

IJ00938
Anexo 2

INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERAÇÃO - MARÇO, 1990
ANÁLISE TÉCNICA - MERCADO REAL
MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA
CARGOS PROFISSIONAIS



IJ00938
122/2009
Anexo 2

Pesquisas em Relações Industriais

INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERACAO - MARÇO, 1990
ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 100 TITULO DO CARGO : ADMINISTRADOR
JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	72	8,005	13,831	0	13,831
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	72	8,394	14,503	0	14,503
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	96	8,801	15,206	0	15,206
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	108	9,663	16,896	0	16,896
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	144	12,775	22,073	0	22,073
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	120	12,913	22,311	0	22,311
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	144	14,166	24,476	0	24,476
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	12	52,000	52,000	0	52,000
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	72	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	120	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	132	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	84	25,598	44,228	11,250	55,478
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	3	36	38,916	30,916	17,636	56,552
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	204	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	144	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	156	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	144	27,134	46,882	11,925	58,807
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	43,726	43,726	19,815	63,541
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	43,726	43,726	19,815	63,541
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	43,726	43,726	19,815	63,541
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	204	30,488	52,677	13,400	66,077
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	192	30,488	52,677	13,400	66,077
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	204	30,488	52,677	13,400	66,077
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	168	69,181	69,181	0	69,181
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	52,076	52,076	23,599	75,675
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	52,076	52,076	23,599	75,675
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	108	36,316	62,747	15,961	78,708
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	55,202	55,202	25,016	80,218
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	55,202	55,202	25,016	80,218
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	55,202	55,202	25,016	80,218
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	55,202	55,202	25,016	80,218
210	TBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 100

TITULO DO CARGO : ADMINISTRADOR

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	FREQ.	MERCADO		MERCADO		DIF %	MERCADO		MERCADO		DIF %	DIF %	
			MEDIO	MINOR	MEDIO	MAIOR		MEDIO	MINOR	MEDIO	MAIOR			
12	---	1	---	52,000	52,000	52,000	---	---	52,000	52,000	52,000	---	---	
36	---	9	---	38,916	102,348	144,000	---	---	56,552	108,226	144,000	---	---	
72	5	3	38,442	13,831	24,187	44,228	58.94	38,442	13,831	27,937	55,478	37.60	---	
84	---	1	---	44,228	44,228	44,228	---	---	55,478	55,478	55,478	---	---	
96	10	1	44,735	15,206	15,206	15,206	194.19	44,735	15,206	15,206	15,206	194.19	---	
108	2	2	48,740	16,696	39,722	62,747	22.70	48,740	16,696	47,702	78,700	2.18	---	
120	1	17	52,717	22,311	52,467	65,747	0.48	52,717	22,311	75,131	95,542	-42.52	---	
132	---	1	---	44,228	44,228	44,228	---	---	55,478	55,478	55,478	---	---	
144	---	4	---	22,073	35,078	46,882	---	---	22,073	41,041	58,807	---	---	
156	---	1	---	46,882	46,882	46,882	---	---	58,807	58,807	58,807	---	---	
168	---	2	---	44,228	56,704	69,181	---	---	55,478	62,330	69,181	---	---	
180	---	1	---	69,161	69,161	69,161	---	---	100,503	100,503	100,503	---	---	
192	---	1	---	52,677	52,677	52,677	---	---	66,077	66,077	66,077	---	---	
204	---	3	---	46,882	50,745	52,677	---	---	58,807	63,654	66,077	---	---	
240	---	1	---	108,700	108,700	108,700	---	---	108,700	108,700	108,700	---	---	



INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERACAO - MARCO, 1970
ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 101 TITULO DO CARGO : ECONOMISTA
JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	96	8,394	14,503	0	14,503
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	8,001	15,206	0	15,206
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	12,775	22,073	0	22,073
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	23	12	22,157	22,157	0	22,157
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	6	24	28,600	28,600	0	28,600
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	8	36	36,778	36,778	0	36,778
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	216	54,768	54,768	0	54,768
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	20	24	55,000	55,000	0	55,000
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	2	156	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	192	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	120	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	192	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	156	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	264	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	240	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	240	32,319	55,841	14,204	70,045
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	156	34,260	59,194	15,057	74,251
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	34,260	59,194	15,057	74,251
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	204	34,260	59,194	15,057	74,251
230	BDMS	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	52,076	52,076	23,599	75,675
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	288	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	324	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	36,316	62,747	15,961	78,708
230	BDMS	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	55,202	55,202	25,016	80,218

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 101 TITULO DO CARGO : ECONOMISTA
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	240	38,500	66,520	16,921	83,441
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382
230	BDNG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	58,514	58,514	26,517	85,031
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	40,810	70,512	17,936	88,448
230	BDNG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	65,747	65,747	29,795	95,542
230	BDNG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	180	69,691	69,691	31,582	101,273
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	51,538	89,047	22,651	111,698
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	300	51,538	89,047	22,651	111,698
230	BDNG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	180	83,002	83,002	37,614	120,616
TOTAL						98					
I. JONES - MEDIA						46			40,043		40,043
DIF - (%)									-10.01		-25.81
MERCADO - FAIXA (1)											35,622
- MEDIA									44,050		50,377
- FAIXA (2)											71,243

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 101

TITULO DO CARGO : ECONOMISTA

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	MERCADO FREQ.	IJSN MEDIO	MERCADO MENOR	MERCADO MEDIO	MERCADO MAIOR	MERCADO DIF %	IJSN MEDIO	MERCADO MENOR	MERCADO MEDIO	MERCADO MAIOR	MERCADO DIF %		
12	---	23	---	22,157	22,157	22,157	----	----	22,157	22,157	22,157	----		
24	---	26	---	28,600	48,900	55,000	----	----	28,600	48,900	55,000	----		
36	---	9	---	36,778	42,067	84,382	----	----	36,778	42,067	84,382	----		
96	15	1	45,622	14,503	14,503	14,503	214.57	45,622	14,503	14,503	14,503	214.57		
120	2	7	54,826	46,882	55,573	65,747	-1.36	54,826	58,807	79,426	95,542	-44.87		
132	---	2	---	15,206	18,640	22,073	----	----	15,206	18,640	22,073	----		
156	---	4	---	44,228	48,633	59,194	----	----	55,478	61,004	74,251	----		
168	---	5	---	46,882	48,570	49,695	----	----	58,807	60,924	62,336	----		
180	---	5	---	44,228	58,137	83,002	----	----	55,478	78,996	120,616	----		
192	---	2	---	46,882	46,882	46,882	----	----	58,807	58,807	58,807	----		
204	---	1	---	59,194	59,194	59,194	----	----	74,251	74,251	74,251	----		
216	---	2	---	54,768	58,758	62,747	----	----	54,768	66,738	78,708	----		
228	---	4	---	59,194	70,375	89,047	----	----	74,251	88,276	111,698	----		
240	---	3	---	49,695	57,352	66,520	----	----	62,336	71,941	83,441	----		
264	---	1	---	49,695	49,695	49,695	----	----	62,336	62,336	62,336	----		
288	---	1	---	62,747	62,747	62,747	----	----	78,708	78,708	78,708	----		
300	---	1	---	89,047	89,047	89,047	----	----	111,698	111,698	111,698	----		
324	---	1	---	62,747	62,747	62,747	----	----	78,708	78,708	78,708	----		



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 102 TITULO DO CARGO : CONTADOR
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL	
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	24	7,270	12,561	0	12,561	
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	24	30,000	30,000	0	30,000	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	156	25,598	44,228	11,250	55,478	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	132	25,598	44,228	11,250	55,478	
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	36	38,916	38,916	17,636	56,552	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	100	27,134	46,882	11,925	58,807	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	192	27,134	46,882	11,925	58,807	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	144	27,134	46,882	11,925	58,807	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	144	27,134	46,882	11,925	58,807	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	156	27,134	46,882	11,925	58,807	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	132	28,762	49,695	12,641	62,336	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	28,762	49,695	12,641	62,336	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	204	30,488	52,677	13,400	66,077	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	30,488	52,677	13,400	66,077	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	240	30,488	52,677	13,400	66,077	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	30,488	52,677	13,400	66,077	
100	DOM CABRAL	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	60	67,010	67,010	0	67,010	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	72	69,181	69,181	0	69,181	
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	49,129	49,129	22,264	71,393	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	252	34,260	59,194	15,057	74,251	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	34,260	59,194	15,057	74,251	
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	52,076	52,076	23,599	75,675	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	36,316	62,747	15,961	78,708	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	240	36,316	62,747	15,961	78,708	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	252	36,316	62,747	15,961	78,708	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	36,316	62,747	15,961	78,708	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	252	36,316	62,747	15,961	78,708	
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	264	40,010	70,512	17,936	88,448	
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	40,010	70,512	17,936	88,448	
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	106,000	106,000	0	106,000	
TOTAL							32					
I. JONES - MEDIA							6		35,488		35,488	
DIF - (%)									-56.34		-91.03	
MERCADO - FAIXA (1)											47,937	
- MEDIA									55,483		67,792	
- FAIXA (2)											95,871	

