



Great People Inside Conference
VisionaryHR

9-10 October 2019
Kronwell Hotel-Brasov, Romania

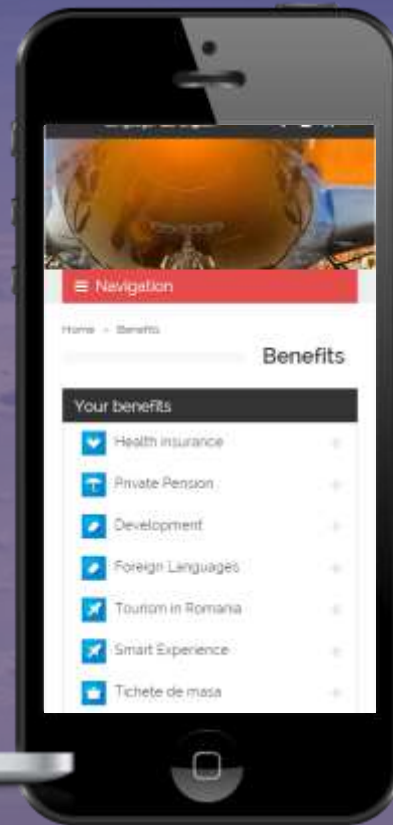


CE BENEFICII EXTRA-SALARIALE SI-AU ALES ANGAJATII COMPANIILOR IN 2018 ?

Stelian Bogza

Co-fondator BenefitOnline.ro

Platforma BenefitOnline.ro **functioneaza ca un magazine online**, fiecare angajat avand acces la toata gama de beneficii



116,000+
UTILIZATORI

250+
COMPANII SATISFACUTE

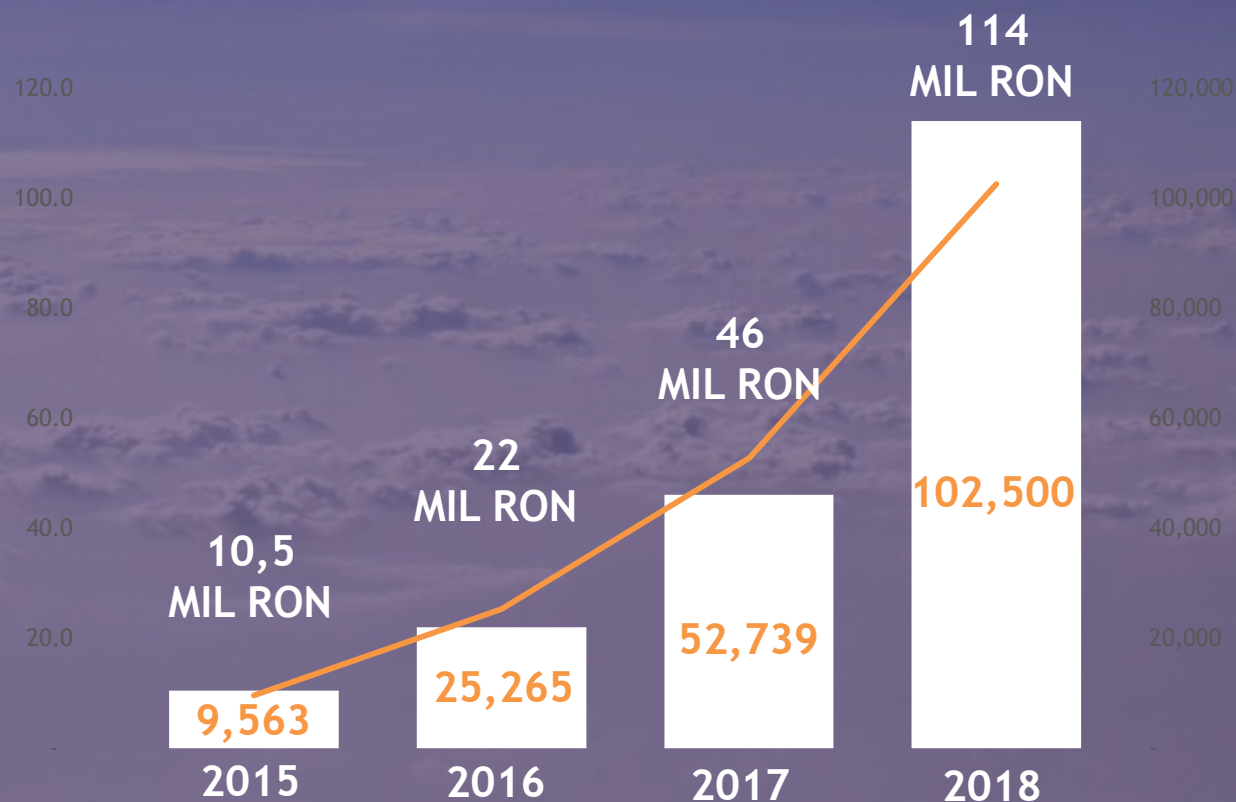
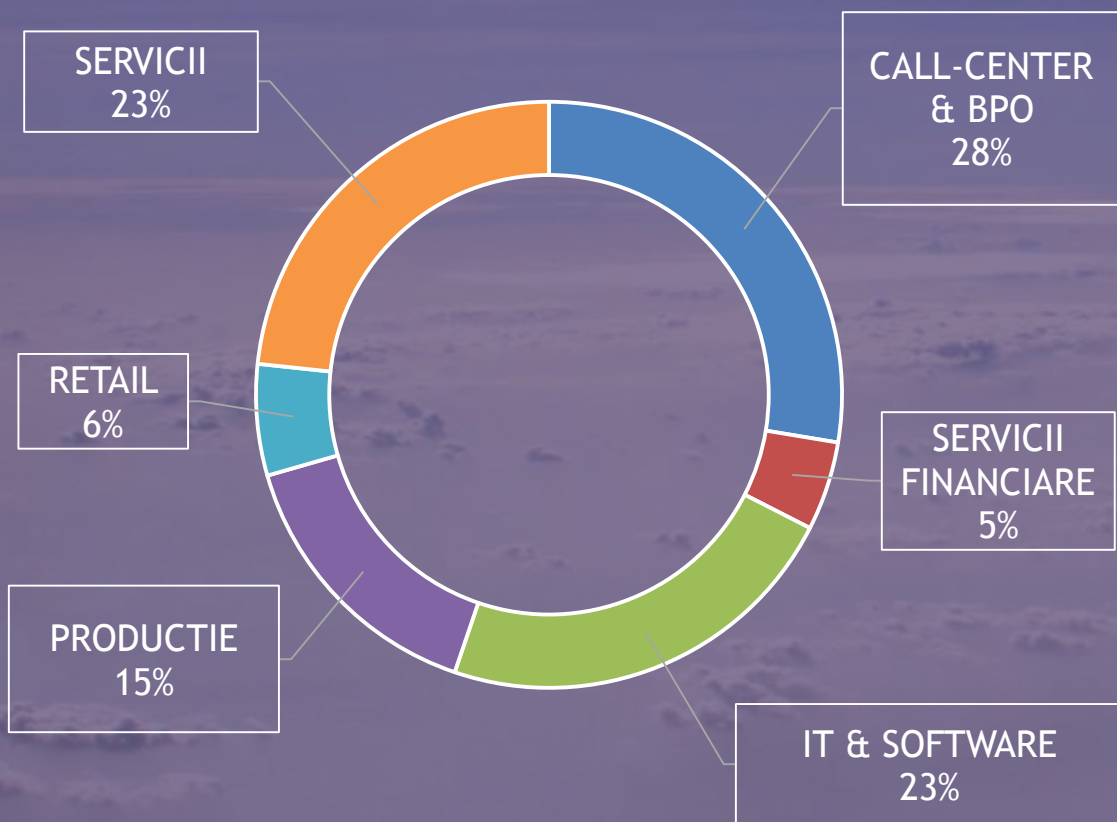
1,800+
FURNIZORI

