
Median	:	2,350 TL
Mode	:	-
Upper Quartile	:	2,800 TL

YEARLY ALLOWANCES (average) : 10,815 TL

AVERAGE AGE	:	<b>31</b>
EDUCATION LEVEL	:	University: %94, High: %6, Primary: %0
LENGTH OF SERVICE	:	<b>6</b>

**GENERAL DESCRIPTION OF THE JOB:**

Lab. Technician; performs physical, chemical etc. analysis of various materials and keeps records of the results. Preparation of tools, equipment and materials for analysis in the security in the lab, notifying authorized persons in time about the materials to be provided are among his essential responsibilities. A lab. technician generally reports to the Lab. chief and is a graduate of a technical school.

## MECHANIC

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	49,028 TL
Second (2) Level Compensation	:	31,617 TL
Third (3) Level Compensation	:	21,895 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	26,891 TL
Average Annual Compensation	:	34,253 TL
Upper Quartile	:	36,344 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	2,069 TL
Average Monthly (mean)	:	2,394 TL
Median	:	2,353 TL
Mode	:	-
Upper Quartile	:	2,904 TL

YEARLY ALLOWANCES (average) : 9,955 TL

AVERAGE AGE : **39**

EDUCATION LEVEL : University: %12, High: %38, Primary: %50

LENGTH OF SERVICE : **9**

**GENERAL DESCRIPTION OF THE JOB:**

Mechanic; performs the maintenance and repairs the machines in a production or servicing establishment. Performs periodic maintenance with a certain time, quick repair of failures are among the essential responsibilities of a mechanic. A mechanic usually reports to the section chief or foreman and is a graduate from a technical school or is self-trained on the job.

## MACHINIST

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	51,218 TL
Second (2) Level Compensation	:	32,985 TL
Third (3) Level Compensation	:	19,735 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	27,340 TL
Average Annual Compensation	:	34,281 TL
Upper Quartile	:	38,631 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,932 TL
Average Monthly (mean)	:	2,582 TL
Median	:	2,574 TL
Mode	:	-
Upper Quartile	:	3,004 TL

YEARLY ALLOWANCES (average) : 9,392 TL

AVERAGE AGE	:	<b>39</b>
EDUCATION LEVEL	:	University: %11, High: %54, Primary: %35
LENGTH OF SERVICE	:	<b>12</b>

**GENERAL DESCRIPTION OF THE JOB:**

Machinist; maintains all the machines which produce machine parts related to production in operational condition. Performing technical controls in regard to production are his essential responsibilities. A machinist generally reports to the foreman and is a graduate of a technical school or a trained apprentice in his line of work.

**ELECTRICIAN**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	45,161 TL
Second (2) Level Compensation	:	26,459 TL
Third (3) Level Compensation	:	17,787 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	20,796 TL
Average Annual Compensation	:	31,812 TL
Upper Quartile	:	32,123 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,733 TL
Average Monthly (mean)	:	2,435 TL
Median	:	2,090 TL
Mode	:	-
Upper Quartile	:	2,615 TL

YEARLY ALLOWANCES (average) : 8,642 TL

AVERAGE AGE : **32**

EDUCATION LEVEL : University: %12, High: %82, Primary: %6

LENGTH OF SERVICE : **8**

**GENERAL DESCRIPTION OF THE JOB:**

Electrician; in a production or servicing establishment is in charge of the power distribution, modification and maintenance of electrical equipment and electrical systems. He is responsible for controlling networks of electrical systems, maintaining/repairing electrical failures, and generally keeping all electrical systems of the establishment in a safe operational condition. An electrician generally reports to the maintenance chief, foreman or shop chief. He is a graduate of a technical school or self-trained on the job.

**ASSEMBLY LABORER**

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	40,033 TL
Second (2) Level Compensation	:	24,097 TL
Third (3) Level Compensation	:	13,226 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	16,129 TL
Average Annual Compensation	:	26,093 TL
Upper Quartile	:	32,066 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,308 TL
Average Monthly (mean)	:	2,046 TL
Median	:	1,860 TL
Mode	:	-
Upper Quartile	:	2,617 TL

YEARLY ALLOWANCES (average)	:	5,942 TL
AVERAGE AGE	:	<b>28</b>
EDUCATION LEVEL	:	University: %3, High: %41, Primary: %56
LENGTH OF SERVICE	:	<b>5</b>

**GENERAL DESCRIPTION OF THE JOB:**

Assembly Labourer; performs job requiring assembly or joining together of parts which do not usually require a high level of experience or knowledge. He is responsible for preparation of assembly parts and assembling in production line. An assembly labourer generally reports to the shop chief or foreman and is self-trained on the job.

