

# 2016 INTERNATIONAL MANAGEMENT SURVEYS



## INTRODUCTION SOURCE OF INFORMATION

The 2016 Renard International Salary review was finalized in February 2016 using a variety of sources. The outcomes were accumulated from a comprehensive attitudinal analysis extracted from Renard International's own database of 45,000 candidates and supplemental 15,000 contacts. The sources also include, written answers to our global survey sent to Executives in over 50 countries. The information was also taken from thousands of resumes received monthly by Renard offices and Consultants worldwide, which confirm in writing individuals current remuneration, benefits, bonuses.

They also signpost desired salary information, preferred location and ideal role.

We also take into consideration the information which has been shared with us in confidence by Clients, when they retain Renard for executive searches.

After completing an important assignment in Mongolia, Renard International has now completed a search in every major nation worldwide.

In 2015 alone, Renard Consultants worked on assignments in over 40 countries from Culinary to the CEO of major Hotels and Restaurants. We have now assisted Clients in nations that were non-existent when we commenced business 46 years ago.

Our Salary surveys are produced using an **average format** in which the information is totaled and divided by the number of replies, or, in a **median format**, which is calculated using data mid-range to extremes.