3,000+
BENEFICII UNICE

9/10
FEEDBACK ANGAJATI

Companiile din CALL-CENTER/BPO, IT si SERVICII ofera cele mai multe beneficii

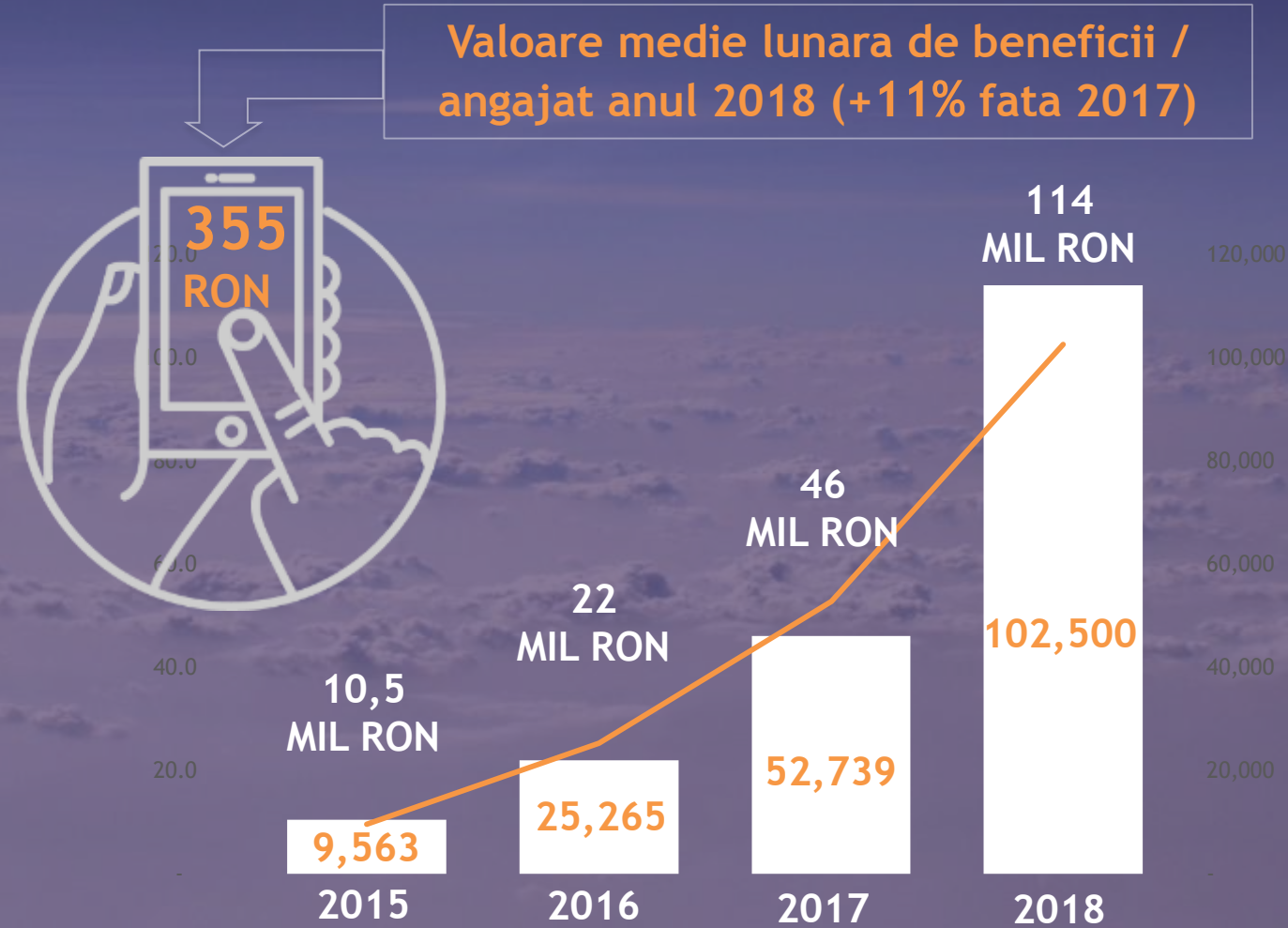
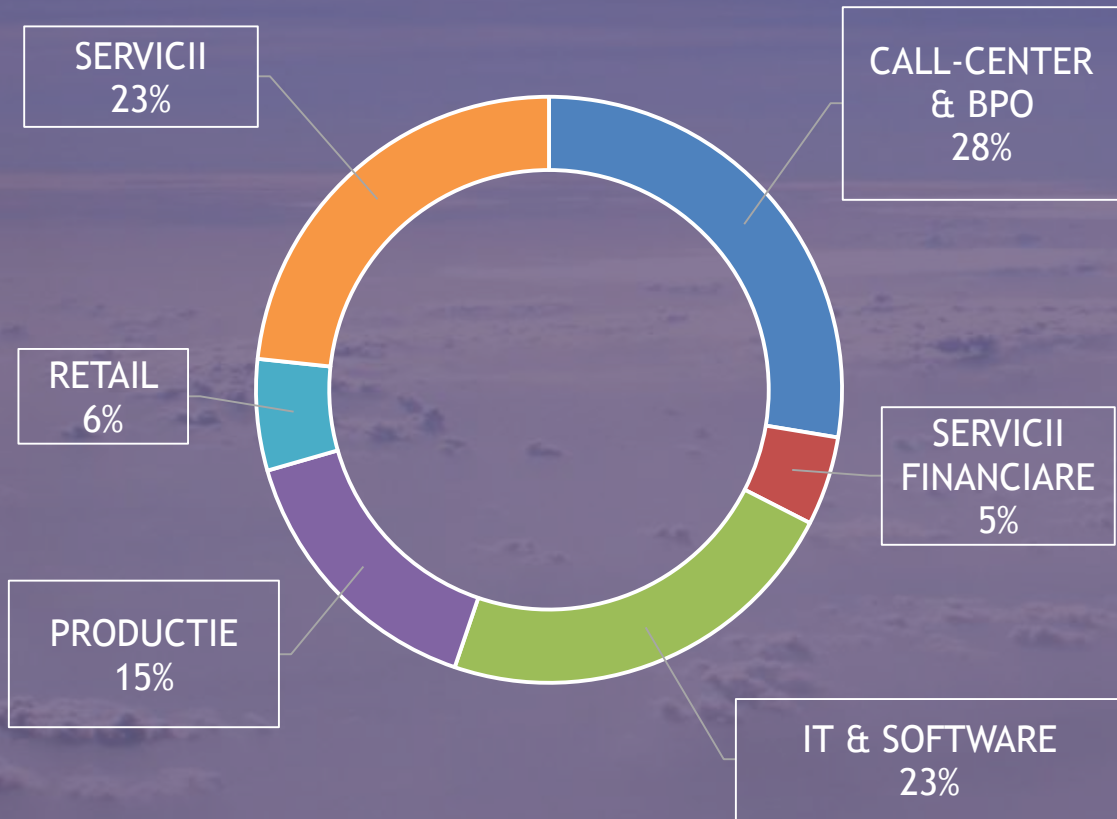
Volumul [MIL RON] & numarul de utilizatori beneficii flexibile [2015 - 2018]