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 102

TITULO DO CARGO : CONTADOR

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	MERCADO	IJSN	MERCADO			MERCADO	IJSN	MERCADO			MERCADO	IJSN	
		FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
24	---	2	---	12,561	25,280	38,000	---	---	12,561	25,280	38,000	---		
36	---	3	---	38,916	76,433	106,000	---	---	56,552	82,311	106,000	---		
60	5	1	33,812	67,010	67,010	67,010	-98.18	33,812	67,010	67,010	67,010	-98.18		
72	---	1	---	69,181	69,181	69,181	---	---	69,181	69,181	69,181	---		
108	---	1	---	46,882	46,882	46,882	---	---	58,807	58,807	58,807	---		
120	---	3	---	49,129	51,094	52,076	---	---	71,393	74,248	75,675	---		
132	---	2	---	44,228	46,962	49,695	---	---	55,478	58,907	62,336	---		
144	---	2	---	46,882	46,882	46,882	---	---	58,807	58,807	58,807	---		
156	---	2	---	44,228	45,555	46,882	---	---	55,478	57,142	58,807	---		
168	---	1	---	59,194	59,194	59,194	---	---	74,251	74,251	74,251	---		
180	---	1	---	52,677	52,677	52,677	---	---	66,077	66,077	66,077	---		
192	---	1	---	46,882	46,882	46,882	---	---	58,807	58,807	58,807	---		
204	---	1	---	52,677	52,677	52,677	---	---	66,077	66,077	66,077	---		
216	---	2	---	49,695	56,221	62,747	---	---	62,336	70,522	78,708	---		
228	---	3	---	52,677	61,979	70,512	---	---	66,077	77,744	88,448	---		
240	---	2	---	52,677	57,712	62,747	---	---	66,077	72,392	78,708	---		
252	---	3	---	59,194	61,563	62,747	---	---	74,251	77,222	78,708	---		
264	---	1	---	70,512	70,512	70,512	---	---	88,448	88,448	88,448	---		



INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERACAO - MARCO, 1990
ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 103 TITULO DO CARGO : ADVOGADO
JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORNADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	84	6,605	11,412	0	11,412
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	84	9,226	15,941	0	15,941
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	180	13,380	23,118	0	23,118
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	40	36,850	36,850	0	36,850
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	84	49,319	49,319	0	49,319
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	36	51,000	51,000	0	51,000
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	12	47,209	52,048	0	52,048
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	50,158	55,299	0	55,299
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	25,598	44,228	11,250	55,478
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	120	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	132	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	27,134	46,882	11,925	58,807
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	204	59,042	59,042	0	59,042
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	12	56,532	62,327	0	62,327
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	30,488	52,677	13,400	66,077
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	60,011	66,162	0	66,162
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	300	32,319	55,841	14,204	70,045
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	52,076	52,076	23,599	75,675
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	38,500	66,520	16,921	83,441
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	58,514	58,514	26,517	85,031
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	300	40,810	70,512	17,936	88,448
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	62,025	62,025	28,108	90,133
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	324	43,264	74,752	19,015	93,767
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	300	43,264	74,752	19,015	93,767
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	86,596	95,472	0	95,472
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	65,747	65,747	29,795	95,542
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	180	69,691	69,691	31,582	101,273
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	36	92,023	101,455	0	101,455
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	72	97,889	107,923	0	107,923
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	3	72	104,167	114,844	0	114,844
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	72	117,968	130,060	0	130,060

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 103 TITULO DO CARGO : ADVOGADO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	72	132,811	146,424	0	146,424
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	72	140,673	155,092	0	155,092
TOTAL						47					
						I. JONES - MEDIA	10		40,796		40,796
						DIF - (%)			-74.69		-96.85
						MERCADO - FAIXA (1)					56,785
						- MEDIA			71,267		88,305
						- FAIXA (2)					113,567



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 103

TITULO DO CARGO : ADVOGADO

MESES FORMADO	IJSN		SALARIO BASE				IJSN	vs		REMUNERACAO TOTAL				IJSN	vs	MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		MERCADO	MERCADO		IJSN		MERCADO		MERCADO	MERCADO		
	FREQ.	FREQ.	MEDIO	MEIOR	MEDIO	MAIOR	DIF %	MEDIO	MEIOR	MEDIO	MAIOR	DIF %	MEDIO	MEIOR	MEDIO	MAIOR	DIF %
12	---	6	---	52,048	58,368	66,162	---	---	---	52,048	58,368	66,162	---	---	---	---	---
36	---	5	---	51,000	80,076	101,455	---	---	---	51,000	80,076	101,455	---	---	---	---	---
48	---	1	---	36,850	36,850	36,850	---	---	---	36,850	36,850	36,850	---	---	---	---	---
72	1	9	37,541	107,923	129,909	155,092	-246.05	37,541	107,923	129,909	155,092	-246.05	---	---	---	---	---
84	---	3	---	11,412	25,557	49,319	---	---	---	11,412	25,557	49,319	---	---	---	---	---
120	---	0	---	46,882	58,136	65,747	---	---	---	58,807	83,317	95,542	---	---	---	---	---
132	---	1	---	46,882	46,882	46,882	---	---	---	58,807	58,807	58,807	---	---	---	---	---
168	---	1	---	46,882	46,882	46,882	---	---	---	58,807	58,807	58,807	---	---	---	---	---
180	---	4	---	23,118	51,682	69,691	---	---	---	23,118	70,286	101,273	---	---	---	---	---
204	---	1	---	59,042	59,042	59,042	---	---	---	59,042	59,042	59,042	---	---	---	---	---
216	---	3	---	46,882	54,366	66,520	---	---	---	58,807	68,195	83,441	---	---	---	---	---
228	---	1	---	52,677	52,677	52,677	---	---	---	66,077	66,077	66,077	---	---	---	---	---
300	---	3	---	55,841	67,035	74,752	---	---	---	70,045	84,087	93,767	---	---	---	---	---
324	---	1	---	74,752	74,752	74,752	---	---	---	93,767	93,767	93,767	---	---	---	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1970
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 104 TITULO DO CARGO : ARQUITETO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	RESIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	48	8,394	14,503	0	14,503
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	168	12,775	22,873	0	22,873
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	168	12,775	22,873	0	22,873
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	192	13,300	23,118	0	23,118
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	228	13,525	23,368	0	23,368
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	108	14,166	24,476	0	24,476
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	228	14,838	25,637	0	25,637
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	48	31,671	31,671	0	31,671
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	4	72	43,572	43,572	0	43,572
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	3	96	43,572	43,572	0	43,572
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	156	43,572	43,572	0	43,572
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	12	44,546	49,112	0	49,112
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	108	49,319	49,319	0	49,319
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	2	156	49,319	49,319	0	49,319
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	47,209	52,048	0	52,048
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	120	54,768	54,768	0	54,768
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	2	132	54,768	54,768	0	54,768
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	156	54,768	54,768	0	54,768
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	252	59,042	59,042	0	59,042
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	228	64,324	64,324	0	64,324
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	3	36	63,803	70,343	0	70,343
230	BDNG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	55,202	55,202	25,016	80,218
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	36	91,000	91,000	0	91,000
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	96,596	95,472	0	95,472
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	72	117,968	130,060	0	130,060
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	72	125,570	138,441	0	138,441
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	72	132,811	146,424	0	146,424
TOTAL							39				
I. JONES - MEDIA							12		39,555		39,555
DIF - (%)									-46.82		-48.44
MERCADO - FAIXA (1)											41,518
- MEDIA									58,073		58,715
- FAIXA (2)											83,034