### OFFICE BOY

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	33,310 TL
Second (2) Level Compensation	:	18,280 TL
Third (3) Level Compensation	:	11,370 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	14,940 TL
Average Annual Compensation	:	21,552 TL
Upper Quartile	:	21,621 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,226 TL
Average Monthly (mean)	:	1,485 TL
Median	:	1,273 TL
Mode	:	-
Upper Quartile	:	1,457 TL

YEARLY ALLOWANCES (average)	:	3,160 TL
AVERAGE AGE	:	<b>38</b>
EDUCATION LEVEL	:	University: %2, High: %37, Primary: %61
LENGTH OF SERVICE	:	<b>7</b>

**GENERAL DESCRIPTION OF THE JOB:**

Delivers messages, packages and other items to offices or elsewhere, keeps office clean and orderly serves tea and carries out other errands as required. May keep simple records and obtain receipts for articles delivered. May perform additional duties variously designated by his supervisor.

### CHAUFFEUR/ DRIVER

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	44,335 TL
Second (2) Level Compensation	:	22,075 TL
Third (3) Level Compensation	:	16,680 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	18,900 TL
Average Annual Compensation	:	26,579 TL
Upper Quartile	:	27,249 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	1,350 TL
Average Monthly (mean)	:	2,003 TL
Median	:	1,598 TL
Mode	:	-

Upper Quartile	:	2,033 TL
YEARLY ALLOWANCES (average)	:	6,167 TL
AVERAGE AGE	:	<b>39</b>
EDUCATION LEVEL	:	University: %2, High: %26, Primary: %72
LENGTH OF SERVICE	:	<b>8</b>

#### GENERAL DESCRIPTION OF THE JOB:

Drives motor vehicles to transport people or packages and other items as instructed by his supervisor, keeps his vehicle in good running order and makes minor repairs. May assist in loading and unloading, keeping records of his trips, performing certain personal services of the executive if assigned as private chauffeur.

### CHARGE HAND

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	46,290 TL
Second (2) Level Compensation	:	31,971 TL
Third (3) Level Compensation	:	22,768 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	26,307 TL
Average Annual Compensation	:	32,707 TL
Upper Quartile	:	37,635 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	2,133 TL
Average Monthly (mean)	:	2,599 TL
Median	:	2,625 TL
Mode	:	-
Upper Quartile	:	3,052 TL
YEARLY ALLOWANCES (average)	:	9,646 TL
AVERAGE AGE	:	<b>39</b>
EDUCATION LEVEL	:	University: %3, High: %59, Primary: %38
LENGTH OF SERVICE	:	<b>13</b>

#### GENERAL DESCRIPTION OF THE JOB:

Drives motor vehicles to transport people or packages and other items as instructed by his supervisor, keeps his vehicle in good running order and makes minor repairs. May assist in loading and unloading, keeping records of his trips, performing certain personal services of the executive if assigned as private chauffeur.

### SEMI-SKILLED LABORER

#### TOTAL ANNUAL COMPENSATION

First (1) Level Total Annual Compensation	:	41,219 TL
Second (2) Level Compensation	:	26,023 TL
Third (3) Level Compensation	:	14,340 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	19,499 TL
Average Annual Compensation	:	27,527 TL
Upper Quartile	:	32,547 TL
Maximum Annual Compensation	:	-

#### MONTHLY SALARIES

Lower Quartile	:	1,538 TL
Average Monthly (mean)	:	2,102 TL

Median	:	2,216 TL
Mode	:	-
Upper Quartile	:	2,639 TL
YEARLY ALLOWANCES (average)	:	8,661 TL
AVERAGE AGE	:	<b>36</b>
EDUCATION LEVEL	:	University: %4, High: %33, Primary: %63
LENGTH OF SERVICE	:	<b>8</b>

**GENERAL DESCRIPTION OF THE JOB:**

Semi-Skilled Labourer; performs such duties as facilitating and speeding up the process flow of production and assembly lines of a plant. Although he is not directly responsible for a particular process, he is permitted to perform (jobs his job) experience and educational background may allow. A semi-skilled labourer usually reports to the foreman, or a qualified labourer and might have advanced to this position through apprenticeship.