114 M RON valoare bugetelor cheltuite de companii in 2018
(+150% fata 2017)

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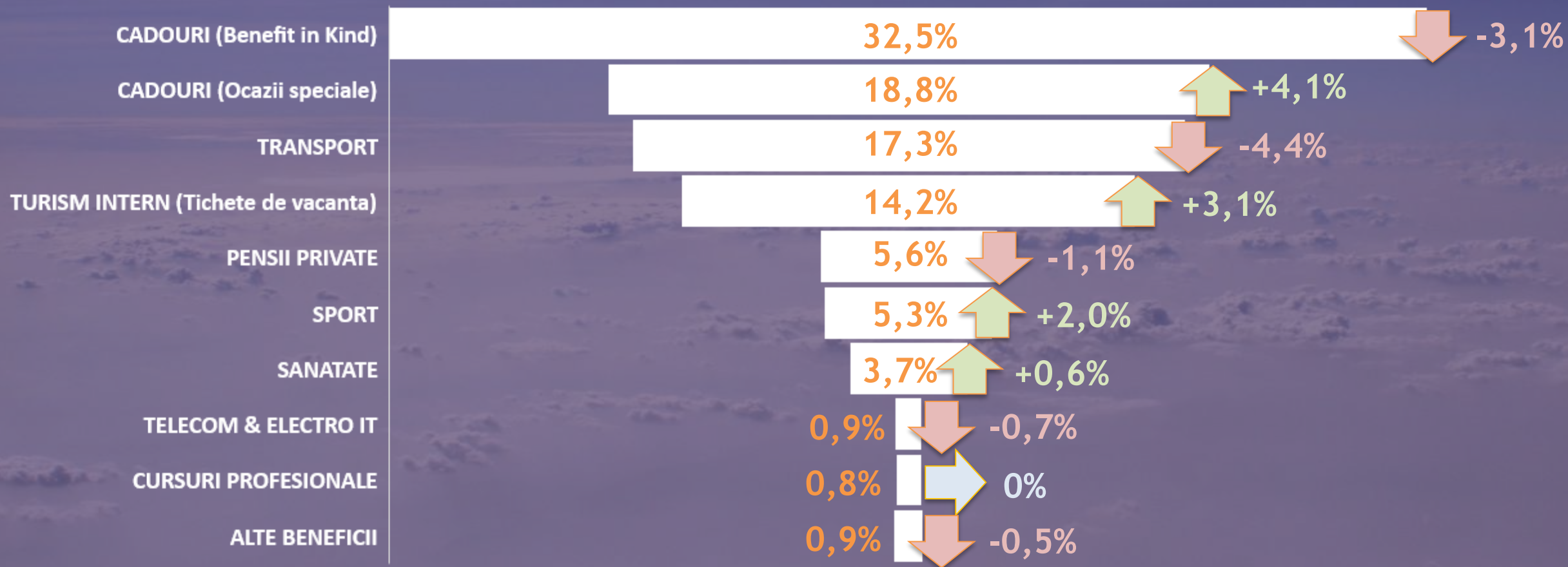
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Angajatii aleg de obicei beneficii cu un impact fiscal avantajos: 84% din bugetele de beneficii au fost directionate catre beneficii scutite total sau partial de taxe

Ce poate face un angajat cu un budget brut de 175 RON¹⁾?



Top 10 BENEFICII FLEXIBILE in 2018*: TICHETELE DE MASA, CADOURILE, TRANSPORTUL si VACANTELE in ROMANIA au fost si in 2018 in preferintele angajatilor



  Variatie 2018 fata de 2017

*exceptand tichetele de masa, care au reprezentat cca 58% din total bugetele acordate de companii

Bugetele cheltuite de femei le-au depasit pe cele ale barbatilor, singura exceptie fiind PENSII PRIVATE.

CADOURI (tichete + gift-card-uri cadou)



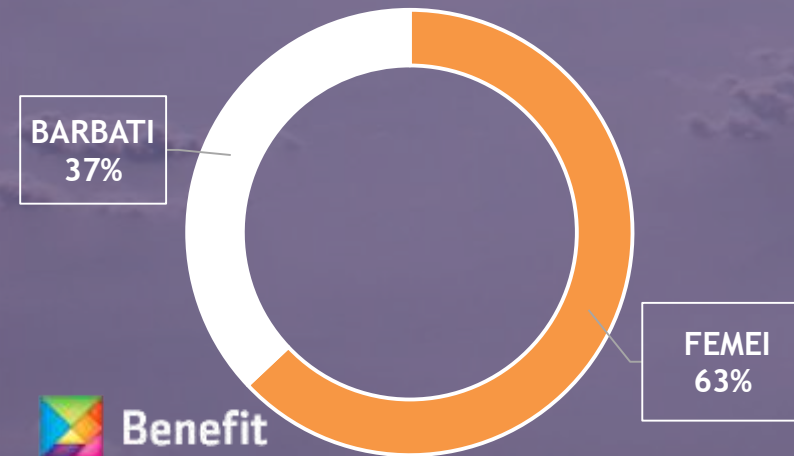
TRANSPORT (abonamente lunare + combustibil)



PENSII PRIVATE



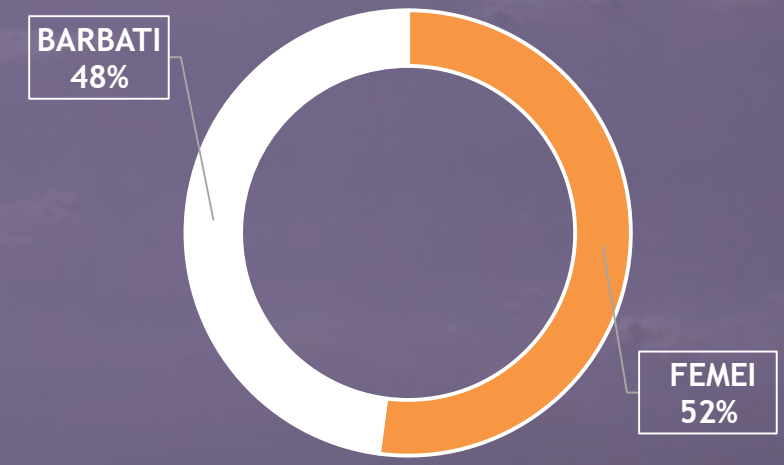
CURSURI PROFESIONALE



SERVICII MEDICALE (abonamente + asigurari)