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 104

TITULO DO CARGO : ARQUITETO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MAIOR
12	---	3	---	49,112	50,091	52,048	---	---	49,112	50,091	52,048	---	---	---
36	---	6	---	70,343	81,417	95,472	---	---	70,343	81,417	95,472	---	---	---
48	---	2	---	14,503	23,087	31,671	---	---	14,503	23,087	31,671	---	---	---
72	---	8	---	43,572	89,909	146,424	---	---	43,572	89,909	146,424	---	---	---
96	4	3	48,726	43,572	43,572	43,572	11.83	48,726	43,572	43,572	43,572	11.83	48,726	43,572
108	---	2	---	24,476	36,898	49,319	---	---	24,476	36,898	49,319	---	---	---
120	---	2	---	54,768	54,985	55,202	---	---	54,768	67,493	80,218	---	---	---
132	---	2	---	54,768	54,768	54,768	---	---	54,768	54,768	54,768	---	---	---
156	---	4	---	43,572	49,244	54,768	---	---	43,572	49,244	54,768	---	---	---
168	---	2	---	22,073	22,073	22,073	---	---	22,073	22,073	22,073	---	---	---
192	---	1	---	23,118	23,118	23,118	---	---	23,118	23,118	23,118	---	---	---
228	---	3	---	23,368	37,776	64,324	---	---	23,368	37,776	64,324	---	---	---
252	---	1	---	59,042	59,042	59,042	---	---	59,042	59,042	59,042	---	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1970
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 105 TITULO DO CARGO : ASSISTENTE SOCIAL
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
210	IOGE	OUTRAS	ESTUDOS/PESA	JAN	40.00	1	36	76,537	84,382	0	84,382
				TOTAL		1					
			I. JONES - MEDIA			10			39,417		39,417
			DIF - (%)						-114,08		-114,08
			MERCADO - FAIXA (1)								59,668
			- MEDIA						84,382		84,382
			- FAIXA (2)								119,333



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 105

TITULO DO CARGO : ASSISTENTE SOCIAL

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO	IJSN	MENOR	MERCADO	MAIOR	MERCADO	DIF %	IJSN	MENOR	MERCADO	MAIOR	MERCADO	DIF %
36	---	1	---	84,382	84,382	84,382	---	---	---	84,382	84,382	84,382	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 106

TITULO DO CARGO : ANALISTA DE SISTEMAS

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO	IJSN	MERCADO			IJSN	MERCADO	IJSN	MERCADO			IJSN	MERCADO
		FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %		MEDIO	MENOR	MEDIO	MAIOR	DIF %	
12	---	34	---	49,112	59,345	66,162	---	---	49,112	59,345	66,162	---	---	
36	---	66	---	55,000	82,485	101,455	---	---	55,000	82,485	101,455	---	---	
48	---	2	---	38,916	38,916	38,916	---	---	56,552	56,552	56,552	---	---	
72	---	69	---	107,923	129,323	155,092	---	---	107,923	129,323	155,092	---	---	
108	---	1	---	46,882	46,882	46,882	---	---	58,807	58,807	58,807	---	---	
120	---	3	---	41,250	48,467	52,076	---	---	59,943	70,431	75,675	---	---	



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 107 TITULO DO CARGO : ENGENHEIRO CIVIL
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORNADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	12	6,295	10,877	0	10,877
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	72	7,633	13,188	0	13,188
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	84	8,005	13,831	0	13,831
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	96	8,801	15,206	0	15,206
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	144	9,663	16,696	0	16,696
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	156	10,126	17,496	0	17,496
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	10,610	18,332	0	18,332
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	180	11,117	19,208	0	19,208
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	11,645	20,120	0	20,120
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	228	12,196	21,072	0	21,072
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	144	12,196	21,072	0	21,072
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	192	12,196	21,072	0	21,072
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	180	12,913	22,311	0	22,311
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	312	14,838	25,637	0	25,637
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	72	43,572	43,572	0	43,572
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	120	43,572	43,572	0	43,572
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	41,994	46,298	0	46,298
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	4	12	44,546	49,112	0	49,112
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	120	54,768	54,768	0	54,768
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	156	54,768	54,768	0	54,768
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	168	25,598	44,228	11,250	55,478
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	53,231	58,687	0	58,687
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	192	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	27,134	46,882	11,925	58,807
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	96	27,134	46,882	11,925	58,807
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	56,532	62,327	0	62,327
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	264	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	192	28,762	49,695	12,641	62,336
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	180	28,762	49,695	12,641	62,336
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	12	60,011	66,162	0	66,162
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	36	63,803	70,343	0	70,343
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	34,260	59,194	15,057	74,251



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 107 TITULO DO CARGO : ENGENHEIRO CIVIL
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	4	36	67,735	74,670	0	74,670
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	276	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	336	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	276	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	228	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	288	36,316	62,747	15,961	78,708
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	38,500	66,520	16,921	83,441
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	240	38,500	66,520	16,921	83,441
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	62,025	62,025	28,108	90,133
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	86,596	95,472	0	95,472
230	BDMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	120	65,747	65,747	29,795	95,542
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	92,023	101,455	0	101,455
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	288	51,538	89,047	22,651	111,698
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	2	72	125,570	138,441	0	138,441
TOTAL						55					
I. JONES - MEDIA						23			42,232		42,232
DIF - (%)									-24,83		-38,01
MERCADO - FAIXA (1)											41,214
- MEDIA									52,719		58,285
- FAIXA (2)											82,427



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 107

TITULO DO CARGO : ENGENHEIRO CIVIL

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO FREQ.	IJSN MEDIO	MENOR	MERCADO MEDIO	MAIOR	MERCADO	DIF %	IJSN MEDIO	MENOR	MERCADO MEDIO	MAIOR	MERCADO	DIF %
12	---	9	---	10,877	48,978	66,162	---	---	10,877	48,978	66,162	---	---	
36	---	8	---	70,343	79,541	101,455	---	---	70,343	79,541	101,455	---	---	
72	---	4	---	13,188	83,410	138,441	---	---	13,188	83,410	138,441	---	---	
84	2	1	42,181	13,831	13,831	13,831	204.97	42,181	13,831	13,831	13,831	---	204.97	
96	10	2	49,613	15,206	31,044	46,882	59.82	49,613	15,206	37,006	58,807	---	34.07	
120	1	4	52,717	43,572	56,520	65,747	-7.23	52,717	43,572	71,004	95,542	---	-34.69	
132	---	2	---	18,332	19,226	20,120	---	---	18,332	19,226	20,120	---	---	
144	---	2	---	16,696	18,884	21,072	---	---	16,696	18,884	21,072	---	---	
156	---	2	---	17,496	36,132	54,768	---	---	17,496	36,132	54,768	---	---	
168	---	1	---	44,228	44,228	44,228	---	---	55,478	55,478	55,478	---	---	
180	---	5	---	19,208	36,996	49,695	---	---	19,208	44,294	62,336	---	---	
192	---	3	---	21,072	39,216	49,695	---	---	21,072	47,405	62,336	---	---	
216	---	1	---	66,520	66,520	66,520	---	---	83,441	83,441	83,441	---	---	
228	---	3	---	21,072	47,671	62,747	---	---	21,072	58,010	78,708	---	---	
240	---	1	---	66,520	66,520	66,520	---	---	83,441	83,441	83,441	---	---	
264	---	1	---	49,695	49,695	49,695	---	---	62,336	62,336	62,336	---	---	
276	---	2	---	62,747	62,747	62,747	---	---	78,708	78,708	78,708	---	---	
288	---	2	---	62,747	75,897	89,047	---	---	78,708	95,203	111,698	---	---	
312	---	1	---	25,637	25,637	25,637	---	---	25,637	25,637	25,637	---	---	
336	---	1	---	62,747	62,747	62,747	---	---	78,708	78,708	78,708	---	---	