### UNSKILLED LABORER

**TOTAL ANNUAL COMPENSATION**

First (1) Level Total Annual Compensation	:	27,540 TL
Second (2) Level Compensation	:	19,225 TL
Third (3) Level Compensation	:	11,605 TL
Minimum Annual Compensation	:	-
Lower Quartile	:	13,370 TL
Average Annual Compensation	:	20,470 TL
Upper Quartile	:	25,080 TL
Maximum Annual Compensation	:	-

**MONTHLY SALARIES**

Lower Quartile	:	955 TL
Average Monthly (mean)	:	1,562 TL
Median	:	1,533 TL
Mode	:	-
Upper Quartile	:	2,090 TL
YEARLY ALLOWANCES (average)	:	5,091 TL
AVERAGE AGE	:	<b>28</b>
EDUCATION LEVEL	:	University: %2, High: %47, Primary: %52
LENGTH OF SERVICE	:	<b>5</b>

**GENERAL DESCRIPTION OF THE JOB:**

Unskilled Labourer; performs his job in a production or service establishment and his job requires neither work experience nor vocational training. The jobs he is expected to perform requires personal capability of lower levels only. Preparing materials for process, packing, counting and cleaning the apparatus/equipment can be shown as examples. An unskilled labourer generally reports to the team chief or skilled labourer.

## DEFINITIONS OF THE TERMS

**JOB TITLE :**

The distinguishing name of a job.

**CODE :**

Code numbers are given to the key jobs in the directory for instant reference.

**MONTHLY SALARY :**

The monthly gross base salary.

**ARITHMETIC AVERAGE (Mean) :**

The arithmetic average of salaries or other compensations as appropriate.

**LOWER QUARTILE :**

The point in a graduated distribution below which 25 % of the salaries (or other compensations) fall.

**MEDIAN :**

The middle salary in a graduated distribution of salaries.

**UPPER QUARTILE :**

The point in a graduated distribution below which 75 % of the salaries (or other compensations) fall.

**YEARLY ALLOWANCES :**

The total of all cash allowances and fringes provided in a period of one year, other than the 12 monthly base salary. "Yearly Allowances and Fringes" includes; Regular Bonuses, Rewards for Superior Performance and all other means of cash benefits, but excludes 12 monthly base salary and non-cash benefits.

**AGE :**

The arithmetic average of employee ages for each job.

**EDUCATION LEVEL :**

The distribution of education levels as percent of employees at each job.

**LENGTH OF SERVICE :**

The arithmetic average of the length of service of employees at their present companies.

**LARGE COMPANY :**

Company with annual turnover of TL. equivalent to USD 50 million and over.

**SMALL COMPANY :**

Company with annual turnover of TL. equivalent to USD 2 million and under.

**MEDIUM SIZE COMPANY :**

Company in between small and large companies

**TOTAL ANNUAL COMPENSATION :**

Total annual compensation includes twelve monthly salaries plus allowances and fringes provided in one year.

**FIRST (1) LEVEL TOTAL ANNUAL COMPENSATION :**

This level of compensation is applicable to the cases with general features as follows; within description of the job, the position at this level covers large range of responsibilities, using maximum amount of resources. The position plays a major role within the scope of the job in realization of company goals, and/or the holder is employed in very large and diversified organizations and/or involved in complex environment and/or coupled with advance technological involvement, and/or with requirements of high degree of personal, educational and professional qualifications and/or the holder is often involved in above and beyond the authorities and responsibilities then normally expected in that category of job.

**SECOND (2) LEVEL COMPENSATION :**

This level of compensation is applicable to the cases between description of first (1) level and third (3) level.

**THIRD (3) LEVEL COMPENSATION :**

This level of compensation is applicable to the cases with general features as follows; within description of the job, the position covers low level of responsibilities, directing minimum or no resources. The position plays an insignificant role in realization of company goals, and/or the holder is employed in a small to medium size company and/or largely involved in routine and straight forward working environment, and/or demands of minimum level of personal and educational and professional qualifications normally required by that job, and the holder is usually under close supervision and direction of his/her superior and/or the holder is under trial period, being trained or/and tested for the position.