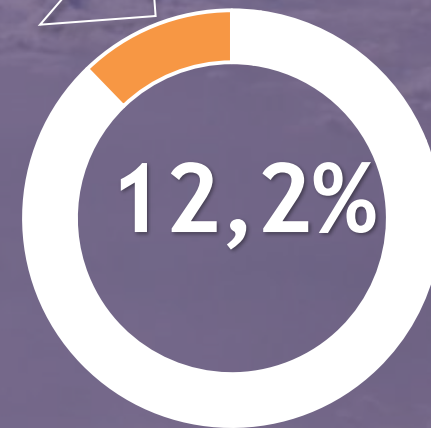
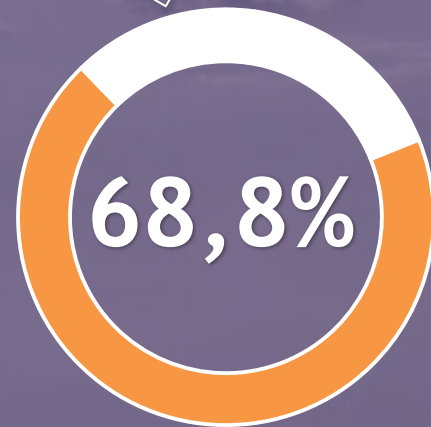
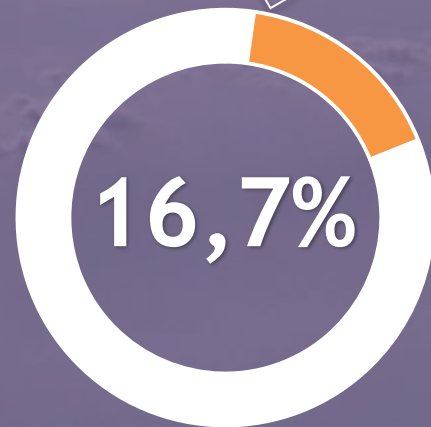
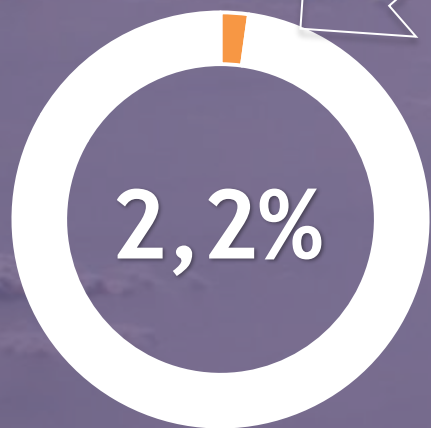
TURISM INTERN (tichete vacanta)