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 109 TITULO DO CARGO : BIBLIOTECARIO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	84	7,633	13,188	0	13,188
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	120	8,005	13,831	0	13,831
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	60	8,394	14,503	0	14,503
190	INGB	OUTRAS	ESTUDOS/PESQ	MAI	20.00	1	144	9,818	16,227	811	17,038
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	11,771	20,338	0	20,338
190	INGB	OUTRAS	ESTUDOS/PESQ	MAI	25.00	1	168	15,840	20,944	1,047	21,991
190	INGB	OUTRAS	ESTUDOS/PESQ	MAI	35.00	1	120	22,877	21,607	1,080	22,687
190	INGB	OUTRAS	ESTUDOS/PESQ	MAI	25.00	1	216	25,314	33,471	1,674	35,145
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	24	43,000	43,000	0	43,000
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	156	54,768	54,768	0	54,768
230	BOMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	1	36	38,916	38,916	17,636	56,552
150	BANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	216	28,762	49,695	12,641	62,336
230	BOMG	OUTRAS	ESTUDOS/PESQ	SET	40.00	2	120	46,349	46,349	21,004	67,353
210	IRGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382
TOTAL						15					
I. JONES - MEDIA						5			35,964		35,964
DIF - (Z)									4,23		-10,20
MERCADO - FAIXA (1)											28,824
- MEDIA									34,505		39,631
- FAIXA (2)											56,046



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 109

TITULO DO CARGO : BIBLIOTECARIO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO	IJSN	MERCADO			MERCADO	IJSN	MERCADO			MERCADO	IJSN	
		FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
24	---	1	---	43,000	43,000	43,000	---	---	43,000	43,000	43,000	---		
36	---	2	---	38,916	61,649	84,382	---	---	56,552	70,467	84,382	---		
60	3	1	33,411	14,503	14,503	14,503	130.37	33,411	14,503	14,503	14,503	130.37		
84	---	1	---	13,188	13,188	13,188	---	---	13,188	13,188	13,188	---		
120	---	4	---	13,831	32,034	46,349	---	---	13,831	42,806	67,353	---		
132	---	1	---	20,338	20,338	20,338	---	---	20,338	20,338	20,338	---		
144	---	1	---	16,227	16,227	16,227	---	---	17,038	17,038	17,038	---		
156	---	1	---	54,768	54,768	54,768	---	---	54,768	54,768	54,768	---		
168	---	1	---	20,944	20,944	20,944	---	---	21,991	21,991	21,991	---		
216	---	2	---	33,471	41,583	49,695	---	---	35,145	48,740	62,336	---		



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 110 TITULO DO CARGO : ESTATISTICO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	2	24	28,600	28,600	0	28,600
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	5	36	43,000	43,000	0	43,000
150	DANDES	ESP SANTO	ESTUDOS/PESQ	SET	40.00	1	208	28,762	49,695	12,641	62,336
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382
TOTAL						9					
I. JONES - MEDIA										CARGO VAGO	
DIF - (%)										-----	-----
MERCADO - FAIXA (1)											32,914
- MEDIA										45,142	46,546
- FAIXA (2)											65,826



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 110

TITULO DO CARGO : ESTATISTICO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO				
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO				
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MAIOR	DIF %	
24	---	2	---	28,600	28,600	28,600	---	---	28,600	28,600	28,600	---	---	28,600	28,600	28,600	---
36	---	6	---	43,000	49,897	84,382	---	---	43,000	49,897	84,382	---	---	43,000	49,897	84,382	---
288	---	1	---	49,695	49,695	49,695	---	---	62,336	62,336	62,336	---	---	62,336	62,336	62,336	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 111 TITULO DO CARGO : GEOGRAFO
 JORNADA DA PESQUISA : 40.00

COD	RAMO DE	DATA	JORN	SALARIO	SALARIO	OUTROS	REMUNERACAO					
EMP	ATIVIDADE	BASE	TRAB	BASE	BASE	PAGAMENTOS	TOTAL					
NOME DA EMPRESA	REGIAO	NESES	SEM	FORMADO	INFORMADO							
		FREQ.										
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	168	6,605	11,412	0	11,412	
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	72	8,005	13,831	0	13,831	
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	84	8,005	13,831	0	13,831	
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	11,117	19,208	0	19,208	
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	11,645	20,120	0	20,120	
200	PLAMBEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	228	13,525	23,368	0	23,368	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	72	43,572	43,572	0	43,572	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	2	96	43,572	43,572	0	43,572	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	120	43,572	43,572	0	43,572	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	84	49,319	49,319	0	49,319	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	120	49,319	49,319	0	49,319	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	132	49,319	49,319	0	49,319	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	144	49,319	49,319	0	49,319	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	156	49,319	49,319	0	49,319	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	180	49,319	49,319	0	49,319	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	120	54,768	54,768	0	54,768	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	144	54,768	54,768	0	54,768	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	2	156	54,768	54,768	0	54,768	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	180	54,768	54,768	0	54,768	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	2	192	54,768	54,768	0	54,768	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	204	54,768	54,768	0	54,768	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	192	60,986	60,986	0	60,986	
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	216	62,645	62,645	0	62,645	
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382	
TOTAL							27					
I. JONES - MEDIA							3		49,286		49,286	
DIF - (%)									9,24		9,24	
MERCADO - FAIXA (1)											31,902	
- MEDIA									45,116		45,116	
- FAIXA (2)											63,803	

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 111

TITULO DO CARGO : GEOGRAFO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO	MERCADO		MERCADO		MERCADO	MERCADO		MERCADO		MERCADO	MERCADO	
		FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
36	1	1	54,826	84,382	84,382	84,382	-53.91	54,826	84,382	84,382	84,382	-53.91		
72	---	2	---	13,831	28,702	43,572	---	---	13,831	28,702	43,572	---		
84	---	2	---	13,831	31,575	49,319	---	---	13,831	31,575	49,319	---		
96	---	2	---	43,572	43,572	43,572	---	---	43,572	43,572	43,572	---		
120	---	3	---	43,572	49,220	54,768	---	---	43,572	49,220	54,768	---		
132	---	3	---	19,208	29,549	49,319	---	---	19,208	29,549	49,319	---		
144	1	2	44,292	49,319	52,044	54,768	-17.50	44,292	49,319	52,044	54,768	-17.50		
156	1	3	48,740	49,319	52,952	54,768	-8.64	48,740	49,319	52,952	54,768	-8.64		
168	---	1	---	11,412	11,412	11,412	---	---	11,412	11,412	11,412	---		
180	---	2	---	49,319	52,044	54,768	---	---	49,319	52,044	54,768	---		
192	---	3	---	54,768	56,841	60,986	---	---	54,768	56,841	60,986	---		
204	---	1	---	54,768	54,768	54,768	---	---	54,768	54,768	54,768	---		
216	---	1	---	62,645	62,645	62,645	---	---	62,645	62,645	62,645	---		
228	---	1	---	23,368	23,368	23,368	---	---	23,368	23,368	23,368	---		



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 112 TITULO DO CARGO : HISTORIADOR
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	30.00	1	12	21,000	27,999	0	27,999
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382
TOTAL						2					
						1			44,292		44,292
									-26,86		-26,86
											39,733
									56,190		56,190
											79,465



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1970
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 112

TITULO DO CARGO : HISTORIADOR

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	
12	---	1	---	27,999	27,999	27,999	---	---	27,999	27,999	27,999	---	---	
36	---	1	---	84,382	84,382	84,382	---	---	84,382	84,382	84,382	---	---	



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 113 TITULO DO CARGO : PEDAGOGO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	NESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382
TOTAL						1					
									44,587		44,587
									-89.25		-89.25
											59,668
									84,382		84,382
											119,333



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 113

TITULO DO CARGO : PEDAGOGO

MESES FORMADO	SALARIO BASE		IJSN VS MERCADO				REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	MEDIO	MENOR	MEDIO	MAIOR	DIF %	
36	---	1	---	84,382	84,382	84,382	---	---	84,382	84,382	84,382	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 114 TITULO DO CARGO : SOCIOLOGO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
200	PLANDEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	96	8,005	13,831	0	13,831
200	PLANDEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	216	12,913	22,311	0	22,311
200	PLANDEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	144	13,860	23,947	0	23,947
200	PLANDEL	OUTRAS	ESTUDOS/PESQ	OUT	40.00	1	132	14,166	24,476	0	24,476
110	FIPE	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	36	36,778	36,778	0	36,778
100	SEAD	OUTRAS	ESTUDOS/PESQ	JAN	40.00	14	24	39,000	39,000	0	39,000
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	144	49,319	49,319	0	49,319
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	192	67,880	67,880	0	67,880
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382
TOTAL						22					
I. JONES - MEDIA						2			45,400		45,400
DIF - (%)									14,95		14,95
MERCADO - FAIXA (1)											27,929
- MEDIA									39,497		39,497
- FAIXA (2)											55,856