Generatii diferite inseamna interese / alegeri diferite



Sursa: LinkedIn



Generatii diferite inseamna interese / alegeri diferite



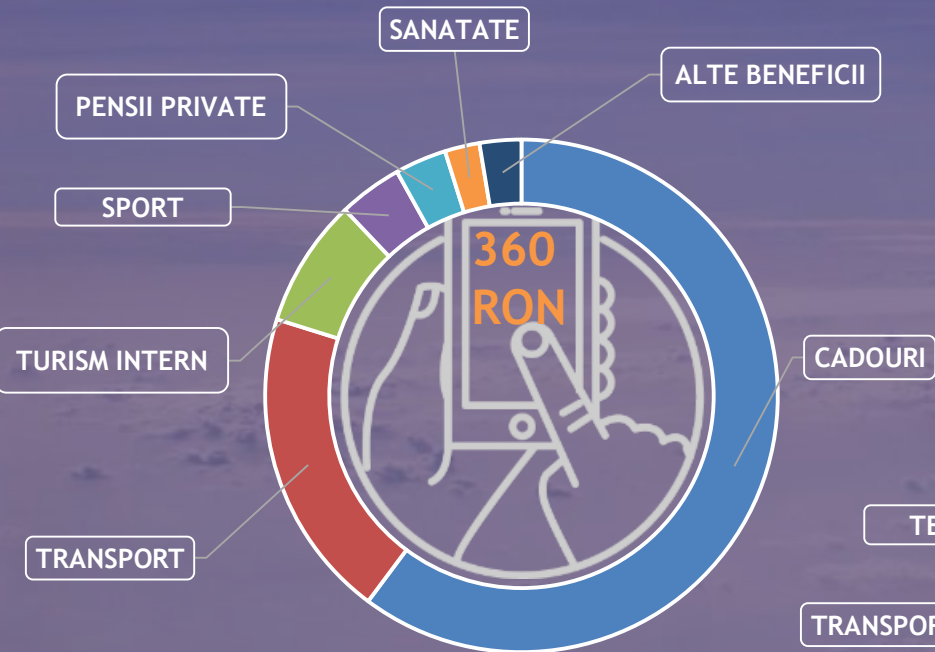
Sursa: LinkedIn

- CADOURI
- TRANSPORT
- TURISM INTERN
- PENSII PRIVATE
- SPORT
- SANATATE
- CURSURI PROFESIONALE
- TELECOM & ELECTRO IT

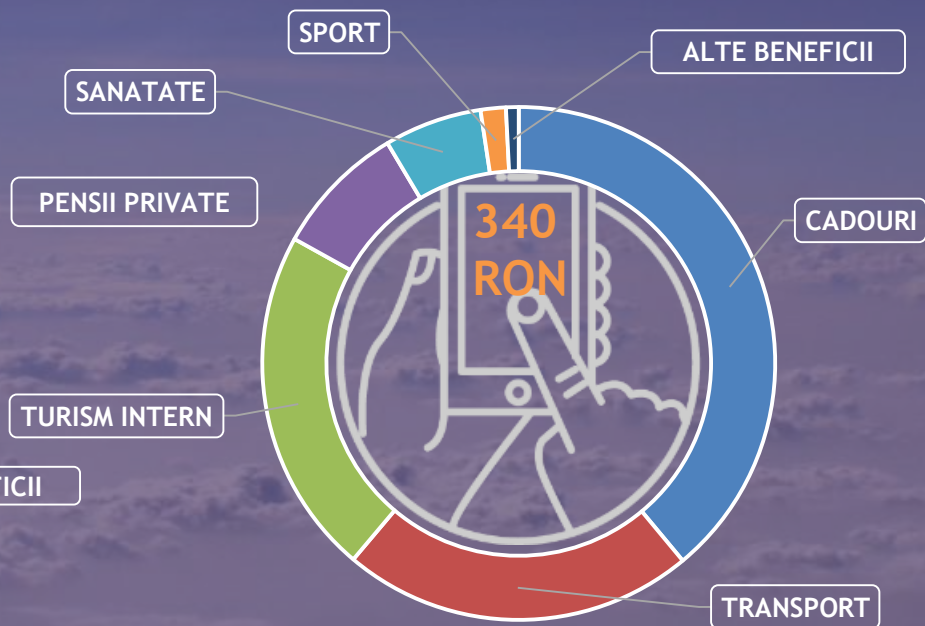


Angajatii din industrii diferite sunt motivati de beneficii diferite. Cu cat bugetul este mai mare, creste si diversitatea beneficiilor

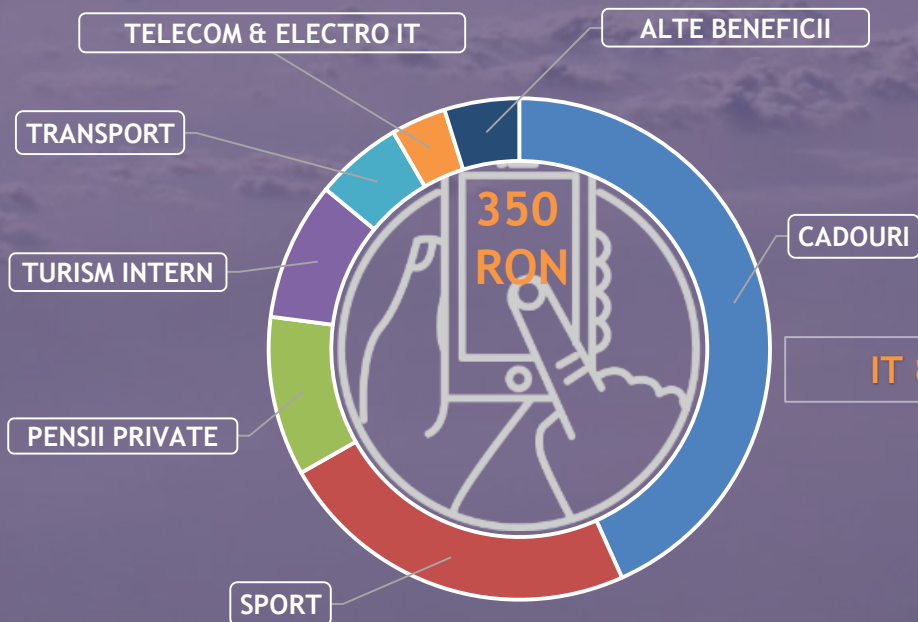
CALL CENTER & BPO - TOP BENEFICII



PRODUCTIE - TOP BENEFICII



TELECOM & ELECTRO IT

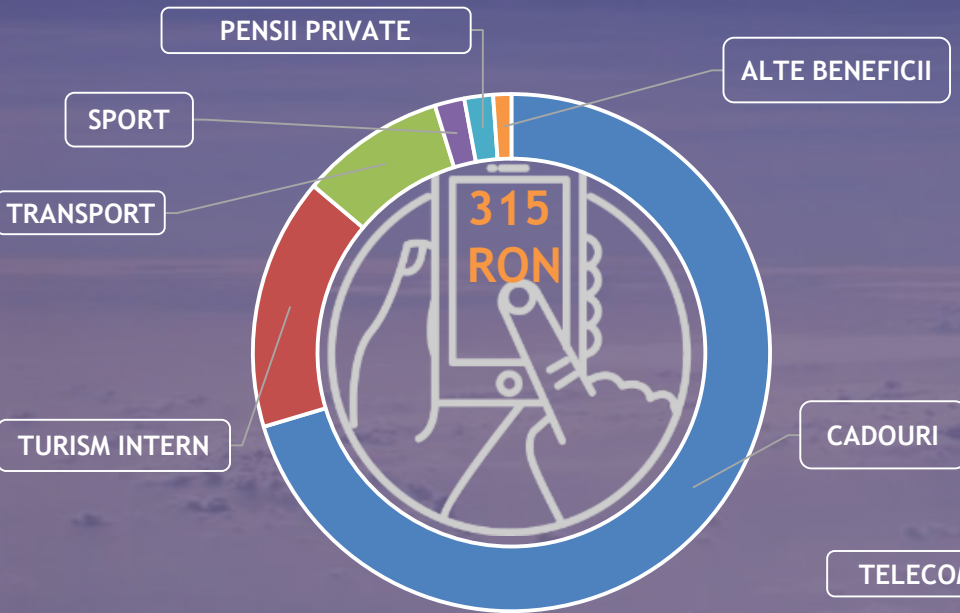


IT & SOFTWARE - TOP BENEFICII

 Turism Intern + Pensii Private + Sanatate