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARÇO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 114

TITULO DO CARGO : SOCIOLOGO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN	MERCADO	IJSN		MERCADO		IJSN	MERCADO
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %
24	---	14	---	39,000	39,000	39,000	---	---	---	39,000	39,000	39,000	---	---
36	---	2	---	36,778	60,580	84,382	---	---	---	36,778	60,580	84,382	---	---
96	2	1	45,400	13,831	13,831	13,831	228.25	45,400	13,831	13,831	13,831	13,831	228.25	---
132	---	1	---	24,476	24,476	24,476	---	---	---	24,476	24,476	24,476	---	---
144	---	2	---	23,947	36,633	49,319	---	---	---	23,947	36,633	49,319	---	---
192	---	1	---	67,880	67,880	67,880	---	---	---	67,880	67,880	67,880	---	---
216	---	1	---	22,311	22,311	22,311	---	---	---	22,311	22,311	22,311	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 115

TITULO DO CARGO : COMUNICADOR SOCIAL

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO		
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO		
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MAIOR
36	---	1	---	84,382	84,382	84,382	---	---	84,382	84,382	84,382	---	---	---	---
72	---	1	---	36,850	36,850	36,850	---	---	36,850	36,850	36,850	---	---	---	---
84	---	1	---	44,228	44,228	44,228	---	---	55,478	55,478	55,478	---	---	---	---
108	---	1	---	85,334	85,334	85,334	---	---	85,334	85,334	85,334	---	---	---	---
120	---	2	---	14,503	36,508	58,514	---	---	14,503	49,767	85,031	---	---	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 116 TITULO DO CARGO : BIOLOGO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
220	EMPLASA	OUTRAS	ESTUDOS/PESQ	FEV	40.00	1	04	31,671	31,671	0	31,671
210	IDGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	04,382	0	04,382
TOTAL						2					
I. JONES - MEDIA										CARGO VAGO	
DIF - (%)										-----	-----
MERCADO - FAIXA (1)											41,031
- MEDIA										58,026	58,026
- FAIXA (2)											82,061



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 116

TITULO DO CARGO : BIOLOGO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	MERCADO	MERCADO	MERCADO			MERCADO	MERCADO	MERCADO			MERCADO	MERCADO		
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
36	---	1	---	84,382	84,382	84,382	---	---	84,382	84,382	84,382	---		
84	---	1	---	31,671	31,671	31,671	---	---	31,671	31,671	31,671	---		



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

CODIGO DO CARGO : 117 TITULO DO CARGO : ANTRPOLOGO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL	
210	IBGE	OUTRAS	ESTUDOS/PESQ	JAN	40.00	1	36	76,537	84,382	0	84,382	
						TOTAL	1					
			I. JONES - MEDIA								CARGO VAGO	
			DIF - (%)									
			MERCADO - FAIXA (1)									59,668
			- MEDIA								84,382	84,382
			- FAIXA (2)									119,333



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARÇO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (1) - ESTUDOS/PESQUISA

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 117

TITULO DO CARGO : ANTRÓPOLOGO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO		
	IJSN	MERCADO	IJSN			MERCADO			IJSN		MERCADO			IJSN	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %			
36	---	1	---	84,382	84,382	84,382	---	---	---	84,382	84,382	84,382	---		



14/05/2011

INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERAÇÃO - MARÇO, 1990
ANÁLISE TÉCNICA - MERCADO REAL
MERCADO RAMO DE ATIVIDADE (2) - OUTROS
CARGOS PROFISSIONAIS



INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERACAO - MARCO, 1990
ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 100 TITULO DO CARGO : ADMINISTRADOR
JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN		MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
					TRAB SEM	FREQ.					
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	5,609	22,728	0	22,728
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	5,609	22,728	0	22,728
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	6,615	27,209	0	27,209
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	7,426	30,829	0	30,829
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	7,426	30,829	0	30,829
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	7,426	30,829	0	30,829
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	60	25,268	28,075	7,019	35,094
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	12	6	34,025	35,726	943	36,669
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	11	36	24,157	41,738	458	42,196
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	8	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	4	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	5	48	40,558	42,586	1,124	43,710
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	24	10,389	44,042	0	44,042
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	14	36	26,798	46,302	369	46,671
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	36	28,706	49,598	305	49,903
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	29,652	51,233	273	51,506
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	4	48	48,250	50,662	1,337	51,999
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	48,250	50,662	1,337	51,999
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	48,250	50,662	1,337	51,999
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	10	36	30,706	53,054	238	53,292
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	132	39,539	43,932	10,983	54,915
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	5	36	32,862	56,779	165	56,944
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	132	44,426	49,362	12,340	61,702
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	15	60	36,378	62,054	47	62,901
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	36	61,001	61,001	1,866	62,947
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	60	37,649	65,050	4	65,054
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	4	60	38,967	67,327	0	67,327
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	48	65,777	65,777	2,010	67,787
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	168	49,473	54,969	13,742	68,711
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	41,703	72,054	0	72,054

INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 100

TITULO DO CARGO : ADMINISTRADOR

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		MERCADO		IJSN		MERCADO		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	
6	---	14	---	35,726	35,726	35,726	---	---	36,669	36,669	36,669	---	---	
12	---	6	---	22,728	27,525	30,829	---	---	22,728	27,525	30,829	---	---	
24	---	1	---	44,042	44,042	44,042	---	---	44,042	44,042	44,042	---	---	
36	---	45	---	41,730	48,509	61,081	---	---	42,196	48,874	62,947	---	---	
48	---	28	---	42,586	46,442	70,835	---	---	43,710	47,688	72,999	---	---	
60	11	29	33,593	28,075	65,550	77,196	-95.13	33,593	35,094	66,219	78,613	-97.12	---	
72	5	6	38,442	82,147	87,411	88,464	-127.38	38,442	84,657	90,082	91,167	-134.33	---	
84	---	12	---	85,450	92,679	104,843	---	---	85,450	92,679	104,843	---	---	
96	10	11	44,735	95,266	102,745	110,479	-129.67	44,735	98,177	105,884	113,855	-136.69	---	
120	1	16	52,717	118,974	127,178	133,068	-141.25	52,717	122,609	129,310	133,068	-145.29	---	
132	---	17	---	43,932	130,687	180,937	---	---	54,915	134,919	180,937	---	---	
156	---	5	---	148,582	148,582	148,582	---	---	153,122	153,122	153,122	---	---	
168	---	2	---	54,969	54,969	54,969	---	---	68,711	68,711	68,711	---	---	
180	---	3	---	172,310	181,143	185,559	---	---	177,575	186,678	191,229	---	---	
204	---	1	---	77,906	77,906	77,906	---	---	97,382	97,382	97,382	---	---	



INSTITUTO JONES DOS SANTOS NEVES
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ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 101 TITULO DO CARGO : ECONOMISTA
JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	5,609	22,728	0	22,728
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	6,615	27,209	0	27,209
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	7,426	30,829	0	30,829
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	8,570	37,269	0	37,269
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	6	36,366	36,366	1,111	37,477
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	9,917	41,942	0	41,942
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	36	24,157	41,738	458	42,196
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	3	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	40,250	50,662	1,337	51,999
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	40,250	50,662	1,337	51,999
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	30,706	53,054	238	53,292
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	12	52,670	52,670	1,609	54,279
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	132	39,539	43,932	10,983	54,915
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	32,862	56,779	165	56,944
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	53,040	55,692	1,470	57,162
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	60	36,370	62,854	47	62,901
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	37,649	65,050	4	65,054
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	5	168	49,473	54,969	13,742	68,711
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	40,929	70,717	0	70,717
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	48	70,835	70,835	2,164	72,999
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	72	82,147	82,147	2,510	84,657
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	72	80,464	80,464	2,703	91,167
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	52,978	91,535	0	91,535
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	84	56,600	97,932	0	97,932
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	96	102,591	102,591	3,135	105,726
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	120	69,551	120,170	0	120,170
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	120	71,975	124,358	0	124,358
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	120	120,122	120,122	3,915	132,037
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	120	77,016	133,068	0	133,068
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	156	140,582	140,582	4,540	153,122
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	132	94,531	163,331	0	163,331