 Telecom&ElectroIT & Cursuri Profesionale

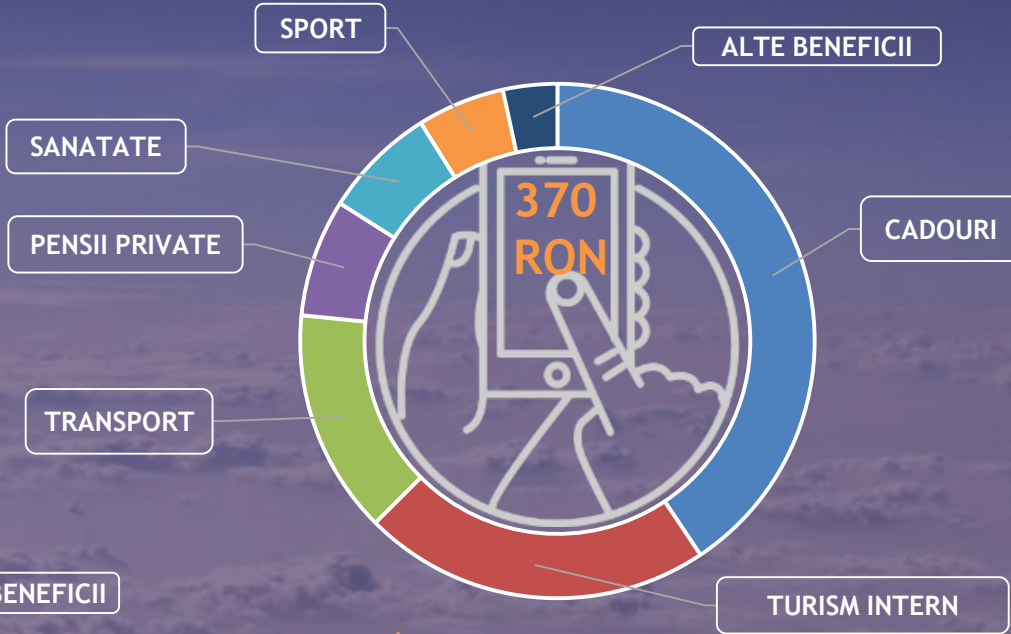
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SERVICII FINANCIARE - TOP BENEFICII



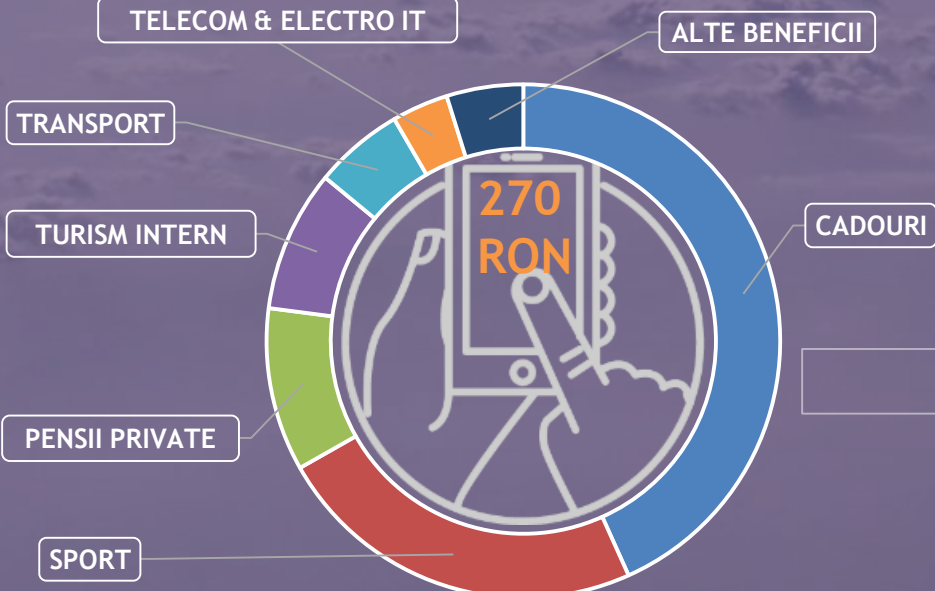
↑ Turism Intern + Sport
↓ Ajutor de nastere

SERVICII - TOP BENEFICII



↑ Sanatate

TELECOM & ELECTRO IT



RETAIL - TOP BENEFICII

↑ Sport + Pensii Private
↓ Transport

Cand platesc cu banii lor, OUTFIT-ul, SPORT-ul, DEZVOLTAREA PERSONALA si VACANTELE sunt cele mai importante

Cele mai accesate beneficii voluntare:

↑ ↓ Variatie 2018 fata de 2017

31%



MODA & FRUMUSETE

17%



HOBBY & VACANTE

6%



TELECOM & ELECTRO IT

4%



MEDICAL

2%



AUTO

12%



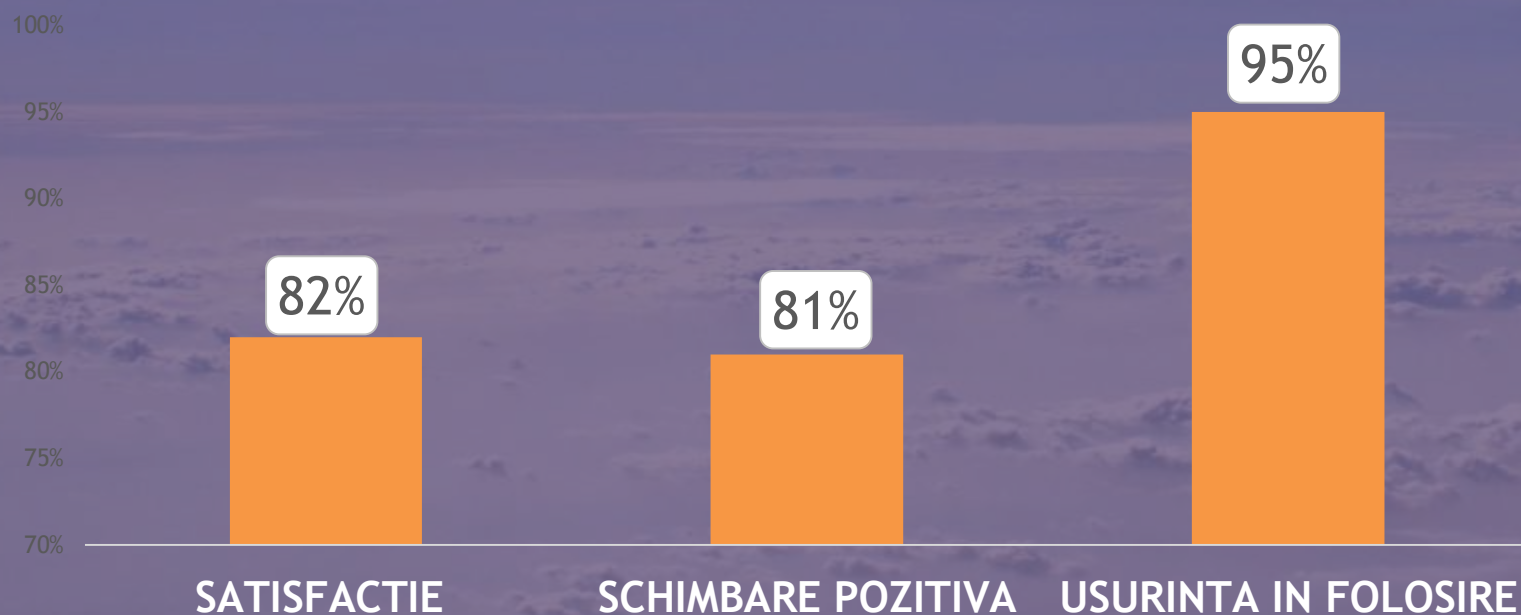
RESTAURANTE & CAFENELE

28%



SPORT & WELLNESS

Rezultatele post-implementare* arata un impact pozitiv semnificativ in randul angajatilor



Comentarii:

- Cresterea satisfactiei la peste 90% in randul angajatilor poate fi obtinuta rapid prin **largirea ariei de beneficii** dar aceasta vine si cu impactul fiscal aferent beneficiilor in natura

* Dupa minim 6 luni de utilizare

BCR 

IBM 

KPMG 

amazon 

 OMV Petrom

ORACLE 

GRUPE RENAULT

ING 

Google

 Coca-Cola HBC
Romania

 Microsoft

eMAG 

Deloitte.


 endava

 vodafone



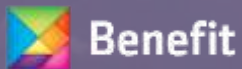


NOKIA

 Benefit

 BOSCH

Continental 



9 din top 20 cei mai doriti angajatori din Romania* folosesc un sistem de beneficii flexibile

OMV Petrom

ORACLE

Continental

ING

CATALYST
TOP 50 MOST DESIRED EMPLOYERS
2018

amazon

BOSCH

Coca-Cola HBC
Romania

orange

Microsoft

eMAG

endava

IBM

Deloitte.

Google

vodafone

HELLA

KPMG

NOKIA

Benefit

BCR

GROUPE RENAULT

*Sursa: Studiu Catalyst Consulting, date 2018

VA MULTUMESC PENTRU ATENTIE SI ZAMBETE ! 😊

**Pentru informatii suplimentare sau cont demo, ne puteti
contacta:**

Website: www.benefitonline.ro

LinkedIn: www.linkedin.com/company/benefitonline-ro