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATUREZADE ***

CODIGO DO CARGO : 101

TITULO DO CARGO : ECONOMISTA

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	FREQ.	MERCADO		MERCADO		DIF %	MERCADO		MERCADO		DIF %	DIF %	
			MEDIO	MENOR	MEDIO	MAIOR		MEDIO	MENOR	MEDIO	MAIOR			
6	---	2	---	35,726	36,046	36,366	---	---	36,669	37,073	37,477	---	---	
12	---	6	---	22,720	35,441	52,670	---	---	22,720	35,709	54,279	---	---	
36	---	4	---	41,738	48,327	56,779	---	---	42,196	48,657	56,944	---	---	
48	---	11	---	42,586	51,116	70,835	---	---	43,710	52,519	72,999	---	---	
60	21	4	33,411	62,854	63,403	65,050	-89.77	33,411	62,901	63,439	65,054	-89.87		
72	2	5	37,541	82,147	85,937	88,464	-128.92	37,541	84,657	88,563	91,167	-135.91		
84	4	4	43,447	70,717	89,529	97,932	-106.06	43,447	70,717	89,529	97,932	-106.06		
96	15	1	45,622	102,591	102,591	102,591	-124.87	45,622	105,726	105,726	105,726	-131.74		
120	2	8	54,826	120,170	125,959	133,068	-129.74	54,826	120,170	126,448	133,068	-130.64		
132	---	4	---	43,932	136,366	174,869	---	---	54,915	139,112	174,869	---		
156	---	1	---	148,582	148,582	148,582	---	---	153,122	153,122	153,122	---		
168	---	5	---	54,969	54,969	54,969	---	---	68,711	68,711	68,711	---		
180	---	1	---	185,559	185,559	185,559	---	---	191,229	191,229	191,229	---		



INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 102 TITULO DO CARGO : CONTADOR
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	60	25,268	28,075	7,019	35,094
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	6	34,025	35,726	943	36,669
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	8,870	37,269	0	37,269
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	8,870	37,269	0	37,269
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	5	36	24,157	41,738	458	42,196
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	40,558	42,586	1,124	43,710
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	96	31,593	35,103	8,776	43,879
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	36	27,713	47,883	338	48,221
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	48,250	50,662	1,337	51,999
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	132	39,539	43,932	10,983	54,915
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	32,862	56,779	165	56,944
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	34,005	58,754	127	58,881
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	34,513	59,632	110	59,742
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	4	60	36,378	62,854	47	62,901
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	36	61,081	61,081	1,866	62,947
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	168	49,473	54,969	13,742	68,711
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	48	70,835	70,835	2,164	72,999
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	60	76,282	76,282	2,331	78,613
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	49,456	85,450	0	85,450
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	52,978	91,535	0	91,535
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	56,680	97,932	0	97,932
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	96	95,266	95,266	2,911	98,177
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	96	110,479	110,479	3,376	113,855
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	120	118,974	118,974	3,635	122,609
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	120	128,122	128,122	3,915	132,037
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	120	77,016	133,068	0	133,068
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	132	137,973	137,973	4,216	142,189
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	156	148,582	148,582	4,540	153,122
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	132	94,531	163,331	0	163,331



INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 102

TITULO DO CARGO : CONTADOR

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO	REMUNERACAO TOTAL				IJSN VS MERCADO
	FREQ.	MERCADO	IJSN		MERCADO		DIF %	IJSN		MERCADO		DIF %
		FREQ.	MEDIO	MENOR	MEDIO	MAIOR		MEDIO	MENOR	MEDIO	MAIOR	
6	---	4	---	35,726	35,726	35,726	---	---	36,669	36,669	36,669	---
12	---	2	---	37,269	37,269	37,269	---	---	37,269	37,269	37,269	---
36	---	11	---	41,738	48,298	61,081	---	---	42,196	48,953	62,947	---
48	---	9	---	42,586	53,797	70,835	---	---	43,710	55,315	72,999	---
60	5	8	33,812	28,075	59,270	76,282	-75.29	33,812	35,094	60,492	78,613	-78.91
84	1	3	43,869	85,450	91,639	97,932	-100.89	43,869	85,450	91,639	97,932	-100.89
96	---	3	---	35,103	80,283	110,479	---	---	43,879	85,304	113,855	---
120	---	8	---	118,974	126,546	133,068	---	---	122,609	128,888	133,068	---
132	---	5	---	43,932	137,816	174,869	---	---	54,915	140,856	174,869	---
156	---	4	---	148,582	154,294	160,007	---	---	153,122	159,009	164,896	---
168	---	1	---	54,969	54,969	54,969	---	---	68,711	68,711	68,711	---
180	---	4	---	172,310	178,934	185,559	---	---	177,575	184,402	191,229	---



INSTITUTO JONES DOS SANTOS NEVES
ESTUDO DE REMUNERACAO - MARCO, 1990
ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 103 TITULO DO CARGO : ADVOGADO
JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	7,007	20,957	0	20,957
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	7,426	30,829	0	30,829
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	60	25,268	28,075	7,019	35,094
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	8,638	36,232	0	36,232
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	5	6	34,025	35,726	943	36,669
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	12	9,419	39,720	0	39,720
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	36	24,157	41,738	458	42,196
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	25,004	43,202	429	43,631
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	40,558	42,586	1,124	43,710
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	40,558	42,586	1,124	43,710
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	29,652	51,233	273	51,506
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	2	48	40,250	50,662	1,337	51,999
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	120	37,611	41,790	10,448	52,238
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	30,706	53,054	238	53,292
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	132	39,539	43,932	10,983	54,915
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	36	32,062	56,779	165	56,944
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	53,040	55,692	1,470	57,162
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	36,378	62,854	47	62,901
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	30,967	67,327	0	67,327
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	168	49,473	54,969	13,742	68,711
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	60	76,282	76,282	2,331	78,613
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	51,178	80,425	0	80,425
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	96	102,591	102,591	3,135	105,726
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	96	110,479	110,479	3,376	113,855
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	120	69,551	120,170	0	120,170
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	120	118,974	118,974	3,635	122,609
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	120	71,975	124,358	0	124,358
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	120	77,016	133,068	0	133,068
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	156	140,582	140,582	4,540	153,122
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	180	172,310	172,310	5,265	177,575
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	132	104,721	100,937	0	100,937
TOTAL							47				
I. JONES - MEDIA							10		40,796		40,796
DIF - (%)									-74.69		-96.05
MERCADO - FAIXA (1)											56,705
- MEDIA									71,267		80,305
- FAIXA (2)											113,567

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARÇO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 103

TITULO DO CARGO : ADVOGADO

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MAIOR
6	---	5	---	35,726	35,726	35,726	---	---	36,669	36,669	36,669	---	---	---
12	---	4	---	28,957	33,934	39,720	---	---	28,957	33,934	39,720	---	---	---
36	---	8	---	41,738	48,283	56,779	---	---	42,196	48,613	56,944	---	---	---
48	---	6	---	42,586	47,462	55,692	---	---	43,710	48,715	57,162	---	---	---
60	3	5	33,411	28,075	52,523	76,282	-57.20	33,411	35,094	55,806	78,613	-67.03	---	---
84	---	1	---	88,425	88,425	88,425	---	---	88,425	88,425	88,425	---	---	---
96	6	3	45,030	102,591	107,850	110,479	-139.51	45,030	105,726	111,145	113,855	-146.82	---	---
120	---	8	---	41,790	112,882	133,068	---	---	52,238	114,643	133,068	---	---	---
132	---	3	---	43,932	89,600	180,937	---	---	54,915	96,922	180,937	---	---	---
156	---	3	---	140,582	140,582	140,582	---	---	153,122	153,122	153,122	---	---	---
168	---	1	---	54,969	54,969	54,969	---	---	68,711	68,711	68,711	---	---	---
180	---	1	---	172,310	172,310	172,310	---	---	177,575	177,575	177,575	---	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 104 TITULO DO CARGO : ARQUITETO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	24	25,268	20,075	7,019	35,094
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	60	31,593	35,103	8,776	43,879
TOTAL						39					
I. JONES - MEDIA						12			39,555		39,555
DIF - (X)									-46.82		-46.44
MERCADO - FAIXA (1)											41,518
- MEDIA									50,073		50,715
- FAIXA (2)											83,034

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 104

TITULO DO CARGO : ARQUITETO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
24	---	1	---	28,075	28,075	28,075	---	---	35,094	35,094	35,094	---		
60	7	1	33,697	35,103	35,103	35,103	-4.17	33,697	43,879	43,879	43,879	-30.22		



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 105 TITULO DO CARGO : ASSISTENTE SOCIAL
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEH	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
140	PRODEST	ESP SANTO	OUTROS	HAI	40.00	1	24	6,615	27,209	0	27,209
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	60	25,268	28,075	7,019	35,094
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	24	20,425	35,290	583	35,873
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	6	6	34,025	35,726	943	36,669
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	24	22,581	39,015	511	39,526
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	4	6	40,558	42,536	1,124	43,710
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	96	31,593	35,103	8,776	43,879
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	26,798	46,302	369	46,671
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	132	39,539	43,932	10,983	54,915
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	48	65,777	65,777	2,010	67,787
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	41,703	72,054	0	72,054
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	48	70,835	70,835	2,164	72,999
TOTAL						1					
I. JONES - MEDIA						10			39,417		39,417
DIF - (2)									-114,00		-114,00
MERCADO - FAIXA (1)											59,668
- MEDIA									84,382		84,382
- FAIXA (2)											119,333

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 105

TITULO DO CARGO : ASSISTENTE SOCIAL

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	FREQ.	IJSN MEDIO	MERCADO MENOR	MERCADO MEDIO	MERCADO MAIOR	DIF %	IJSN MEDIO	MERCADO MENOR	MERCADO MEDIO	MERCADO MAIOR	DIF %	DIF %	
6	---	11	---	35,726	38,221	42,586	---	---	36,669	39,229	43,710	---	---	
24	---	4	---	27,209	34,201	39,015	---	---	27,209	34,620	39,526	---	---	
36	---	1	---	46,302	46,302	46,302	---	---	46,671	46,671	46,671	---	---	
48	---	3	---	65,777	69,149	70,835	---	---	67,787	71,262	72,999	---	---	
60	2	2	33,411	28,075	50,064	72,054	-49.84	33,411	35,094	53,574	72,054	-60.35	---	
96	2	1	44,292	35,103	35,103	35,103	26.18	44,292	43,879	43,879	43,879	0.94	---	
132	---	1	---	43,932	43,932	43,932	---	---	54,915	54,915	54,915	---	---	



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 106 TITULO DO CARGO : ANALISTA DE SISTEMAS
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAH SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
160	DESAN	ESP SANTO	OUTROS	AGO	40.00	3	6	34,025	35,726	943	36,669
160	DESAN	ESP SANTO	OUTROS	AGO	40.00	1	40	40,558	42,586	1,124	43,710
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	25,412	43,907	415	44,322
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	24	10,461	44,367	0	44,367
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	36	25,872	44,702	400	45,102
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	36	26,798	46,302	369	46,671
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	48	11,028	46,889	0	46,889
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	5	36	27,713	47,883	338	48,221
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	108	35,498	39,442	9,860	49,302
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	6	40,909	48,909	1,494	50,403
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	36	29,652	51,233	273	51,506
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	48	12,169	51,984	0	51,984
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	3	120	37,611	41,790	10,448	52,238
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	30,106	52,017	258	52,275
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	84	12,806	54,822	0	54,822
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	3	36	31,757	54,870	202	55,072
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	144	39,866	44,295	11,074	55,369
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	36	32,862	56,779	165	56,944
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	60	32,862	56,779	165	56,944
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	2	84	13,478	57,827	0	57,827
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	84	13,478	57,827	0	57,827
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	84	41,002	46,535	11,634	58,169
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	24	56,720	56,720	1,733	58,453
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	84	14,108	60,990	0	60,990
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	84	14,188	60,990	0	60,990
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	3	100	44,426	49,362	12,340	61,702
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	5	60	36,378	62,854	47	62,901
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	36	61,001	61,001	1,866	62,947
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	37,649	65,050	4	65,054
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	132	47,069	52,298	13,074	65,372
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	48	65,777	65,777	2,010	67,787
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	84	16,573	71,629	0	71,629
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	41,703	72,054	0	72,054

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 106 TITULO DO CARGO : ANALISTA DE SISTEMAS
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN		MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
					TRAB SEM	FREQ.					
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	40	70,835	70,835	2,164	72,999
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	6	156	55,570	61,744	15,436	77,180
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	60	44,679	77,196	0	77,196
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	44,679	77,196	0	77,196
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	60	76,282	76,282	2,331	78,613
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	46,184	79,797	0	79,797
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	180	58,839	65,376	16,344	81,720
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	9	84	49,456	85,450	0	85,450
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	204	62,391	69,323	17,331	86,654
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	228	66,127	73,474	18,368	91,842
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	120	55,638	96,131	0	96,131
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	5	252	70,116	77,906	19,476	97,382
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	84	56,680	97,932	0	97,932
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	96	95,266	95,266	2,911	98,177
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	276	74,386	82,561	20,640	103,201
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	7	96	102,591	102,591	3,135	105,726
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	300	78,719	87,465	21,866	109,331
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	96	110,479	110,479	3,376	113,855
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	5	324	83,477	92,751	23,188	115,939
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	6	132	67,229	116,158	0	116,158
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	10	120	118,974	118,974	3,635	122,609
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	132	71,975	124,358	0	124,358
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	132	74,456	128,645	0	128,645
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	5	120	128,122	128,122	3,915	132,037
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	6	132	77,016	133,068	0	133,068
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	132	137,973	137,973	4,216	142,189
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	156	148,582	148,582	4,540	153,122
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	1	132	101,209	174,869	0	174,869
					TOTAL		175				
		I. JONES - MEDIA								CARGO VAGO	
		DIF - (X)									
		MERCADO - FAIXA (1)									67,754
		- MEDIA								95,172	95,818
		- FAIXA (2)									135,506



INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 106

TITULO DO CARGO : ANALISTA DE SISTEMAS

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO	IJSN	MERCADO			MERCADO	IJSN	MERCADO			MERCADO	IJSN	
		FREQ.	MEDIO	Menor	Medio	MAIOR	DIF %	Medio	Menor	Medio	MAIOR	DIF %		
6	---	4	---	35,726	39,022	48,909	---	---	36,669	40,102	50,403	---		
24	---	3	---	44,367	52,602	56,720	---	---	44,367	53,750	58,453	---		
36	---	19	---	43,907	51,816	61,081	---	---	44,322	52,359	62,947	---		
48	---	6	---	42,506	57,308	70,835	---	---	43,710	50,526	72,999	---		
60	---	13	---	52,017	65,131	77,196	---	---	52,275	65,554	78,613	---		
84	---	21	---	46,535	73,284	97,932	---	---	54,822	74,392	97,932	---		
96	---	11	---	95,266	102,693	110,479	---	---	98,177	105,831	113,855	---		
108	---	4	---	39,442	46,882	49,362	---	---	49,302	50,602	61,702	---		
120	---	19	---	41,790	107,992	128,122	---	---	52,238	112,585	132,037	---		
132	---	10	---	52,290	120,322	174,869	---	---	65,372	122,009	174,869	---		
144	---	1	---	44,295	44,295	44,295	---	---	55,369	55,369	55,369	---		
156	---	9	---	61,744	90,690	140,582	---	---	77,180	102,494	153,122	---		
180	---	1	---	65,376	65,376	65,376	---	---	81,720	81,720	81,720	---		
204	---	2	---	69,323	69,323	69,323	---	---	86,654	86,654	86,654	---		
228	---	1	---	73,474	73,474	73,474	---	---	91,842	91,842	91,842	---		
252	---	5	---	77,906	77,906	77,906	---	---	97,382	97,382	97,382	---		
276	---	1	---	82,561	82,561	82,561	---	---	103,201	103,201	103,201	---		
300	---	2	---	87,465	87,465	87,465	---	---	109,331	109,331	109,331	---		
324	---	5	---	92,751	92,751	92,751	---	---	115,939	115,939	115,939	---		

INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 107 TITULO DO CARGO : ENGENHEIRO CIVIL
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	7	60	25,268	28,075	7,019	35,094
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	2	96	31,593	35,103	8,776	43,879
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	48	65,777	65,777	2,010	67,787
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	4	168	49,473	54,969	13,742	68,711
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	2	60	76,282	76,282	2,331	78,613
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	5	72	82,147	82,147	2,510	84,657
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	10	72	88,464	88,464	2,703	91,167
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	96	95,266	95,266	2,911	98,177
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	96	102,591	102,591	3,135	105,726
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	4	96	110,479	110,479	3,376	113,855
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	120	118,974	118,974	3,635	122,609
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	6	120	128,122	128,122	3,915	132,037
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	132	137,973	137,973	4,216	142,189
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	6	156	148,582	148,582	4,540	153,122
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	9	156	160,007	160,007	4,889	164,896
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	4	180	172,310	172,310	5,265	177,575
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	7	180	185,559	185,559	5,670	191,229
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	192	215,192	215,192	6,575	221,767
TOTAL						55					
I. JONES - MEDIA						23			42,232		42,232
DIF - (%)									-24.83		-38.01
MERCADO - FAIXA (1)											41,214
- MEDIA									52,719		58,285
- FAIXA (2)											82,427



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MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 107

TITULO DO CARGO : ENGENHEIRO CIVIL

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO	IJSN		MERCADO		MERCADO		IJSN		MERCADO		MERCADO	
		FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %		MEDIO	MENOR	MEDIO	MAIOR	DIF %	
48	---	1	---	65,777	65,777	65,777	---	---	---	67,787	67,787	67,787	---	---
60	10	9	33,812	28,075	30,780	76,282	-14.72	33,812	35,094	44,765	78,613	-32.39	---	---
72	---	15	---	82,147	86,358	88,464	---	---	---	84,657	88,997	91,167	---	---
96	10	10	49,613	35,103	90,051	110,479	-81.51	49,613	43,879	94,344	113,855	-90.16	---	---
120	1	9	52,717	118,974	125,073	128,122	-137.25	52,717	122,609	128,894	132,037	-144.50	---	---
132	---	1	---	137,973	137,973	137,973	---	---	---	142,189	142,189	142,189	---	---
156	---	15	---	148,582	155,437	160,007	---	---	---	153,122	160,186	164,896	---	---
168	---	4	---	54,969	54,969	54,969	---	---	---	68,711	68,711	68,711	---	---
180	---	11	---	172,310	180,741	185,559	---	---	---	177,575	186,264	191,229	---	---
192	---	3	---	215,192	215,192	215,192	---	---	---	221,767	221,767	221,767	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 109 TITULO DO CARGO : BIBLIOTECARIO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	24	6,615	27,209	0	27,209
160	DESAN	ESP SANTO	OUTROS	AGO	40.00	1	36	20,675	30,109	795	30,904
170	ESCELSA	ESP SANTO	OUTROS	NOV	40.00	2	24	17,804	30,762	671	31,433
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	60	26,754	29,726	7,432	37,158
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	1	48	70,835	70,835	2,164	72,999
TOTAL							15				
I. JONES - MEDIA							5		35,964		35,964
DIF - (%)									4,23		-10,20
MERCADO - FAIXA (1)											28,024
- MEDIA									34,505		39,631
- FAIXA (2)											56,046



INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 109

TITULO DO CARGO : BIBLIOTECARIO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	
24	---	3	---	27,209	29,578	30,762	---	---	27,209	30,025	31,433	---	---	
36	---	1	---	30,109	30,109	30,109	---	---	30,904	30,904	30,904	---	---	
48	---	1	---	70,835	70,835	70,835	---	---	72,999	72,999	72,999	---	---	
60	3	1	33,411	29,726	29,726	29,726	12.40	33,411	37,158	37,158	37,158	-11.21	---	



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 110 TITULO DO CARGO : ESTATISTICO
 JORNADA DA PESQUISA : 40,00

COD	EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
130	BANESTES		ESP SANTO	OUTROS	SET	36,00	1	60	25,268	20,075	7,019	35,094
130	BANESTES		ESP SANTO	OUTROS	SET	36,00	1	96	31,593	35,103	0,776	43,879
130	BANESTES		ESP SANTO	OUTROS	SET	36,00	1	132	39,539	43,932	10,983	54,915
130	BANESTES		ESP SANTO	OUTROS	SET	36,00	1	168	49,473	54,969	13,742	68,711
						TOTAL	9					
I. JONES - MEDIA											CARGO VAGO	
DIF - (X)												
MERCADO - FAIXA (1)											32,914	
- MEDIA											45,142	
- FAIXA (2)											65,826	



INSTITUTO JONES DOS SANTOS NEVES
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 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 110

TITULO DO CARGO : ESTATISTICO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MAIOR
60	---	1	---	28,075	28,075	28,075	---	---	35,094	35,094	35,094	---	---	---
96	---	1	---	35,103	35,103	35,103	---	---	43,879	43,879	43,879	---	---	---
132	---	1	---	43,932	43,932	43,932	---	---	54,915	54,915	54,915	---	---	---
168	---	1	---	54,969	54,969	54,969	---	---	68,711	68,711	68,711	---	---	---



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 113 TITULO DO CARGO : PEDAGOGO
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
140	PRODEST	ESP SANTO	OUTROS	MAI	40.00	1	24	8,356	34,975	0	34,975
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	6	34,025	35,726	943	36,669
120	TELEST	ESP SANTO	OUTROS	DEZ	40.00	3	48	70,835	70,835	2,164	72,999
TOTAL						1					
I. JONES - MEDIA						8			44,587		44,587
DIF - (2)									-89,25		-89,25
MERCADO - FAIXA (1)											59,668
- MEDIA									84,382		84,382
- FAIXA (2)											119,333

INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARÇO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 113

TITULO DO CARGO : PEDAGOGO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN		MERCADO		IJSN		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	
6	---	1	---	35,726	35,726	35,726	---	---	36,669	36,669	36,669	---	---	
24	---	1	---	34,975	34,975	34,975	---	---	34,975	34,975	34,975	---	---	
48	---	3	---	70,835	70,835	70,835	---	---	72,999	72,999	72,999	---	---	



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

CODIGO DO CARGO : 115 TITULO DO CARGO : COMUNICADOR SOCIAL
 JORNADA DA PESQUISA : 40.00

COD EMP	NOME DA EMPRESA	REGIAO	RAMO DE ATIVIDADE	DATA BASE	JORN TRAB SEM	FREQ.	MESES FORMADO	SALARIO BASE INFORMADO	SALARIO BASE CORRIGIDO	OUTROS PAGAMENTOS	REMUNERACAO TOTAL
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	3	6	34,025	35,726	943	36,669
130	BANESTES	ESP SANTO	OUTROS	SET	36.00	1	96	31,573	35,103	8,776	43,879
160	CESAN	ESP SANTO	OUTROS	AGO	40.00	1	48	48,250	50,662	1,337	51,999
TOTAL						6					
							3		33,411		33,411
									-61.53		-60.37
											42,613
									53,968		60,263
											85,224



INSTITUTO JONES DOS SANTOS NEVES
 ESTUDO DE REMUNERACAO - MARCO, 1990
 ANALISE TECNICA - MERCADO REAL

MERCADO RAMO DE ATIVIDADE (2) - OUTROS

QUADRO RESUMO

*** CURVA DE MATURIDADE ***

CODIGO DO CARGO : 115

TITULO DO CARGO : COMUNICADOR SOCIAL

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	IJSN	MERCADO	IJSN		MERCADO		IJSN	MERCADO	IJSN		MERCADO		IJSN	MERCADO
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %
6	---	3	----	35,726	35,726	35,726	----	----	36,669	36,669	36,669	----	----	----
48	---	1	----	50,662	50,662	50,662	----	----	51,999	51,999	51,999	----	----	----
96	---	1	----	35,103	35,103	35,103	----	----	43,879	43,879	43,879	----	----	----



